

Board of Directors Meeting
Ranger Rendezvous XXXVII
Wed, Oct 22, 2014
8:00am

Board Members Attending– Erika Jostad, Ben Walsh, Alison Steiner, Lauren Kopplin, Paula Alexander, Seth Tinkham, Jeremy Kaufman, Wendy Lauritzen, Colleen Derber

Also Attending – Teresa Ford, Katlyn Grubb

Board Member Not Attending – Gannon Frain

Erika shared that Gannon may not come to Rendezvous. He's moved on, hasn't worked for the NPS for about a year, and is dropping out of the board.

Rendezvous

Alison thanked the planning team.

Objectives of this year's Rendezvous –

- Raise \$10K
- Offer an appealing program
- 200 minimum attendance
- Mentoring opportunity
- Develop RR planning guide

Registration

144 registered, may get more people from Fort Collins and Denver registering on site. We're close to our goal.

Exhibitors

- 15 paid exhibitors,
- Complimentary exhibitors – ROMO, Big City Mountaineers, Flow397
- 20 total exhibitors

Donations and Sponsors

- VF Imagewear sponsored 4 coffee breaks, approximately \$800 total.
- \$600 donated from R.J. Thomas Manufacturing Company.
- Product donations from New Belgium Brewing Company, CO Cider Company, and Avery Brewing Company.
- \$24K in income, and \$8-10K in expenses so we've exceeded our financial goal.

Positive Things

- favorable contract
- small room block so filled quickly
- good planning team
- good speakers
- close to regional office and park
- lots of training available (all had at least 15 people, except for oral history)

Differences this year

- No fines (based on last year's survey, monetary issue). We'll inform everyone during reception this evening.
- Reception/Dinner on Wed and Fri – Reception from 6-7pm, followed by buffet dinner from 7-8pm here at Longs Peak Lodge. We will need help setting up dining room.

Regional Dinners

- Wendy shared that the purpose is to address concerns in your own region, promote communication.
- Ed will be NER representative, will save tables for that and for the first-timers breakfast.
- In the past, ANPR had regional representatives to keep things going during the year, would have regional meetings during Rendezvous. Discussion followed about whether we want to go back to regional reps. Regional reps could report back to board. Would be valuable making connections closer to home. *To be discussed further.*

Hospitality Suite

- Nancy and Tim are setting up hospitality suite.
- We have liquor liability insurance. The companies that donated beer require that bartenders serve alcohol.
- Donation jar for alcohol during receptions.
- Oral History display in Hospitality Suite.

Seth shared his hope that the board pursue special event insurance, will be included in after action report.

Rendezvous 2015 – Oct 21-25, 2015

Erika and Alison did extensive search for venue in DC area. No venues in DC with low room rates (had lots of acceptance, but costs were too high, food/beer minimums) so had to look elsewhere. We have a similar proposal, again working with HelmsBriscoe agent.

- Blue Ridge Assembly – another YMCA venue
- good location

- 30 min from Asheville Airport
- 15 min from downtown
- 2 hour drive from Charlotte
- 1 ½ hour from Knoxville, TN
- 5 min from BLRI
- 1 ½ hour drive to Cherokee (GRSM)
- YMCA has good rates
 - lodging – \$85/night
 - meals – \$9 for breakfast, \$11 for lunch, and \$15 for dinner
 - \$1,000 flat fee for meeting space and AV
- Ben will look at the venue next month. He is very familiar with the area since he went to school there. Wendy shared that there are lots of ANPR retirees in the area.
- Alison suggested that we set ourselves up with reasonable goal, more modest expectations. Membership base is not as strong in the south.
- We raised cost of registration this year and received no complaints about that.
- Wendy suggested a pre-Christmas registration option. People could give registration to loved ones. *To be discussed further during Rendezvous.*

Finances - Paula

TREASURER'S UPDATE FOR ANPR RANGER RENDEZVOUS BOD MEETING *October 21, 2014*

Summary of Accomplishments

- Reconciled QuickBooks against monthly financial statements from January, 2014 to present.
- Made payments by check on invoices received.
- Prepared and maintained documentation as needed for audit and tax purposes.
- Monitored QuickBooks for data accuracy.
- Member of Fundraising Committee.
- Member of committee tasked with making recommendations for Business Manager transition.

