

ANPR Board of Directors Conference Call  
Tuesday, March 27, 2018  
8:30 pm ET/7:30 pm CT/6:30 pm MT/5:30 pm PT (and AZ)  
Call in number: 641-715-3200 Passcode: 873615#

In attendance: Jan, Chris, Bill, Marin, Will, Ben, Nick, Jamie, Kate, Elsa, Jonathan

Not in attendance: Kayla, Nick

Note: 11 voting members – quorum is 60% or 7 members

Meeting called to order at 5:30 pm MT

Updates and discussion:

Rendezvous (Jan):

- Our RR parameters are not quite on track with the proposals coming back - \$199/hotel night is too expensive.
- Bowling Green as a site might be more reasonable – Mammoth Cave would still be a draw.
- May look at dates later in October – early in November.
- How many days should RR be? At least 3 days of programming, a field trip day, a training day.
- Jonathan suggested we consider Holmes Briscoe (an events planner entity) (he met a rep recently at an educational training) to help get this rolling – they negotiate hotel prices and get a commission for doing so.
- Question posed re: RR programming – a program chair puts the program together (last year that was Cadence).
- **Would like to have a board call regarding RR on Tuesday, April 10<sup>th</sup>.**

President (Jan):

- Per suggestion from Bill, we'll re-vamp our minutes and will start using an agenda.
- Jeff Ohlfs has stepped down from the International Affairs role – he represented ANPR to the International Ranger Federation (IRF). Bill has some thoughts on a few folks who might be interested in serving in this role.
- Has meeting with the IRF Executive Director scheduled for the end of April to discuss ANPR's role with IRF.

Treasurer (Bill):

- Desires action on the minutes and use of an agenda as mentioned in recent emails to Jan, Chris, and Marin.
- Nothing new to report with accounts.

Secretary (Marin):

- Nothing to report ANPR-wise.

- HR update – nothing new to report regarding seasonal hiring; OPM recently called out the SHROs for poor position/PD management – SHROs have tasked all parks (we hope) with updating all PDs immediately.

#### Business Manager (Chris):

- General day to day operations along with the RR tasks.

#### Internal Communications (Elsa):

- Wondering re: who can post or reply on FB (Jan, Chris, Jamie, Elsa).
- Just accepted position (promotion!) as Admin Assistant for Protection at SEUG.

#### Seasonal Perspectives (Will):

- Shared his hiring PowerPoint with the Student Engagement Network
- Fielding questions re: 1039 hires – people are hearing that they've lost their rehire status (2014 seems to be a critical year).

#### Membership Services (Kate):

- Still working on the introductory materials she's developing for meet-ups and affinity groups.
- A meet-up is scheduled at GOGA for April.
- We only have 9 people currently interested in mentoring others – how can we recruit other mentors?

#### Special Concerns (Ben):

- See his recent email for FY18 budget that was just passed.
- Haven't seen any updates on proposed fee increase or for re-organization.

#### Strategic Planning (Jonathan):

- In regarding to the current confusion for seasonal hiring, if we are perceived as doing nothing or are at least not sympathetic to their plight, then it will not look good for us. Not sure how to respond to folks in a meaningful way on this topic.
- Based on Bill's recent email, would like to come up with a strategic plan that really focuses on ANPR priorities – is seeking suggestions:
  - Sees NPS go-getters who want to network, sees folks who want to learn, sees folks who go for fun – to party, there's probably room for all aspects.
  - We need to share our vision – we need to know what our vision is! Look at our website – is our mission/vision there?
  - Jamie – we need to provide more tangible opportunities for membership.
  - Marin – concerned that we do not know what our vision or our priorities are – also concerned that board members don't get an appropriate hand-off of information and history to be productive in their roles.
  - Jamie - We need to somehow reinvigorate the mid-level career employees. Key to this may be the mentoring program.
  - Jan – wants to grow the membership – how do we do this?
  - Jonathan – we need to convince people that we have something they want, that ANPR is relevant – that will grow the membership.
  - Bill - concerns with the ratio of retirees to employees in the membership

- Bill – we need to start somewhere with a living document – an annual operating plan or a strategic plan – will send more thoughts to the board via email.
- Ben – how much advocacy does ANPR want to participate in? An important question that needs to be answered.

Professional Issues (Jamie):

- Agreement with the CA park rangers association has been finalized and signed.
- Working with Nick to get an agreement drafted to present to the TN park rangers association.
- Want to find a way to create more opportunities for professional development for the membership.

No report: Education and Training, Fundraising

Calls are on the 4<sup>th</sup> Tuesday of each month. The next is April 24<sup>th</sup>.