

# Association of National Park Rangers Board of Directors Meeting Minutes

November 7, 2018  
Ranger Rendezvous 41  
Bowling Green, KY

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## ----- AGENDA TOPICS -----

### Attendance (Marin)

- Members Present: Jan, Bill, Chris, Jonathan, Elsa, Marin
- Members Absent: Ben, Nick, Kate, Kayla, Will
- Non-members Present: Ed Rizotto, Bruce and Georjean McKeeman, Fred and Taffy Elschlepp (sp), Jeff Ohlfs, Butch Farabee, Harry Sibold

### Reports:

- President:
  - Jan attended meeting of National Ranger Council (all regional chiefs, WASO staff and some DOI peeps): Rick Obernausser said it's a dynamic time – lots of folks in acting assignments – Dave Vela going through confirmation hearings around Nov 15<sup>th</sup> – if he is confirmed, NPS top spots should get filled soon. We need to lead from the field – focus on where we can have an impact.
  - New uniforms – 50% increase in uniform allowances but comes right off the top for park. 5.11 pants selling very well – will be testing sun shirts – folks desire performance layers, exterior carriers, footwear – 14K wearers – will put out new direction on how to wear uniform
  - Charles Cuvelier – government is just a convo between two people. ☺
  - DOI Regional unification plan – looking for efficiencies particularly in HR and IT
  - Discussed border concerns
  - Jonathan asked how much redundancy from last year's meeting. Jan said yep but hopefully will this will change with a new director.
- Secretary:
  - Interested in later discussion of Google Drive and future storage of our documents
  - Solicited IMR Admin folks for someone to write the Admin article for the quarterly Ranger magazine – 10 days later have not received any responses
- Treasurer:
  - Treasurers report – reduced accounts from 6 to 3 – main Wells Fargo checking, savings, and Vanguard investment
    - Transferred \$5k balance of IRF to WRF
    - Investment account – return of 3.5% or approx. 5774 – total \$112775
    - Internet savings - \$71k (\$32k is WRC Fund to send folks to next one)

- Checking - \$30K (Supernaugh - \$2699 (haven't paid out for this year's RR participants yet) and Rick Gale Fund \$1517 (primarily for oral histories)
    - RR41 coordination updates:
      - 74 registrants, 191 room nights, 5 paid exhibit booths, 4 paid exhibit tables
      - \$1129 in Supernaugh fund donations thus far
      - \$200 individual and \$2500 (Pilot Rock and VF Imagewear) other beverage break donations
      - We have a full program – only one breakout slot left to fill
      - Jamie reports a few hiccups this morning with training sessions this morning
      - Jamie says programs are weak in Admin and in VRP
      - 2 field trips with about 16 people in each – 3 training sessions – 32 registered for Sunday evening dinner
  - Business Manager:
    - Defer his time until the later discussions
  - Education and Training (Kayla): out doing training session
  - Fundraising (Nick): not present – haven't heard from him in many months
  - Internal Communications (Elsa):
    - Excellent posts leading up to RR
    - Local news person is interested in talking with Elsa about RR41 – Elsa will send copy of program and will invite her to tomorrow's opening session
  - Membership Services (Kate): not joining us this week
  - Professional Issues (Jamie):
    - Want to defer time to later discussion of strategic planning
    - Has been in talks with west coast rangers
  - Seasonal Perspectives (Will): Unable to call in
  - Special Concerns (Ben): Did not call in
  - Strategic Planning (Jonathan): See next section
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- Strategic Planning Session – Questions and discussion
    - See Google Drive ANPR strategic plan 2018 document
    - Lots of questions:
      - What do the board members like about ANPR? Networking, Rendezvous, Ranger magazine, networking and community, support for new employees, training
      - Things we wanted to accomplish this year but did not? Grow the membership and increase engagement of membership, more training, mentor/mentee relationships, website development and resolving membership info issues, better record keeping, etc.
      - Thinking about how much time we put into the organization as board members and given limited hours, how can we manage expectations to maximize our efforts with an achievable and concrete set of goals?
      - What do we really want to focus on for the following year? We can't continue to do more with less.
      - Where can we align ourselves with like-minded entities to accomplish some of these goals?

- What are the goals for the organization? Keep it manageable remembering the few active volunteers we have now?
    - What are the benefits of membership with ANPR vs SEN or other free associations?
    - If we have a product that people are interested in, increase in membership and engagement should follow. Right?
    - How can we make any of this happen – we need folks to participate – it can't just be the board
    - Ranger FOP and E&AA just folded. How do we keep from becoming like them? Need to remain relevant – determine and communicate our goals to the membership – follow-through and report out.
    - What are the financial goals for this nonprofit?
  - **Training** – how to reach the masses? Semi-regional get-togethers, Facebook Live or YouTube training session, etc. We need to research what needs are not being fulfilled otherwise and then we choose a few topics to pursue – Kayla is ed/training board member. Bill proposes that most likely it will need to be web-base, not site-based training.
    - Suggestions for training include media, administration (resume building, mock interviews, retirement), ICS, etc.
  - **Ranger magazine** costs - \$25k/annual – is this the best bang for our buck? About \$60/annual cost from each membership? Bruce question – are we using the investment strategy we approved to generate more revenue? Not at this time – was meant to offset life memberships that don't add annual funds to the coffers. Need to pose the question to the membership – would folks favor reducing it or eliminating it?
    - Ed Rizotto comment – beyond secretaries' best efforts over the years, Ranger magazine is our best archive of ANPR history. Question – if we reduce magazines/reduce editor salary, will we continue to get the high-quality product?
    - We make about \$2K in advertising annually through Ranger magazine – could rates be raised? Do we increase advertising (numbers or rates) to help?
  - **Advocacy** - Bill suggests that because of the current climate, it's tricky for board members (who are NPS employees) to do advocacy. Ben is our advocacy person – suggest that he needs to partner with the Coalition or other partner groups on this – perhaps we have the info, etc. to assist the Coalition to do their advocacy. Jonathan suggests someone brief Ben on engaging the Coalition or others (make that contact) and then work with them – they do the advocacy rather than us. Jonathan thinks we ought to first focus on the seasonal (buy-back) bill.
    - The seasonal time bill letter was drafted and is on Google Drive. It needs to be finalized and then voted upon.
  - **Mentoring** - Chris mentioned that the NPS Employees Facebook page now has a mentoring program
- Discuss open positions- BOD, IRF, RR planning team and how to promote and increasing volunteerism in the organization at a time when volunteerism is down overall?