ANPR Checking/Savings Accounts

- Wells Fargo Checking Account: \$14,788.89 as of October 20, 2014
- Wells Fargo High Yield Savings Account: \$39,441.94 as of October 20, 2014

NON-ANPR ACCOUNTS (SET ASIDE FOR SPECIFIC PURPOSES OTHER THAN REGULAR ANPR BUSINESS)

- Wells Fargo Rick Gale Memorial Savings: \$1,615.88 as of October 20, 2014
- Wells Fargo IRF Friends Savings: \$4,123.41 as of October 20, 2014
- Wells Fargo IRF Dependents Savings: \$6,298.15 as of October 20, 2014
- National Bank of Arizona (ANPR - WRC): \$6,580.17 as of September 30, 2014

Profit & Loss Summary

- Total Income for 4/1/2013 to 3/31/2014 = \$59,321.76
- Total Expenses for 4/1/2013 to 3/31/2014 = \$78,214.93
- Net Profit/Loss - \$-19,760.21 (see Profit/Loss report for more details about income/expense categories)
- Previous Fiscal Year's Net Profit/Loss = \$-9,883.24

Paula Alexander
ANPR Treasurer 2014

We have had to take from savings to cover expenses. When checking account drops below \$2K, we have to transfer from savings. Numbers are deceiving because we have 2 more Ranger magazines to pay for, expenses for Rendezvous, and payments to Teresa and new business manager. We need more money.

ANPR has not been making a profit for last 3 years. We'll probably still be in the red this year, but we are going in the right direction.

Membership statistics from Teresa:

YEAR-TO-DATE STATS FOR 2014 as of 10/20/14

473annual (365 + 108 new)

480life

953# of memberships

YEAR-TO-DATE STATS FOR 2014 as of 10/1/14

466annual (365 + 101 new)

480life

946# of memberships

YEAR-END STATS FOR 2013

599annual (409 + 190 NEW)

483life

1082# of memberships

YEAR-END STATS FOR 2012

634annual (402+ 232 new)

484life

1118# of memberships

YEAR-END STATS FOR 2011

662 annual (469 + 193 new, 12 are comps for 1st Rdz)

488life

1150# of memberships

YEAR-END STATS FOR 2010

758annual (495 + 263 new)

493life

1251# of memberships

Number of new members has steadily gone down. Seth said that last year, there was so much uncertainty because of the government shutdown.

Erika stressed

- problem of membership retention
- financial picture – We are committed to cutting expenses in transitioning to new business manager. We're in a much stronger position than we were.

Seth suggested that with more advertisers for Ranger and moving to a membership software service, we should do better financially.

Ben reminded everyone of the BOD requirements to recruit a new member and give a \$100 donation. Deadline has been extended to end of year.

TASK – Make \$100 donation and recruit new member by end of year – All.

Alison stated that in the past, 1st year Rendezvous attendees received one-year membership, but we didn't do that this year.

Erika said that we are under a financial strain, but we are on the right track. We'll keep working on membership.

Alison stated that Rendezvous is an easy way to make money so we should maximize that.

Seth stated that what is missing is advertising in Ranger. Wendy said that we are getting sponsorship; Pilot Rock is advertising in Ranger.

Seth would like to set a goal to have x # of advertisers by a certain date for FY.

Rendezvous Locations

- Wendy initiated a discussion about why we need to move out of our profit centers, just to move around the country? How about rotating among 3 profit centers? This would make things so much easier in terms of planning. Having Rendezvous in the same places would help develop business relationships as the same vendors could participate each time.
- Ken mentioned that the purpose of moving around was to recruit members from different areas, but this has not been working. Wendy said that it's hard working w/exhibitors for places they haven't been to.
- Alison mentioned that with WRC here in 2016, we have been trying to build relationships.
- *We will discuss this idea further.*

