

Association of National Park Rangers Board of Directors Meeting Minutes

Tuesday, July 11, 2023 BOD Meeting

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

ZOOM link:

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

Attendance (Secretary)

- Voting Members Present: Mike Pflaum (Gov Affairs), Elsa Hansen (Internal Communications), Demmy Vigil (Secretary), Jonathan Shafer (Strategic Planning), Shannon Wilson (Member Services), Troy Hunt (Seasonal Perspectives)
- Voting Members Absent: Rick Mossman (President), Meg Weesner (Treasurer and International Liaison), Emily Johnson (Professional Issues), Wendy Lauritzen (Fundraising),
- Others: Bill Wade (Executive Director), Melissa DeVaughn (Business Manager),

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

- Approved at 7:00 pm mountain standard time on Jul 11, 2023

Treasurer's Report:

- Executive Director Wade distributed the financials to the board last Wednesday. Please take a look at those, as all members of the Board are collectively responsible for the financial health of the organization. I'll try to answer any questions you may have. No questions by BOD.

Executive Director's Report:

- Deanne Adams, former ANPR President and former International Ranger Federation President will represent ANPR at the memorial for Gordon Miller, one of the founders of IRF, in July. ANPR will reimburse her travel expenses from the Rick Smith International Fund. The BOD has approved the proposal to make this change.
- 990 Tax Forms for FY2023 have been submitted to the IRS. Forms are posted in Google Drive.
- It appears that the super-raffle for this year is a "no-go." We normally open it June 1 on-line with the list of prizes, but to date I have not received any information about prizes to be included. This will affect the annual budget figures.

- Based on the survey I sent to all attendees of RR45 in Tucson, asking if they would prefer to return to the Westward Look in Tucson for RR49 in 2026 (subject to a viable contract) or to attend at some other (yet to be determined) venue: To date, 84 people responded and 76.2% preferred to return to Tucson. Without objection from the BOD, I will start working on that contract. I will soon begin seeking proposals for RR48 (somewhere east of the Mississippi). Jamie and Shannon are looking at YOSE for RR45. Discussion held. Table discussion until we get more information about costs on both Tucson and Yosemite.

Old Business (President):

- [Would include any action items carried forward or tabled without decision by the BOD from previous meeting; motion, second, discussion, votes for, votes against, abstentions]
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New Business (President):

- (Wade): Relative to our upcoming Ranger Rendezvous in FL: Should we put out a message to our members that we do not support some of the decisions made by elected officials in Florida that are in opposition to our organizational principles?
- (Weesner): I propose that ANPR approve a resolution to rename the IRF's lifetime achievement award to be the "Gordon Miller IRF Lifetime Achievement Award." I've sent a copy of the resolution to all board members (6/27; revised version 7/10), and it includes more background. Please review the draft and we can discuss and vote on the resolution. I've asked the North American Representative on the IRF Board, Andy Wright of TN Rangers, if he will put forth the resolution, if approved. I've also asked the other two IRF founding ranger associations for their support and concurrence.
- World Ranger Day is coming up on July 31. IRF has announced that they will send out a social media tool kit by July 21. The chosen theme is: **How Rangers deliver the "effective" aspect of 30x30 and the Global Biodiversity Framework.** What is the most efficient way to distribute this widely?

Jonathan added to the informal discussion to answer the question about "buying back" seasonal time. [congress/house-bill/4268?s=1&r=89](https://congress.house-bill/4268?s=1&r=89)

<https://nffe.org/press-release/nffe-hails-bipartisan-fed-retirement-fairness-act-providing-long-overdue-retirement-security-for-former-temporary-and-seasonal-federal-employees/>
<https://kilmer.house.gov/contact>

<https://cole.house.gov/contact>

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 the 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:
 - I just got back from the Royal Caribbean Cruise. Seemed smoother than last year. I had Bill send out a summary of logistics I wrote up and also a donation letter. I also put together a powerpoint with a short history of the NPS leading up to the 1980 Alaska Parks and then a short blurb about each of the 23 Alaska parks. Anyone who wants it can use it. It could use some polishing and it needs to be shortened. I also would like somebody to tell me how to send it by email or whatever technology as right now I send it by thumb drive since it's large.
- Secretary:
 - The tri-group ANPR/NPCA/Coalition met Thursday July 6, 2023 at 12:00 Mountain Time. In attendance were two guests from a university, Akinyemi Blackshear, and Park Institute of America Tyler Sammis. There was a lot of discussion to improve social media in featuring NPS employees of all disciplines to show what NPS does and that it is an attractive employer. "A Day in the Life of" feature through Tic Toc, Linked-in, Instagram, facebook etc to reach out to potential diverse applicants is desired. We discussed the dilemma of NPS not doing this type of thing directly but maybe ANPR as an employee advocate and NPCA as a resource advocate could feature outreach. Akinyemi provided a college student perspective and the disconnect between USAJOBS and NPS with potential applicants. Tyler has a summer work group targeting a Career Map for land managing agencies to assist potential diverse applicants. I believe the whole package in a nutshell involves Advertising->How to apply for Fed jobs->Mapping possible career paths-> Followup with applicants/universities- then keep the cycle going with all of this including updates as things change. Target audiences are both possible applicants (especially diverse ones) AND supervisors/hiring officials. Who will be the lead? How is this project maintained? This idea is Tabled for the time being
 - Additional related updates Glenn Hooks, the newly hired recruiting supervisor, is the lone ranger as Eminemi moved to another agency. George McDonald, long time NPS Youth Coordinator moved to DOI. There seems to be less connection between NPS and former streams of youth applicants i.e. YCC, Americorps, SCA, Greening... (something-sorry I didn't get full name).
 - With the new IRA funds coming into the Service this is the time to educate and communicate with potential diverse applicants and hiring officials seeking increased diversity. Our next meeting is on Aug 17, 2023. There will be a

