

Association of National Park Rangers Board of Directors Meeting Minutes

Tuesday, March 28, 2023 - BOD Meeting

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>

----- AGENDA TOPICS -----

Attendance (Secretary)

- Members Present: Mike Pflaum (Gov Affairs), Mike Pflaum (Gov Affairs), Bill Wade (Treasurer), Rick Mossman (President), Troy Hunt (Seasonal Perspectives), Wendy Lauritzen (Fundraising), Elsa Hansen (Internal Communications), Shannon Wilson (Membership Services), Jonathan Shafer (Strategic Planning),
- Members Absent: Emily Johnson (Professional Issues), Meg Wessner (International Affairs),
- Others: Melissa DeVaughn (Business Manager),
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Approval of Minutes from the previous BoD meeting(s) (President):

- February 28, 2022 of BOD Meeting, Motion Troy, Second Mike, Discussion None; Votes for All, Votes against None, Abstentions None

Treasurer's Report:

- Employment Agreements for FY24 with Melissa DeVaughn for the positions of Business Manager and Ranger Magazine Editor have been approved and signed.
- Financial documents for February were distributed to BOD.
- Draft FY24 budget was sent to BOD members for review and approval. Note that this is pretty much a “break-even” budget.

Old Business (President):

- (Wade): A reminder: unless we want to change it, in the past we've had a BOD “policy” that members of the BOD would post information on the agenda, to the extent possible, about seven days prior to the meeting so that the rest of us could review and formulate any discussion or questions that might be needed. I, for one, would like to see us adhere to this policy. Generally, this tends to make the meetings more concise and shortens the meeting duration, when we know ahead of time some of the motions, information and updates.

New Business (President):

- (Wade) - Request from DARTDrones for Affiliation arrangement. Request sent to BOD members to review before meeting and vote. I see little value to ANPR for this arrangement. Wade moved that we do not enter into this arrangement, Wendy Seconded . Some discussion. Voted to not enter into agreement.
- (Wade) - FY24 Budget: Draft budget submitted to BOD for review, questions and clarifications.
- (Wade) - I move that the FY24 budget be approved as presented. Approval of Budget.
- (Wendy) Suggests to approach Disney/Mattel Toys to join RR. Especially if Disney is increasing Women's aspects and Diversity. Rick suggests we look at Universal Studios too. Wendy was looking at Patagonia too particularly with regard to supporting Disaster Relief for NPS/ANPR members. Patagonia supports Climate activism and similar causes.
- (Rick) - Questions about Spring Funding Campaign from about April 1-June , to donate to special Funds we have like Supernaugh or other. It's a pitch to donate to ANPR. Notify or advertise through Weekly Newsletters, Emails, Ranger Mag. There is a two-page spread on the current Ranger Magazine that is at the press.
- Jonathan will send out a Doodle Poll to allow Rick as President to each board member about goals for the year.
- Rick sent a message to BOD about a Non-Paid Executive Director position. Even though he didn't hear much from us he would like to discuss this action now. Bill thinks transitions between board positions, especially Treasurer position with the bank accounting pieces. By-Laws allow for an Executive Director position in ANPR. Potentially an Executive Director position might be able keep RR coordination and general continuity. Bill is interested in filling the Executive Director position with a temporary appointment of Treasurer for the time being (until elections). Mike feels the proposal is well thought out and we should seriously consider this proposal. Wendy thinks it would be easier to find a Treasurer. Tom asked about why Bill couldn't have a Third year term and that this is a "one-off" situation. Jonathan noted Section C (Elected members of the Board may not serve more than two consecutive terms of three years each in the same office, except the President, who may not serve more than one term.) to keep to 2 consecutive Terms. Bill is willing to do this work, without pay, until the 50th anniversary in 2027. Melissa works with Bill constantly and is critical for continuity. Troy read the proposal and considers it well thought through. Demmy suggests that a future Executive Director could have a contingency to fund raise and "earn" up to \$50,000/year potentially. Wendy asks us to decide on these two proposals: 1- Exec Dir with appointing Bill then "fill" the Treasurer position; 2- Future Exec Dir with contingency of FundRaising as a part of their pay after Bill is no longer in the position. Troy and Rick will draft up a "contract" with Bill's input for an Executive Director position description. The proposal has a lot of great wording to draw from. Rick will get this out soon. Melissa will set up the "vote" on the website.