Ways to Increase Membership

- Seth and Gannon had discussed a combined member/donor survey. Data regarding profession, grade level, location, to get better idea of membership.
- Lauren said some people think ANPR will help them get a job. What else can we provide? Tangible accomplishments, what is ANPR and what does ANPR do? Best way to sustain members is to show what membership does.
- Wendy said people leave because they're not in the NPS anymore, but we're still family whether you're in the NPS or not.
- Ben stressed making it clear that we appeal to all levels and divisions.
- Update website with issues section, more information about Rendezvous (Suggest adding slide show of people enjoying Rendezvous, great speaker videos, etc), potential for forums so that people can continue to engage (would appeal to younger people who are more likely to engage with social media).
- Ken said membership drive is the best way to recruit new members.
- Alison stressed that we make sure people understand what we need, like Mark Herberger's 10 matching memberships campaign. It helps to talk to people.
- Erika suggested we start today, talking to each other, giving of our time. Lauren emphasized that we should reach out to everybody, not just new people.
- Alison indicated that we have seasonals, superintendents, and retired members, but we're missing out on mid level GS-9s. Erika suggested that the mentorship program could help

attract mid-career, being involved in Rendezvous planning, outreach, fundraising, new accounting systems. We on the BOD can share experiences.

- We need to add board member for membership services. Per by-laws, the President must appoint when a board member steps down.

Board Elections

- Seth suggested we add a skill level requirement for positions on the board. Willingness to learn and basic computer skills are important.
- Erika reminded us that it is our job to recruit, talk up the open positions.
- Wendy suggested shadow positions on the board for members who might be interested in participating on the board but not able to commit. It would give them the opportunity to develop extra skills. Ben agreed and suggested if a board member has to step down, the assistant could move in to the position. Alison said we could start recruiting for next year.
- Seth said that membership services mgmt software company has offered training as needed, helps with continuity and assistance in learning behind the scenes.

Internal Communications

- Jeremy won't run again but will still be involved with oral history project. He emphasized continuation of the newsletter as we've gotten good feedback on that.
- With the move to membership services, internal communications position could focus on Facebook, social media, and website content/management.

Education and Training

- Mentorship program may fit in here.
- Seth said that members should be aware of expected time commitment/week.
- Ben mentioned this year's monthly meetings have been good.

Possible candidates

- Tim Moore – education and training
- Katlyn Grubb – education and training
- Jamie Richards – internal communication
- Michelle Torok
- Wendy suggested that a retired person who likes to deal with numbers might be interested in the Treasurer position.
- Colleen will work with Teresa on voting/ballots.

Transition to New Business Manager and Editor

There were eight people who didn't follow up that we found through the web, but we did receive three solid applications for Editor through traditional ANPR channels. Ken, Lauren, Colleen, and Erika will look at applications.

Membership management services

- Websites that manage registration, automatic renewals, donations, produce reports, can handle mass emails, lots of groups in the platform
 - member clicks
 - Wild apricot (fees are less per Erika).
- Alex Eddy looked at how to transfer our membership list to one of these programs; easy transition after all the data has been entered.
- ANPR fits the profile of who goes to this type of service. We would pay someone for migration of material. Wild apricot fees are significantly less (Erika).
- On-line membership directory could be included (Seth). We'll have further discussions about this.
- Suggested moving to standardized emails for board positions, making them more professional (Ben).
- Members can sign in and access things that non-members can't (Alison).
- Can show how members are interacting with the website (Seth).

ANPR Merchandise

Wendy will store ANPR merchandise at her home.

Tax ID # 58-1494811

Contracted position

- Member/employee contract. Either side can terminate at will.
- Seth inquired about legal advice re: contract. Erika has not sought legal advice.
- Erika contacted Russ Wilson that evening, and he offered to review the contracts.

Mentoring Program – Ken

- We are looking for a mentoring program coordinator. Ken and Roberta have exhausted all their connections, have had to go out and find mentors, no volunteers have come forward to mentor.
- We really need mentors. Mentors don't need to be older/more experienced. They can be at any level. The more mentors we have, the better the mentoring program will be.
- Mentors can help us sell mentors (Lauren), and there is potential to recruit mentors through their networks (Alison)
- Mentoring is fun and a good break from routine. Ken is on his 2nd protégé.

