

# Association of National Park Rangers Board of Directors Meeting MINUTES

**January 30, 2022**

7:00am PT, 8:00am MT, 9:00am CT, 10:00am ET

ZOOM link:

<https://us06web.zoom.us/j/97720779489?pwd=TFY5ZU9VWnBMR3JGbjFLOHA5eDRQUT09>

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## Attendance (Secretary)

- Members Present: Rebecca, Lauren K., Bill, Paul, Lauren D., Rick Mossman, Jeanette, Tim, Elsa, Jonathan, Tom, Shannon
- Members Absent:
- Others: Meg Weesner, Melissa DeVaughn

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

- Rebecca moves to Approve, Jeanette seconds - vote passes unanimously
- [Dec 28 2021 Minutes](#)

## Treasurer's Report:

- P&L and Balance Sheet (as of 12/31) have been distributed.
- I made a major change in the way donations to the restricted accounts (Gale, Supernaugh, Smith and Yount) were accounted for - move from Equity accounts to Income (donations) accounts.
  - Equity from advice of previous bookkeeper to restrict funds, but donations weren't showing on balance sheet as donations so moved to Income Account so it would be accounted for properly on Profit and Loss yet still restricted
- Budget vs. Actual report also distributed. Overall outlook for net income for the FY looks good. Several income accounts (including donations) over budget, and overall expenses were under budget. Membership income significantly under budget.

## Old Business (President):

- (Bill) DISCUSSION: Moreto Park Ranger Survey Project - update and discussion
  - Last heard since before the holidays was they were reviewing survey questions and awaiting approval - waiting for further update
  - Survey goal to determine current attitudes towards LE in NPS
  - Tie in with IRF work to survey LE?
- (Paul)DISCUSSION/DECISION: Do we want to modify BOD makeup to regional reps? Pro's and con's
  - ANPR used to have 10 then 7 regional reps before reorganizing to current BOD position

- Discussion:
  - Pro: regional RR opportunities in conjunction with or between annual RR, membership drives were successful/more personal communication with members
  - Con: difficult to get members engaged/lopsided engagement across country, difficulty in BOD members moving out of their regions during terms and turnover, membership functions strong but lacking on other functions of current board
  - Suggestions/Questions: Same elected board functional positions but form a committee under Membership services of regional reps/liaisons; Supernauth scholarship selectees as regional reps?; NPS regions or DOI regions?
  - Ultimate issue is Membership Engagement and how best to structure Board to achieve - Recruitment and Engagement
  - Ties in with Bill's business of reorganizing ANPR to Stewards (see below)
- (Bill) DISCUSSION/DECISION: Is there interest in opening up a discussion of reorganizing ANPR to Association of National Park Stewards?
  - "Good to Great" by Jim Collins talks about facing our harsh reality - ANPR membership needs, more representative of fields across NPS, representing more retirees versus active employees, etc.
    - Also discussed what your organization could be best at?
  - Discussion:
    - Generational problem of culture in NPS that collective action can lead to change? Less a change in structure needed than a public relations/culture effort?
    - Represent all "rangers" in both NPS and across other protected lands employees
    - "Ranger" central to identity but needs to be clear that term is more inclusive then it is seen as currently - including awards for rangers in all disciplines
    - Board Member for Diversity, Relevancy, Inclusion
    - Younger generation finding other ways to network instead of face to face of ANPR and Rendezvous
    - IRF in North America
    - Motion to Table discussion to RR by Tom, Second by Lauren D.
      - Discussion: agree to discuss at RR but not to table entirely until then, but rather decide a proposal here to take to RR
      - Write-up for Ranger magazine but issue should be up to membership
      - Motion does not pass with two yes, 8 no, 1 abstain
    - Motion by Rebecca for small group to make one or few proposals in article for membership and then discuss at RR, Elsa seconds motion
      - Discussion: Would be a task group to bring article proposal to BOD before publication of Summer Issue - deadline April 30th
      - Vote - motion passes unanimously
      - Jonathan, Bill, Meg, Melissa to committee as well as suggestion to ask Ahmad and Ravis
        - Ask for applications for contributors in next newsletter

