

Association of National Park Rangers
Board of Directors Meeting
MINUTES

March 23, 2021

Time of BOD Meeting: 5:30PT/8:30ET

Attendance (Secretary)

- Members Present: Lauren K., Paul, Bill, Tim, Elsa, Reghan, Jeanette, Tom, Rebecca, Jonathan
- Members Absent: Lauren D
- Others: Chris, Meg, Jan

Approval of Minutes from the previous BoD meeting(s) (President):

- Feb approval Motion by Bill, Second by Tim – passes unanimously

Treasurer's Report:

- Financial documents for February were distributed earlier. No significant situations and we are on target to finish with a positive FY21 budget outlook for the year.
 - Account Balances – Wells Fargo little over 11,500, Savings roughly 37, 600, and 182k in Vanguard

Old Business (President):

- None

New Business (President):

- (Bill) Review and Approve the ANPR FY2022 Annual Budget. Budget sent separately prior to the meeting.
 - Tom motion: Board member reimbursements for one night of RR extra allowed, Second by Tim
 - Discussion: budget better served at this time for members to offset RR cost for organization, financial sense but opportunity for future when more stable to open for members across career spectrum
 - Current policy – members can submit receipts for taxes of reimbursable expenses
 - Motion withdrawn, but re-open for discussion when budget better

- Super Raffle: have to donate for raffle ticket - not buy due to FL provisions, whole operation is only going to work with major marketing efforts, goes live May 1
- Motion to approve Budget in principle by Rebecca, Second by Jeanette – passes unanimously
- (Chris): ANPR has been approached by American Income Life, a life insurance company. They have a program that offers benefits on supplemental medical items, i.e. - Vision, Dental, Chiropractic, etc. There would be no cost to ANPR or members. ANPR would be sent marketing materials that we would send to our members. AIL would not have direct access to our member data.
 - **Benefits Offered:**
 - **\$3,500 Accidental Death and Dismemberment:** coverage is completely no-cost to the association and the membership. Coverage includes loss of life, limb and/or sight. Coverage is 24/7, on or off the job.
<https://drive.google.com/file/d/1BIGJArNmyFDLUkqz9Cuf-HdnBe2C6utb/view?usp=sharing>
 - **AIL Plus Discount Card:** provides up to 80% off members Hearing, Vision, Chiropractic, Pharmacy, Laboratory, Imaging, Dental and much more health services. The discount card is no-cost to the members and also no-cost to the association.
<https://drive.google.com/file/d/1QqWphAmljrJ2sBoxrwYIJPrRxdrTC0sA/view?usp=sharing>
 - **Child Safe Kits:** self-contained, vital information kit that helps first responders in the event of a missing child. Reducing valuable time in search of missing child.
 - **Family Information and Memorial Guide:** self-contained final wishes and financial information to help family members navigate end-of-life needs and resources. This guide will be able to stand in a court of law as a Simple Will once notarized.
 - **Life Insurance Education Program:** for any member that wishes to voluntarily learn more about affordable and quality life insurance, a member can respond directly to us requesting more information. This is a confidential process.
 - **Donation and Support:** AIL continues to value our partnerships within the community. We want to support those organizations that work to help their members and overall community wellbeing. We offer donation support for member interest in AIL supplement life insurance products. Through continued interest in our affordable life insurance, we can continue to provide these no-cost benefits.

- **ANPR Discussion:** benefits above in return for being able to send materials in hopes members buy whole life insurance, no contract so either party could pull at any time
 - How we market critical so that offering info rather than endorsing product
 - Better Business Bureau reviews not great but not unusual
 - Only member info they get is if member signs up with their services
 - References from other organizations?
 - No time deadline from them yet, so can table for month for more research – get more questions to Chris to take to contact
 - Bill motion to Table, Tom second – passes unanimously
- (Chris): Would it be unreasonable for ANPR to ask NPSHistory to remove our content from appearing in search results on their domain? They can continue to host the content as they currently do (<http://npshistory.com/newsletters/ranger/index.htm>) but it's causing some issues with our search results as some pages go to our website and some go to theirs.
 - Cautious of relationship with NPSHistory, Chris will do what he can to ensure we show up in searches and hold off requesting removal
- (Chris): I reached out to the admin behind parkhousingreviews.com. It's a website currently being operated and paid for by an ex-NPS seasonal who now works for the BLM. Would ANPR support taking on his hosting costs which amount to ~\$131 per year in exchange for building a relationship with their community, they'd place a banner somewhere on the page with our logo saying supported by ANPR, and potentially gaining more access to their data.
 - Website gets more traffic than ANPR site and don't want seasonals to lose resource if admin doesn't support anymore since now BLM
 - Bill Motion to pursue paying admin costs for site and link to ANPR banner, Rebecca Second – passes unanimously

Reports:

- President:
 - Worked with John Townsend and Bill Wade to clarify WASO position on Yount Lifetime Achievement Awards. It looks like they will not be presenting any awards for NPS'ers who are no longer employees (i.e. Retirees). ANPR will consider taking on this program for the Lifetime Achievement Awards, and seeking funding to pay for the Award and travel for the recipient to the Rendezvous if NPS actually confirms that they are no longer participating.
 - Signed letter to Secretary of Interior Deb Haaland asking her for a written interview for Ranger Magazine.