- Are 1-1 matches required? We could have one person mentor all the seasonal interpretive rangers, all the seasonal rangers, etc. 80% of those looking for mentors are seasonal looking for a job.
- Mentors provide suggestions such as developing skills, networking, attending Rendezvous, and working on certifications.
- It is difficult to make a good mentoring match. Important to match personality and to take geography into account.
- Haven't always been able to get mentors matched in a timely manner. Roberta sent out an email to all interested in having a mentor that we are seeking mentors.
- Goals -
 - Make timely matches (good benefit for ANPR).
 - Make good matches.
 - Bureaucracy free mentoring program.
- Ken shared that the question arose re: mentoring on government time. It's not official government business but ok to do informally.
- Alison asked if there is consistent way to get feedback? We get informal feedback via email (Ken).
- Is there a way to have identity as mentors (Alison)? If there's an interest in conference calls, we can do that.
- Takeaway message – "Quality" of match is critical.
- 43 matches done over the last 2 years, and 4 of them have been outstanding matches.
- Mentors not restricted to ANPR members, but we can encourage them to join.
- In developing website content, mentorship section could be included under membership (Seth).
- Erika suggested perhaps more structure in the program.
- Paula offered to be a mentor.

Workforce Issues

- Mike Reynolds is impressed with ANPR, and he'd be part of a group regarding workforce issues, He's here again to talk to us. How do we solicit from our membership (Erika)?
- HR process is broken in NPS, and Mike doesn't have the staff to work with him. Issues need to be manageable. We need success stories (Ken).
- Departmental priorities are youth hiring and engagement. Wendy shared that there is now a new definition of youth, 35 years if vet, 30 years if non-vet, New definition was set up because NPS wasn't meeting requirements. They change definitions when it looks like goals are not being met.
- Erika shared that we're not going to fix this, but we have been invited to the conversation.

Like the LE issues, such as 20 year retirement, we could testify on HR issues for NPS. ANPR excelled when we helped with that. We can give NPS a better voice (Wendy).

- Erika asked where can we be successful?
 - Pathways program – Seth expressed need for clear guidance on the Pathways program. ANPR could be a great advocate to argue things to agency as management needs support. There is no conflict of interest because we're being conduit for information, being a voice for our membership.
 - Housing issues (Lauren) – General quality of housing needs to be improved. OMB is involved (Ken).
 - Health Benefits (Seth) – even with Affordable Care Act, full-time, term employees are not receiving benefits. Permanent positions have been converted to term (Alison). Bulletin HR 14.01 says positions that do consistent work should not be term positions (Ken).
 - Succession planning (Seth) – 60 people in our directorate may take buyout. How about a checklist for managers that are going to lose staff to this? Wendy asked what does Mike Reynolds see as needs for VERA/VSIP? She has seen 3 term superintendents positions advertised! If take V/V, can't fill the position for 2-3 years (Ken).

Lunch Break!

World Ranger Congress - Bob Krumenaker and Bruce McKeeman

- World Ranger Congress Organizing Group (All members are ANPR members) working to plan WRC. Will be here at YMCA of the Rockies in 2016.
- Blanca made a poster for WRC.
- Goal is to make this the largest WRC ever. Largest in the past had 300 delegates. Our goal is 310 delegates from 40 countries.
- There will be a limited number of delegates from North America. Not all ANPR members will be able to go. The difference between Ranger Rendezvous and World Ranger Congress is that each person at the WRC is expected to participate, to represent their country.
- Opportunity for ANPR and NPS. Centennial year was a major selling point to win bid. NPS interested in WRC and has become a partner. There are 4 people on the team; Alexa Viets is excited about the Congress. This is a centennial event.
- All financial successes, opportunities, and failures of WRC are ANPR's.
- WorldRangerCongress.com
- Estimated budget=\$180K. Estimated income=\$200K. Leaves a \$20K cushion. Any profit goes to ANPR so there is potential for helping ANPR w/financial situation. Financial stability is a goal. The more delegates we have, the more profitable we'll be.