- (Bill) DECISION: Work group for Royal Caribbean to set up process, criteria and participant qualification/selection
  - Proposal went out on social media and already have six expressions of interest for presenting on a Cruise
  - Need a decision from board or separate committee on how we qualify the presenters to send on to Royal Caribbean from those interested
    - Bill to Chair work group with Shannon, Tom, Elsa, and Rick - will send out emails to discuss criteria to present next meeting
  - Potential Deadline March 1 for first booking
- (Bill) DISCUSSION: Volunteers to staff the RR 45 Management Team
  - Difficult to fill positions include Overall Program Chair and Exhibit Management
    - Colleen volunteered for Logistics
    - Shannon volunteered for Program, Lauren D. for Supernaugh
    - Any other names for team send to Bill
  - Also need a Theme for this RR, but do have a logo in the works - desert theme
- (Jonathan) DISCUSSION/ACTION: Review and make critical updates to the strategic plan
  - See link below in Strategic Planning Report
  - Diversity, Relevancy, Inclusion more specifically addressed and add USA Staffing issue into plan
  - Revisit at RR to set up transition of leadership
  - Transition back to Stewards for Parks, Visitors, and Each Other tagline rather than Empower Educate Advocacy
  - Translating the strategic and work plan and accomplishments to publication to membership and public for engagement and recruitment
    - adding to Ranger magazine
  - Discussion on role in advocacy for employees
  - Goal to present draft strategic plan to membership at RR Tucson

### New Business (President):

- (Bill/Tim/Tom) DECISION: Do we want to update and market the “Lost But Found, Safe and Sound” video/training program?
  - Could use Closed Captioning, Harpers Ferry high quote but Tom can reach out for cheaper quotes
  - Not currently selling many if any copies but online
  - Motion to Table until next meeting with quote, Paul seconds - passes unanimously
- (Tom) DISCUSSION/DECISION: Who would be interested in joining the Education/Training Committee which would meet quarterly to brainstorm and work on how to address emerging training needs for ANPR members?
  - Shannon would be interested and suggestions given for rep from Albright or Mather or regional training coordinators from NPS
- (Tom) DISCUSSION/DECISION: A proposal to fundraise for a special fund that would be devoted to paying a portion of travel/lodging costs for BOD members who apply for use of this fund, helping Board members who are financially challenged to attend the BOD meeting at RR. Should we pursue this, and if so, who and how?

- Pros: reassurance to prospective candidates to run for board position that RR travel not a limiting factor
- Is part of the Strategic Plan without progress so far in part because how would it be fundraised?
  - Put as option of donations among Ranger and website literature
  - Or instead of dedicated fund set aside amount from budget from unrestricted donation funds
- If restricted fund should be added to Financial Plan and include in “Ways to Support ANPR” paper to membership
  - amount available to each member transferred to account
- Motion by Paul to Create Restricted Fund and budget from general fund up to max \$5000 a year, Tom second
  - Discussion: \$5000 if not fundraised and then any excess could also be moved by Board vote
  - Motion passes with one abstention
- (Meg) What are ways that ANPR can promote World Ranger Day (July 31 every year) and encourage recognition of this special day in parks.
  - More Celebrations but bigger priority is More PR!
    - Advance advertisement in Spring Ranger Issue rather than or in addition to Fall Issue
    - Coordinate across social media with other organizations and parks
    - Task to Public Information Officers
    - Request IRF PR information prior to April 30th for Spring Issue
    - Post on Common Learning Portal and Interp Calendar
- (Meg) Should ANPR participate in reactivating the Ranger Relief program, which sends serviceable equipment and materials to rangers in developing countries.
  - Clare Shields volunteered to help restart program
  - Needs organizing between countries, arranging shipping/customs, using other organizations like WWF for facilitation
- (Bill) DISCUSSION/DECISION: Identify FY23 Budget needs and amounts, including international fund (Meg)
  - Bill needs input from each committee/member that will have anything to do with money so he can program into the Budget prior to the March Board meeting for review
  - Currently about over \$11k in International Fund
- (BOD Members) DISCUSSION: Review status and membership of committees:
  - Finance/Budget
    - 4 committee members, reviewed Investment account mostly but discussed other ideas too
  - Fundraising
    - 5 committee members, meet regularly and have helped greatly with ideas and support
  - Membership
    - New Chair Shannon looking for members, setting up meetings with members and organizations for support