- Signed letter to DOI and NPS regarding the use of USA Hire as the Secondary Assessment for seasonal and other outside NPS hiring.
- The second quarterly North American Ranger Forum is meeting on April 1 T 4PM CDT. If you would like to attend via Zoom, please let me know by March 21.
- Secretary: Nothing additional to report.
- Treasurer: Nothing additional to report.
- Past President: Nothing additional to report.
- Business Manager:
 - New Web Pages this month:
 - <https://anpr.org/nps/>
 - <https://anpr.org/nps/media.php>
 - <https://anpr.org/career/health.php>
 - Contacted New River Gorge in a personal capacity about an inconsistency in how the NPS counts individual sites.
 - ANPR has been approved for Google Programmable Search for Non-Profits. Note the new ad-free site search in the website menu.
 - Sent a content removal notice to Yumpu for an unknown account that was publicly hosting random ANPR files. They immediately complied and removed the content.
 - Reached out to Ann Dee and Sherry about removing a few issues of Ranger Magazine from Issuu. Waiting to hear back.
- RR44 Manager:
 - We are moving forward with planning. Still have a few “open” functions to fill on the management team. April and May will be key months for planning and marketing/advertising.
- Education and Training:
 - I’ve gotten an offer from a trainer in SE Region to put on either a 16-hour OL course or the 8-hour supervisor’s OL course at RR44. Trying to figure how to assess the Florida NPS areas’ needs for one or the other.
 - Suggest reaching out to WASO OL
 - I’m looking for a mentor for a NC state LEO who wants to apply for permanent NPS employment.
 - Working with Demmy Vigil (committee member) to track down an ACE instructor and a Retirement benefits presenter for RR44.
 - An education and training survey is ready to go out to interested members and others on social media.
- Fundraising:
 - Led March fundraising meeting on March 9; participated in RR planning mtg March 13

- Reached out to a few people about super raffle prize donations
- Provided budget input to Bill
- Revised 2019 letter to outdoor companies to use for 2021 rendezvous - would love assistance from BOD on picking one (or more!) company to write a letter to. May use Jeanette's template; I also have a list of companies who've donated and supported ANPR for the past 10 years or so - can pick a company from this list if desired. Link to letter: <https://docs.google.com/document/d/1B2dTVGpBXIcwi2QfmHqbpjRqCvVzn-IQ/edit> and list of companies (courtesy of Ed Rizotto): <https://docs.google.com/document/d/1GN9rhCQr8VaMOA71gzikBnOdfmdhqGZz/edit>
 - Board members and any others can write a letter to help Jeanette's efforts
 - Keep Chris informed of contacts to avoid overlapping efforts
 - Pro-deal type contacts/companies?
 - Spreadsheet for contacts
- Spring Fundraiser planning is ongoing. Would love to have social media posts highlighting personal stories of "A Day in the Life of a Ranger" or something similar. Can BOD members please submit a brief story along with a photo? Ideas on how to represent a more diverse group of rangers?
 - Live April 15th!
- Internal Communications:
 - Continue to share content to ANPR Facebook
 - Shared Ranger magazines with newly onboarded interp seasonals at park
- Membership Services:
 - Sent renewal notices to annual members whose membership will expire on April 1
 - Participated in fundraising committee call; brainstorming ideas for a possible "Day of Giving" in May
 - Connected two members to Outdoor Pro-deals, and accepted three requests to join expert voice platform
- Professional Issues:
 - Reviewed USAHire letter
 - Reviewed content for Health Insurance page on website
 - Secured an article for *Ranger* on USAHire from an HR Specialist
 - Finalized housing survey
 - Discussed a potential article for *Ranger* and/or RR presentation with the NCA Diversity Advisory Group
- Seasonal Perspectives:

- Directed some applicants to our USAHire letter - all were in agreement that it is an unfair assessment. It is time intensive and difficult to complete in remote locations without reliable wifi.
- Shared additional information (learned last month) about the LE hiring initiative with interested applicants
- Government Affairs:
 - Drafted a “sample” letter for ANPR members to use, if they choose, when writing their members of Congress regarding USA HIRE. This “sample” was posted in ANPR’s website.
 - Gave two media interviews regarding the USA HIRE secondary assessment issue. One was with the *Salt Lake Tribune* and the other *E&E News*. Chris posted the SLT story, but haven’t seen the *E&E News* one yet.
 - Listened to the two-day virtual confirmation hearings for Representative Haaland; the majority of questions were about oil & gas leasing on public lands. Secretary Haaland was confirmed on March 15.
 - Sent Jonathan and Melissa some recommended questions for the proposed SOI interview for RANGER. Drafted a cover letter for the interview request to SOI.
 - Connie Rudd, professional wildlife/nature photographer and retired NPS, has again agreed to donate one of her beautiful photographs of the winners choosing for the ANPR Super Raffle, a \$175 value.
- Strategic Planning:
 - Contacting Jeanette for fundraising for RR training with Tom
- IRF Liaison:
 - Progress continues in IR contacts
 - Attending April 1st NARF Forum

Adjourn: 8pm MT

Next meeting: April 27, 2021