

Association of National Park Rangers Board of Directors Meeting MINUTES

Oct. 26, 2022 (RR Tucson)

Time of BOD Meeting – 9am to 3pm Saguaro Room

Attendance (Secretary)

- Members Present: Lauren K. , Lauren D., Paul, Bill, Tom, Tim, Rebecca, Elsa, Shannon, Rick, Jonathan, Jeanette
- Members Absent:
- Others: Melissa DeVaughn, Demmy Vigil, Jamie Richards, Ed Rizzotto, Bruce McKeeman, Christina Burton, Meg Weesner, Wendy Lauritzen

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

- [Sept 27 2022 Minutes](#)
- Motion to approve by Rebecca, second by Tim - passes unanimously

Treasurer's Report:

- DISCUSSION: Update on ANPR Finances to date.
 - Rendezvous still looking to be in the black but not all expenses have been allocated
 - Super Raffle doing well and is still open for tickets
 - RR \$5k donation from NPCA for awards - and other big items like receptions and food/bev have been covered
- DECISION: Process for requests and approvals for BOD travel to RR
 - Budget added \$5k; Treasurer has a form for reimbursement of expenses
 - Percentage basis? - based on number of members requesting reimbursement
 - Treasurer will email BOD form and everyone should fill out even if not requesting reimbursement (still good for tax expense tracking) and return to Treasurer
 - Approval by Treasurer and President
 - Motion for Treasurer and President to approve board travel expenses up to the budgeted \$5k to approve by Lauren, second by Shannon - passed unanimously

Old Business (President):

- [Bill]UPDATE/DISCUSSION: RR 45 and discussion of activities
 - Outdoor Campfire activity canceled and move back indoors
 - DR Congo presenters unable to attend due to visa issues so sessions canceled and Cultural Activities (Moreto) session moved to Santa Catalina ballroom instead
 - Training sessions started Sunday with about 37 participants - NAI, Initial Response, Interp, Wellness
 - Registration opening at lunch Wednesday will updated program - abstract details online only (face masks in some packets)

- Yount Lifetime presentation Saturday night (note to order busts ahead on standby)
 - Trademark bust/award for ANPR?
 - NPS taking people's names off future awards
- Hospitality Room - Building 2 Room 339 opens tonight 7:30p (6:30am Thurs. breakfast in Canyon Room)
- Beware of Javelinas and nesting owls
- 140 registrations so far - staff in red vests
- Thanks to Bill and team for all the RR work!!!
- [Melissa] UPDATE: ANPR website rebuild. New website info/tutorial - better membership reminder system
 - Melissa needs BOD updated bios
 - YouTube links for how-to use website - can send links to Board
 - Member Login shortcut on home page in upper right corner using email and password
 - Membership management upgrading
 - Branding/message on website??? Boilerplate placeholder up right now
 - Breaking News banner available below ANPR main homepage graphic
 - Set up to archive website content on regular basis
 - Election system setup awaiting Sunday information
 - Can add link to parkhousingreviews website since we support it
- [Rick] UPDATE: Elections Committee progress in finding candidates for vacant positions
 - Have at least one candidate for seasonal position and still talking to a few potential candidates here at RR
- [Bill] UPDATE: Status of the Moreto Surveys on Park Rangers
 - Christina from Univ. Central Florida - 141 responses to survey with 80% completion (?) - survey still open possibly to December
 - Survey and Interviews addressing training impacts, ranger workplace factors, and predicting job satisfaction
 - Presenting some preliminary information in a Thursday RR session
- [Bill/Tom] DISCUSSION: Status and future of the Royal Caribbean partnership with ANPR
 - 12 people so far have used/presented on one or more cruises
 - Kevin McCormick RC Coordinator - will be extending the program next year (AK again) unable to attend RR due to COVID
 - ANPR member still a requirement to qualify - host 3 to 4 programs for large audiences
 - Ranger stories seemed most popular and roaming/answering questions on deck
 - Rick, Butch, and others may be willing to share program content
 - Interest in reaching out to other cruise lines
- [Shannon] DISCUSSION: Membership campaign/recruitment
 - Ethics for offering free online membership to new employees - no answer from ethics office; avenues with seasonal academies, FLETC, NIFC, George Wright, training facilities to new employees
 - Shannon and Rick will draft pilot program for academies
 - Other ideas for increasing membership (this topic is on the agenda for the first Membership Meeting as well)
 - "What's in it for me?" clear membership benefit layout

- Web homepage language, etc. should hit on interdisciplinary focus to reach all ranger categories and highlight connection to NPS Leadership/Management
 - Collective Voice (without being a union)
 - Membership analysis - 2020 lost almost 200 members; would like to better identify member NPS job category breakdown and recruit more diverse membership; 416 life members, 192 active annual memberships, 423 non-renewed memberships
- [Jeanette] DISCUSSION: What can ANPR do to gain NPS support for allowing Rendezvous attendance on government time?
 - Must be individual park/supervisor decision
 - WASO has previously declined recognition as official conference but ANPR should keep trying - can talk with Jen Flynn and Jessica Bowron
 - Employee telework agreements
- [Meg] UPDATE: WRC/Azores press info to membership
 - Workshop RR Thursday afternoon will go into more details and include Andy Wright discussing IRF and Ranger Foundation
 - IRF canceled sponsorship of Azores WRC due to lack of MOU, etc. but Portuguese rangers still having a meeting and IRF is still accepting new proposals for a WRC in November 2023 - ANPR not sponsoring members to go to Azores but no problem if they go on their own
- [Rebecca] UPDATE/DISCUSSION: Legislation update
 - Tracking four legislation items
 - Helper Act - HUD assist with mortgages/insurance for first responders
 - Protecting America's First Responders Act - disabled LE can go through regular benefit system
 - passed house and now similar item sitting in Senate?
 - Federal Retirement Fairness Act - buyback seasonal time served to raise annuity
 - Lodge Act - expands DOI authority for housing agreements outside DOI facilities

