

# Association of National Park Rangers Board of Directors Meeting MINUTES

**Tuesday, February 28, 2023**

Time of BOD Meeting – 4:30pm AKT, 5:30pm PT, 6:30pm MT, 7:30pm CT, 8:30pm ET

ZOOM link:

<https://us06web.zoom.us/j/83537927586>

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

### Attendance (Secretary)

- Members Present: Bill Wade (Treasurer), Emily Johnson (Professional Issues), Demmy Vigil (Secretary), Troy Hunt (Seasonal Perspectives), Rick Mossman (President), Mike Pflaum (Gov Affairs), Wendy Lauritzen (Fundraising), Jonathan Shafer (Strategic Planning),
- Members Absent: Tom Banks (Training), Melissa DeVaughn (Business Manager), Elsa Hansen (Internal Communications), Shannon Wilson (Membership Services),
- Others:  
Meg Weesner (International Liaison), Approval of Minutes from the previous BoD meeting(s) (President):
- [Tuesday Jan 24, 2023, Troy Motioned, Shafer Seconded, Discussion None; Votes “for” allBOD attendees, Votes “against” None, Abstentions None]

### Treasurer’s Report:

- Financial reports were distributed to BOD members on Friday, Feb 24, 2023. Rick asked about clarification on the financial table; still studying.

### Old Business (President):

- Is the Web Page with current board members up to date?
  - Melissa: Yes, this is done.
- Have the Newsletter emails been corrected or updated?
  - Wade: Yes, this has been done.
- Has the “Lost...But Found” video press release been sent out and shared with The Coalition?
  - Wade: No. I need to work with Melissa to complete this process and get it to CPANP.
- Has a Rosenwald Park Campaign letter of support been sent to them by the president of ANPR? Rick has not done this with Jonathan yet. Will be drafting a general response.
- Has the NPS Advisory Board been reestablished and what is our part or participation in it? Rick doesn’t know what this is but will check with Mike Murrey from the Coalition.
- Status of Rebecca Harriett and Jamie Richards drafting a SOP to support employees that have undergone disaster and would like financial help. Draft was sent to Rick and Bill from

Rebecca Harriett. Bill thinks it is good, simple and to the point. He also thinks there should be an allocated fund for this to protect the money or be done by donations. Rick will send out the SOP, votes will be sent to Demmy to include in the March Agenda.

- Thoughts on how to increase membership for Bill's new committee?
  - Wade: I'm not ready to have discussion or input in this issue yet. I have distributed an issue paper to guide the task group and will solicit input from the BOD and others in the near future. However, some relevant membership data as of February 1, 2023:
    - Total number of ANPR members = 791
      - Active Annual members = 184
      - Active Life members = 422
      - Inactive Life members = 175
    - **Number of Annual members who have lapsed since April 1, 2019 = 416**
    - Total ANPR Annual membership by year:
      - 2018 = 226
      - 2019 = 267
      - 2020 = 142
      - 2021 = 206
      - 2022 = 182
    - **Since 2018, number of annual members has decreased by nearly 19%**
  - I have distributed a google form to all lapsed members since 2019 asking why they lapsed and a couple other information questions; and distributed another google form to Facebook groups NPS Employees and NPS Seasonals asking why they never joined ANPR and a couple other information questions. 5% of the letters sent out of Responses are coming in. Highlights: from people never joined "never heard of ANPR". In discussion Rick suggested sending out information about ANPR to Chief Rangers. A possible handout/brochure to share with others. Possibly ask The Coalition and others to use our link as a partner on their websites. Elsa may have a flier that could be shared and passed around to break rooms and Cruise Ship tours etc. Bill suggests we think in bolder proportions to get the word out to parks and employees. Demmy suggests getting involved with active issues (like housing) to bring positive interest in the organization. Mike suggests we get more young people to rendezvous. Bring ideas to Bill to build interest in ANPR.
- Should ANPR write a letter supporting career ladders for parks to encourage hiring and good highly qualified candidates? Reference to Banks observation of Olympic NP not hiring seasonals but rather permanents with no career ladder. Who would be the audience for possible letter: OPM, NPS, DOI, others? NPS parks have created permanent Park Guide positions to create job security and perm status, even without career ladders. Jonathan says there are a lot of GS-5 positions but they are "soft funded" and subject to furlough. WASO is in the process of receiving priorities from the parks. Guides are helpful to get good people in as a permanent even without a ladder. One time injection of \$500 million for 500 positions over a 10 year period (not \$500M per year). Rick believes this situation should be TABLED for now.
- Status on Jonathan's draft of the 2023 strategic plan? Draft has not changed significantly.

