

Association of National Park Rangers Board of Directors Meeting Minutes

December 11, 2018

8:30 pm ET/7:30 PM CT/6:30 pm MT (and AZ)/5:30 pm PT

Conference Call

- Phone number: 641-715-3200
 - Password: 873615#
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----- AGENDA TOPICS -----

Attendance (Marin)

- Members Present: Jan, Bill, Marin, Chris, Elsa, Kayla, Ben, Jonathan
- Members Absent: Will, Nick, Kate, Jamie

Approval of Minutes from October 23, 2018 (President): Marin needs notes from Jamie still

Approval of Minutes from RR board meeting(s)(President): Delayed – Marin will send out draft to BoD for review this week

Approval of Minutes from November 27, 2018 (President): Approved by BoD 12/11/18

Reports:

- President: Offered Rebecca Harriett the position of IRF Liaison and she has accepted the three-year commitment. Will appoint assistants for Rebecca at a later date.
 - DOI Christmas party this Thursday!
- Secretary: Still need Oct. 23rd mtg notes from Jamie please
 - Going to BIBE on 120-day detail as AO to new supt Bob Krumenaker
- Treasurer: November financials will be distributed soon, along with the final budget for RR41. Approximately \$3,500 over budget.
- Business Manager: election stuff -have bios from 3 people – awaiting 1 more. We have nominees for each elected position. Will follow up with Marin. Jan is requesting one more email blast regarding nominations (deadline is 12/15)

Old Business:

- RR2018 After Action Review synopsis: Review submitted to BOD and to RR Management Team. No significant comments received.
- Appoint RR2019 Management Team/Establish location!

- Need to settle on venue: Wade, Reinhardt and Shafer visited venues in WA. Decision is down to two:
 - RL Hotel in Olympia
 - Delta Hotel in Everett
- We are waiting on updated proposal documents from both hotels and will do the final negotiating with objective to make a final decision by the end of the year.
- What dates are we looking at? October 10-14 (Columbus Day) or the following weekend
- Team position appointments
 - Program Coordinator - Wendy Lauritzen has volunteered
 - Other volunteers identified yet? No.
- Issues brought up at RR board meeting
 - Resolution of incorporation and registration for foreign incorporation issues
 - Resolve issues with website and improvement in communications with members
 - Service contracts with contractors. Interim contracts are signed for Sherry (Design) and Chris (Business Mgr.). Still need to finalize contract for Ann (Editor).
- Thank you notes for RR speakers, etc.
 - Bill drafted the thank you letters and Jan is signing and will be sent out ASAP.
- Discuss Seasonal Time bill and/or changes to seasonal hiring (Jonathan)
 - [Letter to be sent to potential partners](#)
 - Ben is working to identify partners and will prepare/send letters or emails as he is able
 - Plan is to have Jan send the letter and for Ben to add a line designating him as the point of contact to coordinate with ANPR
 - The board already approved this action at Rendezvous
- Status of review of strategic planning framework (Jonathan)
 - See below for link to continue contributing to the plan

New Business:

- Bylaw Update for Article IV, Section C (Chris) **[NOTE from Wade: I have submitted a simpler version of this for review by McKeeman and Chris. Recommend tabling this item until next meeting]**
 - 3. For the distinct purpose of allowing the Board of Directors to determine the number of votes which constitute a membership majority necessary for passage of any measure related to Article XVI the following procedures are to be established:
 - a. Annual Members: will be granted their right to vote in elections related to Article XVI by nature of their renewing payment to the Association on the annual basis thus constituting an active membership.
 - b. Life Members: will be granted the right to vote in elections related to Article XVI by incurring some means of contact with the Association,

specifically the Business Manager, in the 24 months prior to the election being called. After the passage of 24 months, the member will still be considered a life member of the Association, however they will be removed from the pool of total members until such a time that they re-establish communication thereby reducing the number of votes needed to constitute a membership majority. It shall be the duty of the Business Manager to track these communications so that a reliable number may be produced for the Board of Directors at such a time that a membership majority vote is required.

- i. A means of contact may be defined but is not limited to attendance at Ranger Rendezvous, an increase in the member's Life Century standing, sitting on the board of directors, communicating with the business manager via email, text, phone, mail etc., or any other method that could reasonably be construed as participation in the Association.
- Proposed bylaw amendments for removing members of the board for Article VIII, Section E (Jonathan) **[NOTE: Several board members noted at Rendezvous 41 that there is no provision for removals from the board in the bylaws. This is an attempt to remedy that problem]**
 - 1. **Habitual Absence or Non-Engagement.** If a Board member shall be absent from three consecutive Board meetings, or a total six Board meetings per year, which may be non-consecutive and not fulfilling their duties, that position may, at the board's discretion, be considered vacant. The board will determine whether they wish to consider the position vacant by vote. If the aforementioned conditions are satisfied, a simple majority is needed to render the seat vacant.

In this case, the President may appoint a non-Board member from the active ANPR membership to fill the vacancy no later than the following Board meeting. This replacement, if approved by a majority vote of the Board, will serve until the end of the vacated term. The appointee will not have a vote until after such time as they are approved by a majority of the Board.