- Rick will help reach out to Seasonal LE Academies
  - International
    - see report below
  - Communications
    - Editorial Advisory committee includes Paul and few others
      - no engagement 2021, goal to reactivate engagement
    - Communications committee for Elsa and others would be great addition to at least share stories between committee and Melissa to share with membership and public
  - Training and Education
    - see New Business below
    - Goals: to find something NPS not offering we can offer; viable Distance Learning program (ex. values based leadership); two or three training courses at RR
    - Discuss scholarships for outside trainings or highlight/advertise funding opportunities like Albright by advertising deadlines and telling stories of people who successfully used the programs
  - Editorial Advisory
    - Melissa met with the 5 on committee in November, but always looking for more help - have lots of ideas but still struggling with writers for those ideas to diversify authorship in Ranger
    - May want to highlight advocacy role more, diversify disciplines beyond Kevin/Protection and Alan/Interp to bring back established sections
- (Jeanette) Get the committees listed to the member's portal page on ANPR website
  - html control of website still with Chris so need transition for adding content
  - Jeanette can send Committee Statement via email group to Board for Melissa to collect from all committees for website content
- (Bill) DISCUSSION/DECISION: Should we do a super raffle this year?
  - Lot of funds out there, but this is chance for great prizes so still a great idea
  - Shannon moves to hold super raffle, Rebecca seconds - motion passes with two against
- (Jeanette) DISCUSSION/BRAINSTORM/DECISION: One of my work plan goals this year is to identify one ANPR project that the fundraising committee could raise money for. If money was no concern, what is a high-priority exciting project you think we could accomplish? If you can't "buy" it yourself, you can't "sell" it to anyone else.
  - International Fund for World Ranger Congress and Relief Fund
    - Spring Fundraiser has identified International needs this other project might focus elsewhere
  - Education/Training - identify scholarship or course for training as discussed above
    - Relationship with Eppley or NAI or some certification agency for free or discounted training block
  - Recruitment Materials - swag and items to advertise/ give to potential members
  - Ranger Museum statute of Rangers in Action/Memorial for those who died in line of duty
    - Update Ranger Museum - out of date exhibits; work with Yellowstone to identify needs of museum

- Website Setup/Development for sustainable content management
- Next Fundraising Committee Call is Feb. 8th and Jeanette can send out email/poll to pick a project
- (Bill) DISCUSSION/DECISION: Should we cover Ben Brown's costs for hosting the parkhousing website? <http://parkhousingreviews.com/index.html>
  - This site currently has ANPR branding
  - Cost is estimated at \$148.97
  - Motion to approve funding under condition ANPR still allowed to move information to our website as a membership service when possible, Lauren K. seconds
    - Discussion: too big of a project for now enough content, quality control capacity?,
    - Motion to cover Ben's cost Approved with one against and one abstention
- (Paul) What can the President take to D.C. to NPS Director as priority issues?
  - Streamline Hiring (seasonal and perm)
    - negative impact on employee satisfaction and recruitment/maintenance of diverse employee pool
  - Inadequate Housing
  - Employee Satisfaction
    - Incompetencies get moved around instead of let go and taking employee relation issues seriously
    - Diversity, Relevancy, Inclusion
    - Desk audit/Workload and Operational Leadership
    - Values Based Leadership
  - Reiterate to new Director that ANPR is for ALL employees
  - Reinvigorate National Education/Training program
    - Green Dot
    - All Training!
  - Top Three: Hiring, Housing, Training - all relate to workplace satisfaction and diversity, relevancy, inclusion
  - ACTION: Send any more thoughts or language on these views to Paul within the next week for Paul and Rebecca (and Rick) to take to D.C./meetings
- (Bill) ANPR Calendar?
  - Way to publish deadlines and events
  - Lauren K. will work on adding to BOD Google Drive
- (Rick/Bill) 2022 RR Tucson and 2023 still in Jacksonville, looking at Boise for 2024 but still open to other suggestions