- Wade: What can/should ANPR do to make the “parkhousing” website (that we are paying for) more accurate and relevant to ANPR members and others? Recommendation: President appoint a task group to analyze this issue and report back to the BOD for decision(s)/action. Housing content needs to be updated. General housing information should be able to be obtained by Region and WASO, then invite individuals to contribute about site specific details. Troy will head this up with help from Emily.
- Wade: Tori Edwards has completed the review of our member lists (both life and annual) and identified every member who has completed an oral interview, either under the ANPR Rick Gale project or by NPS or another entity. I have reviewed the lists and put together a draft list of members (and shared it with the BOD for concurrence) that will be high priority for having an oral history interview, and then work with Tori to schedule and transcribe these. Tori will be doing interviews during the RR.
- 2.14.23 RDI Meeting Brief with Sangita Chari (RDI), Clara Wooden (Coalition), and Demmy Vigil (ANPR).
  - Reviewed the “RISE: A Vision For Culture Change” document which is a HR driven document on the goal of Respectful, Inclusive, Safe, and Engaged “RISE” Vision for Culture Change. Excellent document for the goal of Diversity Recruitment and Retention.
  - A new Recruitment Team is being formed: Glen Hooks (new from DOD), Enimeni Ekong (NPS) and a third position not hired yet. This new team will report to Melia Bruyeal, Deputy HR. <sorry about spelling of names>
  - A key element in implementing the RISE vision is to have an EPAP element to hold employees at every level accountable. Clara and I agree this is a good start but cultural change starts with Relationship Building and incorporates the important Tools (like EPAPs, hiring strategies through HR and training with L&D).
  - All the key players are in the NPS but there is somewhat of a siloed approach rather than all the players working and talking together. Clara and I stress for a “cultural change” #1 building relationships internally as well as with external partners like HBCUs, tribes, universities etc, then #2 having a long term Leadership commitment. The Inflation Reduction Act may bring the NPS \$500M, 500 field term positions, but ends in 2030. A term position ends within 4 years, and leadership needs to commit at the WASO and Regional levels as well as field level, plus there may be an administrative change within two years. RISE vision document is a great first step and Clara (Coalition) and I (ANPR) want to help make diversity recruitment and retention happen.
  - Next step for us is to do a presentation to the new Recruitment Team when they are all on board. We continue to look for ways we can help the NPS. Some ideas are: encouraging a 'Line Item' for a RISE Office including RDI, HR, L&D elements; incorporating training at all levels (Fundamentals, Supervisory, Superintendents, Leadership); mine the lessons learned from the CLEAR Framework, Voices Tour, GOAL Academy, YALE Study as a start. Questions?
  - Links: [CLEAR Framework](#) and how to use CLEAR framework: <https://mylearning.nps.gov/wp-content/uploads/2015/11/CLEAR-Insights-for-Improving-Employee-Satisfaction-final-accessible.pdf#page=5>
  - RISE A Vision for Cultural Change:

- DOI Viewpoint Survey: <https://www.doi.gov/pmb/hr/doifevs> Additional links that might help: <https://search.usa.gov/search?query=EVS+NPS&op=Search&affiliate=doi.gov> (Wade: info from the 2022 Employee Viewpoint survey???)
- Consider doing a presentation at future RR.