If the board does not approve the appointment, the President may appoint another non-Board member from the active ANPR membership to fill the vacancy no later than the following board meeting. Board members may offer their advice on all appointments.

- 2. **Resignation.** Any Board member may resign their position by notifying another board member, in writing or by email, of their resignation.

In this case, the President may appoint a non-Board member from the active ANPR membership to fill the vacancy no later than the following Board meeting. This replacement, if approved by a majority vote of the Board, will serve until the end of

the vacated term. The appointee will not have a vote until after such time as they are approved by a majority of the Board.

If the board does not approve the appointment, the President may appoint another non-Board member from the active ANPR membership to fill the vacancy no later than the following board meeting. Board members may offer their advice on all appointments.

- 3. **Malfeasance.** Any Board member who is guilty of a crime against the ANPR, who willfully and knowingly slanders or defames the organization with ill-intent, or who makes threats against ANPR members or affiliates may be removed from the organization.

In this case, the President may appoint a non-Board member from the active ANPR membership to fill the vacancy no later than the following Board meeting. This replacement, if approved by a majority vote of the Board, will serve until the end of the vacated term. The appointee will not have a vote until after such time as they are approved by a majority of the Board.

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Member or Committee Reports (not covered under Old/New Business):

- Education and Training (Kayla):
 - Our mentor numbers are picking up post-RR.
 - Curt Dimmock, CR at MORA, is willing to assist with plans for training at RR2019.
 - Kayla was a bit disappointed with some of the aspects of training for this RR – will work to make this better next year
 - Thoughts for RR2019 training offerings – retirement, TSP/HR stuff, PIO, ICS, etc.
 - What is status of training material on hiring proposed in conjunction with Ken and discussed at Rendezvous?
- Fundraising (Nick): Not on call
- Internal Communications (Elsa):
 - Thanks Jonathan for putting RR photos on the Google Drive. Opportunity for all to do so, find the folder at: My Drive > Ranger Rendezvous > Photographs > RR41 - Bowling Green Photos
 - Jonathan, Elsa, and Chris are now in contact with social media representatives at NPS Student Engagement Network (SEN) and Student Conservation Association (SCA). These connections will hopefully enable partnerships in the future.
- Membership Services (Kate): Not on call
- Professional Issues (Jamie): Not on call
- Seasonal Perspectives (Will): No major updates from Seasonal Perspectives, simply the usual email requests. Most of them have been the basics of applying for federal jobs, the

differences between Pathways, Term, NTE etc. Nothing about background checks in a while.

- Special Concerns (Ben): Jan mentioned recent OPM re-write will not qualify park guides for park ranger positions – is this something we want to look into?
 - Upcoming issue – will the government be shutting down on December 21st?
 - Casey McCabe is hosting some NPS open house in DC this week – Ben and Jonathan plan to crash the party and talk up ANPR.
- Strategic Planning (Jonathan):
 - Please continue to add your input to the [Draft Strategic Plan](#)
 - Archives project is advancing.
 - Jim Tuck reached out to Jonathan with possible interest in donating full print run of *Ranger Magazine*, but he did not have other records.
 - Colorado State University provided a standard [deed of gift](#) for us to consider.
 - Things we should consider before signing or moving forward:
 - Does the Board wish to consider working with any other repositories?
 - Do we want to investigate making stipulations as a condition of our possible gift of records to CSU?
 - If so, what stipulations?
 - If we move ahead and opt to sign a deed of gift:
 - We (likely Jonathan) should work with Ann to prepare a feature for *Ranger Magazine* about the plan for the collection and about how members can contribute their records
 - Feature would focus on sharing information about CSU, accessibility to students, historic association with NPS training, and brief back and forth with their chief archivist talking about how happy they would be to accept our records for inclusion in their permanent collection.
 - Feature would also explain why Board selected CSU as repository
 - Existing relationship with Ken Mabery and resultant trust
 - Accessibility to students/future rangers
 - Geographically centered in the US
 - Demonstrated faculty interest in using the collection
 - We need to decide whether we will support member's shipping costs
 - Is there any reason Jonathan should not contact Teresa Ford?
 - fordedit@aol.com is email in old issues of Ranger
 - Is there a mailing (or better, emailing) list of past presidents, secretaries, and treasurers?
 - Reevaluated organization of [Google Drive](#) and attempted to make it more intuitive
 - Please take a look at the Drive and see what you think
 - The changes are a refresh and not a total reorganization
 - Jonathan recommends having RR 41 team go through RR folder and separate current documents from past documents

- Please consolidate materials used for Bowling Green into a “RR 41” folder.
- Please create copies of documents like timelines and remove names/specific information so that they can serve as template for future Rendezvous
 - Put these documents into a “RR Planning” folder
- Read the [article by Bill Sanders](#) on page 10-11 about the organization’s strategic drift over the years. Proposal to take a good chunk of time at the next call to discuss specifically our strategic plan.

Next meeting is Tuesday, January 22, 2019.

Adjourn: 7:23 pm MT