Reports:

[NOTE: Reports should be entered by each member or committee **at least 7 days prior to the BOD meeting**. Reports should focus primarily on status related to strategic plan action items. If any decision is needed by the BOD related to the report, it should be so indicated by:

- DECISION NEEDED: (with description of the needed decision) which will then be added to New Business in the MINUTES with action taken. See brief example below under President's Report.

All members should read this agenda prior to the BOD meeting. Reports will not be discussed at the BOD meeting except for: 1) any last-minute updates to the report since it was entered, 2) any questions anyone has about the report, or 3) any decisions needed.]

President:

- Applications for the Cruise Ship programs have trickled in. Applicants have been Tom, Rick, Lisa Eckert. Advertisement of this opportunity has been in the Newsletters. This year the Cruise Ship has asked for Alaska specific topics. There is some concern that people have been interested until it has to be Alaska specific. Bill suggests sharing each other's Program as a template to bring in others.
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- Secretary:

- Sangita just returned from A/L so she didn't have much to report. Here is what Clara was able to glean from our conversation.
- Glenn Hooks is now on board and Sangita was able to meet with him before going on AL. He comes from DOD and has a wealth of knowledge in the area of recruitment. Glenn is the lead for the Recruitment and Outreach Office but she doesn't know if he will actually do recruitment, or just manage and lead the program.
- Glenn has hired an HR Assistant who will provide administrative help for the office, and he is planning on hiring 3 more recruiters. The hope is that the additional 3 will be onboard by May. With Enimini Ekong and Glenn, there will be a total of 5 working on recruitment. Sangita shared that nothing additional has happened with the RISE project, they continue to have meetings. There seems to be a bit of skepticism.
- Malia, Glenn's supervisor, wants to create a cadre of collateral duty recruiters, but Glenn doesn't in any way want to upset what is currently being done in the field.. Clara asks Sangita to have Glenn contact us, that we would love to meet with him, and to share what we have shared with her and what we bring to recruitment, diversity, and inclusion. The next step is to meet with Glenn, now that he is officially on board.
- Demmy just listed and sold her house so now she is in a rush to get the rest of her stuff out and move to New Mexico. She will be homeless for a while until her father's estate is settled (her cats, dog, husband and her will be residing in the camper outside of her mom's house for a bit :)

- Treasurer:

- I fielded a media request (via ask.a.ranger) from KIRO-TV in Seattle about posting the issue of affordable/available employee housing.
- The Membership Growth Task Group has had its first meeting and discussed some ideas and observations related to the current membership situation. We are still looking for a maintenance person and an interpretation person to join the task group.

- Bill would like to focus on Housing, Training, and
- Business Manager:
 - I am working with Tom Kearns at Tundra to streamline our donations page so it picks up donations made when members renew their membership.
 - Please note that all board members must now update their mailing addresses and preferences in their online profiles – we used to keep a separate form for board members to update, but that is no longer being used.
 - Please also be aware that the old membership or donation page Google Docs on our board pages are no longer in use, so any changes you make to these pages will not be updated in our new database. This has been the case since Nov. 15, 2022, so just let me know if you have any questions.
- RR46 Manager:
 - The budget for RR46 has been approved by the Management Team and provided to the BOD for review. We are continuing to solicit for and identify prospective program presenters.
 - Update from last meeting on venue for RR47 (2024): I am expecting (or have received) contract proposals for comparison purposes from Bend, Fort Collins, Reno, Rapid City, Salt Lake City and Tucson. There may be one coming from Durango. All other venues contacted either did not respond or have been eliminated. Once the proposals have been received, I will initiate a process for comparison and will plan to have a proposed decision to discuss at the April BOD meeting.
 - I am beginning contacts with potential venues for RR48 (2025) “east of the Mississippi” and plan to have a decision available to announce at the RR in Jacksonville (along with RR47 decision).
- Education and Training:
 - Continue to respond to mentoring requests.
 - Waiting for Bill Pierce’s response to schedule a Leadership 101 seminar online.
- Fundraising:
 - Getting letters out to people/companies and checking their philanthropic goals.
- Internal Communications:
 - Elsa will get with Wendy to look at Spring Fundraising.
- Membership Services:
 - Looking for someone to read a draft letter that I will be sending out to schools with a recreation program to see if we can gain some members.
 - Looking for presenters for Rendezvous if you know of anyone have them email me.
 - Several key issues with LE have been brought to my attention and I think we need to discuss ways to mitigate the problems or at least start having an open discussion with them. LE’s wanted to get support on the 1800 series v 0025 series. LE’s have the opportunity to transfer to another park once in a year v other series. Investigative Services Branch - ISB’s (special agents and investigations) are getting