New Business (President):

- [Paul]DISCUSSION: How "State of the Association" report will be organized
 - 5 min per board member for strategic plan summary
- [Paul] DISCUSSION: How Membership Meetings will be organized
 - Paul sent board an agenda
 - Strategic Plan discussed by Membership during issues of concern/priorities after board vacancy discussions
 - Outdoor ProLink changing terms to not accept life memberships so will have to submit authorization each year - not adding to Membership agenda
- [Rick, Jonathan]DISCUSSION: Review and update for our current Strategic Plan
 - Presentation prepared for Membership meeting
 - roll membership retention into strategic plan breakout discussions
 - goal is solutions based conversation
- [Bill]UPDATE: RR46 (Jacksonville) and RR47 (??)

- Contract in place for Jacksonville 2023
- Potential Locations for 2024 RR47 - none have worked so far, taking suggestions
- Jackson WY for RR50 needs planning now to secure a venue
- [Jeanette] DISCUSSION/DECISION: Do we need to develop a Fundraising Plan, and if so, what should it include?
 - Draft Plan from 2014 added back to Drive under Fundraising Committee folder and now the committee can revise and bring back to the board/new board for approval
- [Tom] Investment Account Resolution - see email
 - direct Finance committee to modify policy statement to address goal of increase annual returns from investment fund into general operating funds
 - only option is withdrawing interests and dividends
 - Tom motion, second by Bill (first paragraph of emailed resolution w/o set amount)
 - one yea, four nay, five abstain - motion does not pass
 - Would like clarification on Board's goal for the account - send it to the committee to make another resolution if they so recommend
- [Paul] DISCUSSION: Input from the membership on issues they would like the Board to address at this meeting.
 - [Wendy] ANPR as Wendy's beneficiary - interest in ANPR taking ownership of house beforehand as inholding? - location of house in possible cultural interest area
 - only stipulation would include Wendy's use of house during life
 - interest and gratitude expressed, will wait for more info
 - Wendy qualification for first Life After Death membership!
 - [Jamie] Natural Disaster losses suffered by ANPR members/NPS employees system to accepting aid - discuss with NPS Management and Ranger Foundation to address ethical concerns for giving/accepting aid
 - change Foundation program applicant ranger stipulation to ANPR stipulation
 - Motion by Bill and second by Jonathan to support Board looking into facilitation discussion between groups

Reports:

- President:
 - Finalized ANPR awards for presentation at the RR.
 - Developed the agendas for the RR BOD meeting and the two Membership Meetings
 - Finalized preparations for the pre-RR Initial Response Incident Commander Course
 - Working with Jonathan and Rick on the reporting for the State of the Association report and on a strategic planning review/update session for RR 45.
- President Elect:
 - Nothing additional.
- Secretary:
 - Minutes and agenda/Rendezvous and review of drive.
- Treasurer:

- Financial documents distributed last week. We can go over any questions anyone has.
- Quick recap of RR budget
- Quick recap of super raffle budget (3 days remaining)
- Business Manager:
 - Work on website continues; awaiting election information for addition to site
 - Need ANPR board bios ASAP for new website
 - Need input on subhed of new website
- RR44 Manager:
 - Briefing for RR management team and Supernaugh Scholars right after this meeting.
 - BOD attend breakfast tomorrow morning with RR “first-timers” from 0630-0745 in the Canyon Room.
 - Hospitality Room is #339 in building #2 - starting tonight.
- Education and Training:
 - I have a proposal for New Business that has been distributed via email.
 - ~ 37 individuals attended pre-RR45 Training sessions in Tucson
 - Mentor requests - I am responding to them.
- Fundraising:
 - Found Fundraising materials that Ed Rizzotto mailed to me a couple years ago
 - planning to meet with Marin to conduct the RR Raffles, silent auction
- Internal Communications:
 - Nothing additional.
- Membership Services:
 - Moving forward with free membership for new seasonals
 - Ethics does not deal with groups like ours
 - Prodeals through promotive
 - they no longer support just submitting a lifetime membership as proof of eligibility
 - Rate of membership retention
 - how do we improve?
- Professional Issues:
 - NPS Mandate to use USAHire Assessment has been amended
 - Parks must continue to use a secondary assessment (SME Resume Panel, SME Interview Panel, etc) USAHire will remain an option for park’s to use.
- Seasonal Perspectives:
 - Nothing additional to Supernaugh
- Government Affairs:

- Drafted letter of support to Chairman Joe Neguse (D-CO), Sub-committee on National Parks, Forest and Other Public Lands for H.R. 7615 “Lodging Options Developed for Government Employees Act” (LODGES Act). Bill allows for DOI to enter into agreements with other public and private agencies and organizations in providing housing for government employees both on and off public lands. There was a hearing on the bill this summer, but no action was taken. Unfortunately it also not garnered many co-sponsors, but it is just the beginning of “making the sausage”.
- Strategic Planning:
 - Strategic Plan Presentation for RR
- IRF Liaison:
 - Nothing additional to WRC update above

Adjourn: 4pm

Next meeting: Nov. 22, 2022