### New Business (President):

- Wade: Should ANPR accept offer for sharing links with NatureSportCentral.com? (Proposal sent to BOD members on 2/17 to review and consider before action is taken at this meeting.) Discussion does not look fully compatible to the professional ANPR organization. Bill will get back to Naturesportcentral to say no thanks.
- The World Ranger Congress meeting will be in France around the same time as RR. Discussion as timing will wait till we have more details from Meg.
- Ken Mabery has a powerpoint about the 10th Mountain Division (mountain troops for the Army). Rick will look at the PPT and see if the content is appropriate then we will discuss adding this PPT to our website as a reference.

### Reports:

- General Report on Status of ANPR-NPCA-Coalition group meeting by Demmy and Mike. Report is above under Old Business. Rick signed the group letter.
- President:
  - Nothing additional to report.
- Secretary:
  - Demmy has been getting her house ready to put on the market and has been consumed in sorting/packing (i.e. super busy). I may need someone to fill in for me - wondering who would be willing to.
- Treasurer:
  - No additional information.
- Business Manager:
  - Have been cross referencing inactive life members and old Wild Apricot members to see who should be in our membership ranks. Have found at least a dozen members who were "lost" in these files, and have gotten them back online.
  - I still need press releases and other "news" and information to add to the website. I am here to add it but our website will not be effective if we don't use it.
  - I have an unavoidable conflict for this February meeting but if anyone needs anything from me, just ask - shoot me a text or email.
- RR46 Manager:

- The Management Team had a meeting on February 26 and made some decisions about registration rates, program, exhibits, etc., for the RR in Jacksonville in October. Full dates are October 16 (might be changed to October 15) through October 22.
- RFPs have been distributed to the following venues west of the Mississippi River for RR47 in 2024. Some responses are coming in. Deadline for responses is March 15 and I hope to have consideration narrowed to be able to make decision at April BOD meeting
  - Austin
  - Boise (eliminated)
  - Bend
  - Carson City
  - Corpus Christi
  - Durango
  - Flagstaff
  - Fort Collins
  - Grand Junction (eliminated)
  - Kalispell
  - Lake Tahoe
  - Las Vegas
  - Medford, OR
  - Oklahoma City
  - Omaha
  - Rapid City
  - Reno
  - Salt Lake City
  - Tucson
  - Vancouver (eliminated)
- Education and Training:
  - Will schedule a Bill Pierce Leadership 101 members-only seminar to occur after 3/21 when Bill is back in TN.
- Fundraising:
  -
- Internal Communications:
  -
- Membership Services:
  - Meeting with Yell Leadership went very well
    - The ANPR Fundraising Committee will lead the effort to fundraise for the internal exhibits
    - replacement, as well as to establish an endowment to support future operational needs of the museum
    - ANPR will stand by for further information from the Park on whether we can help recruit volunteers for staffing the museum.

- Shannon and/or Rick will contact Mike to set up a future meeting between ANPR and YELL to coordinate our efforts.
  
- Professional Issues:
  - Emily, Max, and Lawson are drafting Professional Issues Committee description and objectives. I'll wait until after the strategic planning meeting with Rick and Jonathan to send to Bill for release to membership to see if others are interested in joining.
  - Personal update: August Dryas Johnson born Feb 7, 9:46am at 7lbs, 12 oz, 21" long
    - Photos:
      - <https://drive.google.com/drive/folders/1Z1nxBfo6rWUtbHjFOU9W88arfuRdJNQ-?usp=sharing>
      - I love the "punching out the cat" pic!
  
- Seasonal Perspectives:
  -
  
- Government Affairs:
  -
  
- Strategic Planning:
  - Jonathan will talk to Rick after the meeting before sending out docs.
  
- IRF Liaison:
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Adjourn: 6:47 PT

Next meeting: [March 28, 2023] (4th Tuesday of the month)