- International Ranger Federation/2019 World Ranger Congress in Nepal
  - \$32K – how to choose scholarship recipients and how much \$ to each? Jonathan suggests creating an appointed position to coordinate this – the incentive is ANPR would then pay for this person’s travel.
  - Also suggested: An appointed ANPR liaison to WRC – we might pay for their travel to WRC as well.
  
- [12:30-1:30 Working Lunch]
  
- Positions that will be up for nomination: President-Elect, Fundraising, Membership Services – descriptions of each to be posted by Marin at RR.
  
- RR 42 2019 and RR 43 2020 discussion and planning (see below note re: providing funding to offset board member costs of attending RR)
  - 2019: Chris suggests having the RR coordinator be a liaison to the board or actually be a board member
  - 2019 RR 42 will be in the Pacific NW (Seattle, Olympia, etc)
  - Bill Wade would do the site visit before Christmas – Jonathan suggests an apprentice to learn the site coordination job
  - Jamie will contact NOCA peeps, Marin can contact OLYM – for assistance
  - 2020 RR 43: Bill proposes Jacksonville, FL area (Timacuan/Ft. Caroline) Retired Supt Barbara Goodman will assist with preliminary info gathering (back-up plan could be Boston/NE area with Ed Rizotto)
  - 2021 RR 44: Bill suggests Tucson, Jamie suggests upper Great Lakes region
  - RR 50 in Jackson Hole!
  
- Ranger Magazine Editor position-changes? Editorial Advisor needed? Contract updates?
  - Kendall Thompson has apparently resigned as the editorial advisor
  - Marin – Admin article writer – Marin sent out email to IMR Admin folks but has received no responses 10 days later.
  
- Where is our historical stuff? How to get it all in one place and who will be responsible for pulling it all together
  - Jonathan is suggesting that we put a call out to all past board members seeking ANPR historical docs
  - Suggestion to use CSU as a repository for our ANPR documents (will they take them and will they commit to processing them?)
  - Ask Ken Mabery who the contact is at CSU
  - After the docs are collected, we’d ask for a graduate student to write an administrative history for a few thousand dollars.
  - Then we could name the collection after one of our early ANPR leaders.
  - Jonathan would reach out to the CSU contact to establish a plan. Jan/Marin/Chris would then contact past board members seeking documents.

- Membership Updates and new website updates
  - See below – some info re: updates on survey stuff
  - Currently use Wild Apricot from a Canadian company – they do everything for \$XX
  - All of our stuff is on the website – if they shut down, we are hosed.
  - Showed us a draft new website and we discussed content – currently all about requests for funding. We need pictures, testimonials, etc.
- Clean up Google Drive and Google sheets
  - Google Drive is the umbrella – docs and sheets are within this – we did not finish this conversation
  - Chris has heard Slack is good. Chris suggests Facebook. These don't work because we can't put out docs there.
  - Jonathan will look at reorganizing
- Position management
  - In addition to the nominated/elected positions, add new appointed positions:
    - Ranger Editorial Advisor
    - Ranger Rendezvous Coordinator
    - IRF Liaison
- By-laws:
  - Officer succession provisions – there's nothing about succession re: behind president the first two years (only the third year with the president-elect), no info on replacement (via vote?) of other board positions
  - Add provision/amendment re: being an active engaged member for voting purposes
    - Process for determining if someone is active – via certified mail?
  - Provision requiring bond coverage for treasurer and business manager
    - Chris will investigate bond coverage for Treasurer and Business Manager
- Membership survey – Chris showed a draft (on PowerPoint) – we reviewed and offered comments/edits.
  - Wants to establish privacy policy for website
  - 21 pages may be too lengthy
  - Conversation re: PII concerns, how this is to be used - who can access it?
  - Suggestion to amend bylaws to define the voting membership (concern re: life memberships/non-contact/are they still considered to be voting members?)
- Marin proposed the board consider giving financial assistance to board members for future rendezvous.
- Jeff Ohlfs
  - CA State Parks anniversary committee will put up \$7500 – would like ANPR to up \$2500 – to send someone to what?
  - NPS library – Harry Butowsky – Randy Paine (MORA VIP) has put a lot of time into the NPS history project (20,000 hours) – suggests ANPR present him with an award at RR42.

- Closing thoughts
  - Jamie – mentoring program – really hopes to see this formalized as has been done in various parks and regions
  - Bruce – because of past financial improprieties, many life members no longer donate to ANPR. Bill clarified that some of that money went to paying an executive director who did nothing for three years. Another situation involved a past president who cashed in the investment fund. If we can demonstrate to the membership a better management of funds, we may be able to bring those folks back into the fold.

Adjourn: Approximately 4:00 pm CT