- Estimated cost for an international delegate to attend WRC is \$3K. We are working on getting funds from sponsors
- Proposed to hire a fundraiser.
 - We have hired former Midwest regional rep for NPCA, Lori Nelson at a salary of \$50/hour for 4-6 week window to develop strategy for fundraising.
 - Lori is a lawyer, MN bar, helped get NPS story out. She's qualified to do fundraising. She has experience fundraising for friends of MN valley and has her own non-profit mgmt consulting committee.
 - She's really interested in doing this (willing to cut her salary to do start-stop)
 - Both Bob and Bruce have worked with Lori
 - We have \$3K seed money.
 - Organizing committee raised \$4,300.
 - \$3,750 due to YMCA in January 2015 (once Joe signs YMCA contract).
- Sponsors
 - Wendy asked about sponsors. Bob shared that Teresa has set up a tab on ANPR website, planning committee developing info which will go live in next week. Potential lead sponsor is NPS. Russ Wilson is leading the NPS team. He will handle legal and ethical constraints.
 - Bruce – In fundraising plan, we've determined that the cost to sponsor a day of Congress will be \$35K. We've come up with different sponsor levels – 7 highest peaks in the 7 continents (Mt Everest, Mt McKinley).
 - Wendy has a business that'd like to sponsor a ranger. What do sponsors get in return? Bruce said that we will put their information on our website, grow a presence for them.
 - Steve Shackelton made a presentation to the Friends Alliance, an informal alliance of friends groups, and asked each of friends groups to sponsor a delegate from their sister park. YOSE goal to have a sister park on every continent by 2016.
- Fundraising campaign – campaigncauses.com/campaign/84845 – 55 in last 48 hours! IRF and NPCA have put link on website
- Erika asked what WRCOG needs from ANPR. Bruce said 2 things:
 - 1) Confirmation that hiring fundraiser was good decision.
 - 2) \$6K of ANPR funds to get this process started.
 - Seth asked if this could benefit ANPR's fundraising efforts? Bruce said they can pass campaign directorship to anyone who wants it. Lori might be willing to coordinate fundraising for ANPR in the future. We can move funds back to ANPR for operating funds.
 - We would take the \$6K out of operational funds (savings) (Erika).
 - Bob stated that this is time of year that individuals and corporations give \$.
 - \$ is a concern.

- Should we have a Rendezvous in 2016 (Seth)? If it's a money maker, have it (Bob). It would be a great chance to celebrate (Bruce).
- Would leftover funds go back to ANPR (Wendy)? If we have leftover funds, we would hope that ANPR would give IRF seed \$ for next congress (Bruce).
 - Loan v. Gift – Loan allows for quicker payback (Wendy).
 - If ANPR stabilizes finances, we wouldn't need to get \$ back (Alison).
- Would be good if fundraiser can be a potential partner (Alison).
- Facebook chat with international rangers, World Ranger Day. We can add stories on website (Bruce).
- Bob said that Christy Goldfuss is here and will pitch centennial here at ANPR. We want your support for World Ranger Day. ANPR is very US focused.
- Motion to accept fundraiser and lend \$6K?
 - Wendy brought motion forward.
 - Ben seconded.
 - Vote was unanimous.

Oral History Project

- a success for ANPR
- Interviewers –
 - Brenda Lissoway (archivist at Chaco Canyon NHP)
 - Lilli Tichinin (intern w/LuAnn)
 - On Sat, 2 Colorado State University volunteers
- Goal is 20 interviews. 13 scheduled as of yesterday, and 2 more signed up today. We should be close to 20. Will take us to 46 to this point in our goal to reach 50 by 2016.
- All previous interviews from Palm Springs have been given to Harpers Ferry, and 9 from last year have been transcribed and need to be reviewed.
- \$1,615.88 Gale Fund – won't cover all transcribing. We've been having on-going conversations on how to get support. We talked about the possibility of having interviewee pay the \$150-300 cost of transcribing. If we have \$5K, we should be able to cover all the transcribing.
- We don't want volunteers to transcribe as we want it to be a professional product.
 - The first year, we had a good transcriber; she was meticulous.
 - This past year, our transcriber was not as good so Jeremy, Alison, and Lu Ann Jones had to go through the transcriptions to edit.
 - It takes about 6-10 hours to transcribe a 1-hour interview.
- Alison went to the oral history association conference and presented on panel, "more than the story," oral history's leadership development. What good can oral history do? Article will be published in oral history review.
- Oral history and ANPR revitalization came at same time. It's a celebration of the centennial and workforce issues.