## Reports:

- President:
  - Met with each Board member to define their 2022 Work Plan actions
  - Solicited and compiled the Board Retreat Agenda
  - Met with CPANP outgoing Chair, Phil Francis on the 2022 CPANP agenda, and how we might be able to cooperate on issues of mutual interest.

- President Elect:
  - Met with Paul and Jonathan to discuss work planning for 2022.
  - Added to Google Account.
  
- Secretary:
  - Met with Paul and Jonathan for 2021/2022 Work Plan
  - Reviewed Drive documents.
  
- Treasurer: Nothing additional.
  
- Business Manager:
  - Continuing to explore new website options that would allow board members to also interact with pages as needed; will have a recommendation by our March meeting
  - Met with Jonathan and Paul to discuss 2022 work plan
  - Met with Shannon and Reghan to talk about transition of duties and how the business manager can assist
  - Worked with Bill to be fully added onto the Fidelity account so I can assist in record-keeping on that end
  - Will be part of RR45 planning committee, preferably with communications and marketing, but can assist in other duties as needed
  
- RR 45 Manager:
  - Status of RR45 management team will depend on the outcome of earlier discussions.
  - I will be requesting a proposal from Boise Riverfront Hotel for RR47 (2024). Other venues can still be proposed.
  - We will be looking for possible venues for RR48 (2025) in the upper midwest and the northeast.
  
- Education and Training:
  - Continue to lead the Mentoring program, monthly guiding ANPR members who request this service, and linking them with other mentors.
  - Met with Paul and Jonathan on 1/17 to discuss education and training goals.
  
- Fundraising:
  - Led January fundraising committee call on 1/11
  - Met with Paul and Jonathan on 1/13 to discuss annual goals
  - working on recruiting a few more fundraising committee members
  - Listened to a few episodes of the podcast “Non-profits, Let’s Cut to the Chase.”
  
- Internal Communications:
  - Met with Paul and Jonathan to discuss action items for the 2022 Work Plan for Government Affairs
  
- Membership Services:
  - Met with President of Sequoia Conservancy about potential partnerships

- In contact with local colleges about meeting with their rec students (most likely start in Fall '22)
- Professional Issues: Nothing additional.
- Seasonal Perspectives:
  - Preparing to move to Shenandoah for a new job.
  - Completed work planning meeting with Paul and Jonathan earlier this month. Goals are documented in the 2022 work plan.
- Government Affairs:
  - Met with Paul and Jonathan to discuss action items for the 2022 Work Plan for Government Affairs. Reviewed materials for up-coming annual planning session.
- Strategic Planning:
  - Thanks to everyone who made time to go over their annual work plans. The [2022 work plan](#) is complete.
    - Contact Jonathan if you need support accomplishing your goals, need additional resources, or want to update your goals.
    - Jonathan will contact you for mid-year review.
  - Reviewing the [strategic plan](#) and will suggest changes as needed this year. Expect a session at Rendezvous to review and update our strategic plan.
- IRF Liaison:
  - Developed goals for the year, particularly with the next World Ranger Congress coming up in 2023.
  - Plan to invite interested individuals to attend an inaugural International Committee meeting in February. Include recipients of WRC travel awards, active folks who have attended a WRC, and staff from the NPS International Affairs office.

Adjourn: 2:15pm MT

Next meeting: Feb. 22, 2022 630pm MT