- pushed to parks with no additional funding or help. Reduce the Public Bias about LE in Parks. There is some negative feedback from parks located near cities especially when dual rangers with local PD. Could Rick reach out to Jennifer Flynn to write an article in Ranger about these issues surrounding 1800 series “cop” verse 0025 series Full Spectrum Ranger duties. Deescalation of force techniques should be shared with all employees because these techniques will help all employees. This might be a great class at the next RR. Wendy suggests offering a open discussion like a Brown Bag Lunch type discussion.
- Shannon would like to get help with some editing of her letter. Rick would like it to be about 1-page. Tom is willing to help.
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 - Professional Issues:
 - No updates.
 - Seasonal Perspectives:
 - Starting to build the Supernaugh Scholar questionnaire. I will follow Lauren’s example and create a Google Forms tool to submit them too.
 - Monitoring the Seasonal NPS FB page to see what questions and concerns are showing up.
 - Housing
 - Challenges of obtaining seasonal gigs with the current system
 - Lots of discussion of lack of career ladder opportunities and being locked into step one of levels
 - Common Learning Portal is a great way to communicate with employees or non-employees - mylearning.nps.gov
 - Government Affairs:
 - After consultation with ANPR President Mossman, I have sent an email request to Susan Farinelli, Chief of Staff for NPS Director Sams, with copy to Associate Director Jennifer Flynn requesting designation of an official contact for me / us in the NPS WASO Office for future communications on issues of interest to ANPR, NPS, or both. I suggested an initial phone conversation in April. Waiting to hear back.
 - A past bill of interest had been introduced in the House for each of the past three years (2020, 2021, and 2022), the Federal Retirement Fairness Act (HR 4268) which proposed to make it possible for temporary employees to buy back time in service after 12/31/1988 to be credited towards retirement. The bill had bipartisan support in the 117th Congress, but did not pass and I don’t think it came to a vote. It does not appear to have been reintroduced in 2023 during the current Congress. This issue is of concern to many current NPS employees. I will continue to monitor information for any updates.
 - A new bill of interest to both current employees and retirees was introduced on February 8, 2023. The bill is the Equal COLA Act and seeks to institute parity between CSRS and FERS for future annual COLAs for retirement payments. Currently, FERS Retirees COLAs are anywhere from .1% to 1% lower than

CSRS, depending on the percentage of the COLA. This could make a difference of anywhere from about plus \$1,000 to over \$15,000 for FERS Retirees over the course of a twenty year retirement, depending on the High Three rate as well as the annual percentage of the COLA. The bill was introduced by a Democrat and to date, I have not determined if there is bipartisan support. I will continue to monitor this bill's possible progress.

- Strategic Planning:
 - Concerns about Recreation.gov contract
- IRF Liaison:
 - No update on France Dates for next World Ranger Congress.
- Rick notifies the board of permanent LE ranger positions through FLETC soon.

Adjourn: 10:20 Eastern Time

Next meeting: [Tuesday, April 25, 2023 next meeting] (4th Tuesday of the month)