- Benefits of the project:
 - membership cohesiveness
 - mentorships and training
 - partnership with CNPSR to get interview list
 - people are coming back to fundraise, help with RR
 - connections between young interviewers and older interviewees
 - themes – NPS good at training people a hard skill but not soft skills (compassion, etc) – ANPR can help the NPS
- Seth asked if we can put excerpts on website? (FYI: They've been on the website for more than a year.) Lilli might work on that (Alison).
- We have a display in the hospitality room
- Lu Ann says ANPR project is good model for NPS to follow. We have a partnership as ANPR now working with NPS on oral history project.
- She is trying to get Alexa Viets to get \$ and expand program.

World Ranger Day (Erika)

- We asked Christy Goldfuss to enhance awareness of World Ranger Day.
- How can we raise the profile?
- Andrew Mizesak, director of Garfield Friends Association, positive for us to pursue, had done work with HR 533?
- New ANPR merchandise
 - Seth has been working on Café Press. Alex Eddy and Jason Wickersty put together designs for Café Press (US w/park codes, organic act reconfigured as arrowhead, flat hat, map icons)
 - Jason involved w/on-demand publications
 - Teresa – Ranger at Heart was the idea of former president and life member Ken Mabery, designed and copyrighted by member Judy Chetwin.
 - Motion of support – no cost to put designs if no one buys, we can take down.
 - Question – What about merchandise with ANPR logo?

Supernaugh Scholarship Program – Ben

- 18 applications received, and we had the budget to offer 8 scholarships.
- Ben, Seth, Lauren, and Colleen ranked the applicants.
- Several people declined (couldn't get time off from supervisor, thought it would be official travel)
- 4 women and 2 men accepted.
- We'd like to make effort to engage scholarship winners throughout the coming year. We're going to track Supernaughs since they are an investment in our organization. They get a free trip, and some do not stay involved. Position descriptions have been drafted.
 - What is the % of Supernaughs that stay involved with ANPR?

- Why don't some scholarship winners come back?
- How much of a benefit is it? Even if low success rate, it is still beneficial (Ben). For most, attending is a financial barrier.
- Would like to do more follow-up from scholarship winners. Would like them to be committed to NPS long-term.
- It's up to us to follow up with Supernaughs (Erika). We reached out to last year's (Alison). No questions about benefits as Ken, Alison, Seth, and Ben are all former scholars. We can do better following up with them.
- There is no career or age limit on scholarship winners (Ben). For Anne Warner, the NPS is her second career (Ben).
- Since we didn't have as many Supernaugh scholars this year, do we want to use funds for advertising scholarships for next year (Seth)?
 - What are the rules for Supernaugh (Ben)?
 - Purpose of the fund is to bring new people to Rendezvous. Bill's wife, Jean Supernaugh, and daughter, Michelle Torok, are both here. They set up fund within a week of Bill's death to help ANPR members attend their first Rendezvous, an activity that Bill loved. (Teresa).
 - We advertised on Facebook, NPS site (Ben). We also send out email blast to all members (Teresa).
- Seth asked if we could use a pitch letter from other conferences so people could take to supervisor re: HR policies on attending Rendezvous on work time.
- Erika stated that there's a cap on how many can be at a conference (ex. George Wright) – 16 person max?
- NPS is on board for making the WRC official travel, but ANPR Rendezvous doesn't have the approval. We don't want to encourage supervisors through the back door (Ken).
- Perhaps there are other alternatives, like a form letter that people could show their supervisors.