presentation on the Career Map from the Park Institute of America and other findings they have before their students return to college.

- I would like the board to consider hosting videos for potential applicants to see “In the Day of “... A Ranger, or Administrator, or Biologist, Trail Crew... We could also host links to NPCA, Coalition if they have supportive information to help potential diverse applicants. We could have a link for how to write a Federal Resume, Interview Tips for Federal applicants, Special Hiring Authorities and how they work for you..... just some ideas. As an employee advocate, I see this as similar to the assistance we have offered to join Seasonal LE Academies and applicants for the NPS. Any BoD thoughts??
- Treasurer:
 - See report above
- Executive Director
 - We are still looking for presenters (especially for breakout sessions) for the RR. If any of you are interested, or if you know someone who might be interested, please let me or Shannon know as soon as possible.
- Business Manager:
 - I met with Tom Kerns to go over any website changes/updates that are needed. We are fine-tuning the donations page so the reports will read more clearly and to enable donors to donate to multiple funds at one time rather than have to make multiple purchases.
 - I also would like feedback on how we let members know that the digital magazine is “on the stands.” In the past, members who opted for digital delivery were getting the magazine delivered in the form of a newsletter. That has not been happening since it’s already on the website. I’m proposing we just announce, via newsletter, when the digital issues are published. <Demmy suggests this be on ANPR website too>
 - Ranger Rendezvous registration is going smoothly so far. No glitches to date.
 - I still need access to the account that houses our domain name so we can keep it up to date. The current license is good until 2024 but we don’t want to lose it. It is linked to an email that we don’t use and can’t find the password to.
 - Am currently attending RR planning committee meetings and Membership Growth committee meetings.
- Education and Training:
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- Fundraising:
 - [Wade]: Our spring FundRanger results were:
 - **General Operations: \$10,160**
 - **Natural Disaster assistance fund: \$2,725**
 - **Ranger Museum: \$3,850**
 - **Harry Yount: \$350**

- **Bill Supernaugh : \$200**
 - **Rick Smith International Fund: \$150**
 - **Rick Gale Fund: \$100**
 - **Grand Total: \$17,535 (\$2535 more than our goal)**
- [Wade]: Our policy in the past has been that each person who donates more than \$250 receives a “thank-you letter” signed by the President. I am unable to determine if this has been accomplished.
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- Internal Communications:
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- Membership Services:
 - Nothing New
- Professional Issues:
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- Seasonal Perspectives:
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- Government Affairs:
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- Strategic Planning:
 - Sending mid-year status emails to board members this week.
- IRF Liaison:
 - The funeral service for Gordon Miller, founder of IRF, was held in his home village Edale in the Peak District National Park on Monday, July 10. It was live-streamed on YouTube, with 35 to 45 people watching, and a full house in the Edale Parish Church. Deanne Adams and Tony Sisto contributed comments as part of the service.
 - July 31 is World Ranger Day, and it’s crept up on me again. I’ll write a piece for the ANPR newsletter, but I missed getting it in the most recent *Ranger*. IRF has announced that they will send out a social media tool kit by July 21. The chosen theme is: **How Rangers deliver the “effective” aspect of 30x30 and the Global Biodiversity Framework.**
 - Organizers of the 10th World Ranger Congress have taken over administration of the Facebook page we established for the 8th World Ranger Congress, held in the US in 2016. [It was also used for the 9th WRC and has more than 2K followers.] I’m still an administrator on the page, and I got a request to add the organizers for next year’s 10th WRC. They changed the name of the page to “IRF- World Ranger Congress” and updated the images to reflect the logo for the upcoming Congress in Hyeres, France, on the Mediterranean. The FB page is a good place to follow current developments. Dates for the Congress are July 7 to 11, 2024.

- Membership Growth Task Group
 - A discussion paper outlining possible alternatives and steps for moving forward has been prepared and is being discussed by the task group members. We will plan to have a presentation for the BOD at the August meeting.
- Ranger Museum Task Group
 - On hold until busy season passes for YELL then we will have another meeting
- Harry Yount Award Task Group
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Adjourn: [Time meeting adjourned] * When a finalized agenda is cleaned up and it is put into Minutes Folder.

Next meeting: August 22, 2023 (4th Tuesday of the month)