Fundraising – Seth

- Fundraising committee meets monthly.
- Draft Fundraising Plan has been circulating w/fundraising folks since June.
 - Seth sent by email to BOD.
 - Ground rules for creation of new named funds/sponsorship
 - Via Foundation Center, Seth has searched for grant-giving organizations that match our goals. Lost document but has saved searches.
- Majority of our expenses:
 - servicing members
 - communication (Ranger)
- Fundraising Goals
 - go outside of membership

- partner organizations
- on line auctions
- Rendezvous – underwrite costs?
- Gift Acceptance Policy
 - stocks/securities – what that would look like
 - real estate – no
- Seth will reach out to grant giving organizations in NC for next year’s Rendezvous. Grants based on events in that state. Some organizations do in-state only. We could look at TN and SC for organizations that look at other states (Ben).

TASK – Review Fundraising Plan and send comments to Seth by end of year. – All

- Wendy suggested adding in memoriam section to donations, planned giving.
- Alison suggested seeking Subaru as a sponsor. They gave \$ to NPF. A large percentage of rangers have Subarus. Subaru supports NPS so would be a good fit. Alison didn’t pursue them for this year’s Rendezvous because she wanted to ask them to be an ANPR sponsor, not just a Rendezvous sponsor Subaru has a sponsorship program.
- Wendy shared that the tiger stamp was just re-issued. Proceeds go to WWF for endangered species. How about an ANPR logo stamp? We could tie it to World Ranger Day and the centennial because USPS has 50/100 year issuing.
- Working on long term goals for fundraising plan (Seth).
- Alison dealt with Rendezvous fundraising sponsors and worked with Mary Martin on other ideas.
 - Most sponsors donated equipment; Jack Harris donated time; John Fielder donated his time.
 - Received only one monetary donation.
 - Established a partnership w/t-shirt company, Flow397. Could work with WRC as well.
- Seth sent out written thank you notes to all who contributed to Supernaugh Fund. Ben suggested taking a photo of Supernaughs at Ranger Rendezvous and attaching to an email thank you.
- Alison suggested taking photos of people drinking New Belgium and Avery beer to show the brewing companies.
- We are out of *Live the Adventure* booklets (Paula). Will we be getting more of those?
 - Seth will check with Jason Wickersty re: on-demand printing. Erika said that the booklet needs to be updated.
 - Teresa shared that there have been 7 reprints. Cost is \$6 (includes \$1 for shipping). Priced a little high, but that’s what the BOD decided on years ago.
 - **TASK – Seth will check w/Jason Wickersty re: on demand printing of *Live the Adventure*.**

- Concerns about the raffle (Paula).
 - Katlyn Grubb – coordinating.
 - Teresa shared that CO requires raffle license.
 - Are bucket raffles considered raffles (Alison)?
 - If we don't call it a raffle, we should be okay. We'll call it a bag auction or a drawing.

Upcoming meetings during Rendezvous

- ***Fri, Oct 23rd, 4pm – ANPR business meeting***
 - membership invited
 - Will discuss financial situation, Rendezvous, Oral History Project, and have Q&A
- ***Sat, Oct 25, 9am – State of the Association Meeting***
 - bigger picture
 - accomplishments, presentation of award, introduce scholarship winners
- ***Sun, Oct 26, 8am – Final business meeting***
 - wrap up
 - will take nominations for BOD positions

Other Issues

- Liability insurance for directors and officers (Seth).
 - Hopeful we'll resolve for yes or no.
 - Erika followed up with others with outside experience and recommend D&O insurance. Seth will follow up with quote at next board meeting.
 - Lauren is for it.
 - Ken would like to know more about it. We don't have a traditional workforce. We have to accept some level of risk. Would like more information to justify the cost in an already cost-strapped organization. Ken doesn't see much of a risk out there.
 - Agent has offered to address a board call at no cost to us (Seth).
 - With WRC, someone could run off with funds. I see some things that are getting riskier. Would be good idea to ask lawyers among the membership (Wendy).
 - If an independent person talked to us, that might be helpful (Ken).
 - Large donations may require insurance (Alison).
 - We are running a business; we have stakeholders. There is nothing separating our personal funds from the organization's.

TASK – Seth will talk to Russ Wilson re: risks.

Meeting adjourned at 4:19pm.