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# MINUTES: ANPR BOD Meeting

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Link to Zoom:

**Please note: Board members are expected to enter new business and BOD member reports at least seven days prior to the BOD meeting so that other members can consider information, issues and proposed actions prior to the meeting.**

**Date of Meeting: January 23, 2024 8:30pm EST**

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**Time Meeting Called to Order: 5:32 p.m. PST called**

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**Meeting called to order by: Rick Mossman**

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## **Attendance:**

BOD Member	Present or Absent
● Rick Mossman, President	● Present
● Demmy Vigil, Secretary	● Absent excused
● Rick Harwell, Treasurer	● Present
● Lauren DeGennaro Strategic Planning	● Present
● Mike Pflaum, Government Affairs	● Present
● Rae Emerson, Education and Training	● Present
● Emily Johnson, Professional Issues	● Absent excused
● Shannon Wilson, Membership Services	● Absent excused
● Troy Hunt, Seasonal Perspectives	● Present
● Greta Ketchner, Internal Communications	● Present
● Wendy Lauritzen, Fundraising Activities	● Present
● Bill Wade, Executive Director (non-voting)	● Present
● Melissa DeVaughn, Business Manager (non-voting)	● Present

<ul style="list-style-type: none"> <li>● Others Present: Meg Weesner</li> </ul>

**Approval of minutes from last meeting:**

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Link: [https://docs.google.com/document/d/1TVS7ZNgt5MFosPFuZ9PTb\\_clgwAjD0tP/edit](https://docs.google.com/document/d/1TVS7ZNgt5MFosPFuZ9PTb_clgwAjD0tP/edit)

- Motion to Approve by:Wendy
- Second by:Mike
- Discussion:None
- Vote: Unanimous approval

**Business carried forward from previous meeting(s):**

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- (Wade) - Emphasizing (again) the need to use @anpr.org email addresses for ANPR business.
- (Mossman) - Status of ANPR “Citizen’s Award”
- (DeGennaro) - Status of strategic plan: Good conversations so far with those who have been part of the strategic plan process and how to create actionable objectives going forward. Rick: should we have a revised strategic plan before moving forward with work plans? Lauren DeGennaro shared the revised plan on the screen with priorities of Hiring, Training, Housing. The2024 plan is at [https://docs.google.com/document/d/1Nt3dhnM\\_Th62cP3B0dOkamSAowCruAd9/edit](https://docs.google.com/document/d/1Nt3dhnM_Th62cP3B0dOkamSAowCruAd9/edit)  
**Discussion:** Rick Harwell asked if we are still interested in changing our wording from ranger to personnel for the strategic plan. The board agreed that sharing the strategic plan more widely with our membership is a good idea. Rae Emerson asked about the Strategic Plan timeline; when should it be updated? No set timeline, although the first one was created in 2019 and it has not been updated until now. Meg mentioned that the most recent park survey she has seen shows that morale is at an all-time low; how can we address this into the strategic plan. Rick Mossman has asked all members to read the plan carefully before continuing with work plan meetings. Will vote on the final version of the strategic plan at our February meeting.
- (Shafer??) - Status of PIO applications: Not present; Bill thinks two applications have come in. Mossman will follow up with Jonathan.

**New Business:**

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- Emily came across this video and wonders if it is something we should reach out to offer support: [\(1838\) NPS -BLM -USFS Help Employees Lacking Protection - YouTube](#)
  - The You Tube site appears to be about 2 weeks old and airs individual stories of abuse
  - Calls out individual members of NPS leadership as bad actors
- Lauren: how to navigate in the Google Drive. Brief orientation for new board members and reminder for experienced board members.

**Reports (Progress on Annual Work Plan and other activities):**

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- President:
  - Started work plan meetings with Lauren.
  - Met via zoom with NPCA and the Coalition at employee workforce meeting
  - Have been trying to get ahold of Demmy for status
- Secretary:
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- Treasurer:
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- Strategic Planning:
  - Met with Jonathan to discuss the strategic planning process
  - Began revisions on the 2024 Strategic Plan
  - Began meetings with Board Members. I'll work to add more available dates and times to the doodle poll.
- Professional Issues:
  - Reminder: I may miss this meeting due to travel. Will call in if/when I'm in service.
  - Met with Rick and Lauren to set up goals for the next year.
  - Attended NPS webinar where Mike Caldwell gave update on housing
    - [Summary of results of permanent tenant survey](#)
    - Seasonal tenant survey coming this June
  - Working with Troy and Mike to restart Housing Committee
- Government Affairs:
  - Working on Housing Committee, reviewed latest information from Emily Johnson
  - Participated in Ranger Rendezvous 47 planning committee meeting on January 16
  - Sent out an email to the Park Superintendents of the ten park areas most near to Rapid City to provide preliminary information about Ranger Rendezvous 47, to encourage support and participation, and to set the stage for future in person or phone meetings.
  - Have worked to assemble a couple of hundred photos of NPS Employees at work for possible use in a loop of photos at the Rendezvous to promote both the NPS and ANPR as was suggested at the Rendezvous in Jacksonville. If any board members have photos of employees from any discipline that we could use for this purpose, please email to me. The larger the stock that we have will make those selected of the best quality and variety.
  - Have developed a brainstormed list of possible speakers / programs for RR 47, will continue to work on that and send out soon.
  - Continue to correspond and work with JT Townsend on Yount Award committee. I am working on recruiting a current employee to join the committee.
  - Still intermittently tracking the Equal COLA Act (H.R.866 / S.3194). This bill should be of great interest to all current FERS employees as well as FERS retirees. If it is still pending at the next Ranger Magazine deadline, I propose that I will submit a brief article to raise awareness and encourage action on the part of ANPR members.
- Membership Services:
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- Seasonal Perspectives:
  - No update at this time.
- Internal Communications:
  - LinkedIn- there is a group and a page for ANPR. Does anyone have access to the page? I would like to be able to post to it. - Bill has this information and will get it to Greta.
  - Met with Lauren to discuss Strategic Plan- still in development for the year, will meet again in a month.

- In the process of working with Elsa to transition into managing Social Media Accounts.
- Met with Melissa to discuss RR. I am working on drafting an outreach letter for RR47 and will have this completed by February 2nd.
- Approved over 200 new member requests for ANPR fb group page.
- Connected with Toby from SCA. Will be in contact with him on how ANPR can partner with SCA to get the word out about the organization.
- Education and Training:
  - No updates at this time.
- Fundraising Activities:
  - Letters to \$200 over in donations in 2023 have been sent out.
    - May be missing some monthly Old Faithful inputs. Some may be matter of it didn't happen. Or am I misunderstanding the notes in the comment sections for \$100/ month for 3 month by Adam Sandler? As it stands now, it only shows \$10 for the year.
    - No letter for the Anonymous donation of \$5000 as there is no information.
    - Yosemite Foundation letter recognizing the \$3000 donation was sent by postal service as requested by Frank Dean. Frank said that the Foundation will determine to make their next donation in the spring.
  - Would like to send out same letter to all others who donated regardless of donation level as it is a year end summary.
  - Want to establish 4 letters per year to go out.
    - January being the prior year-end summary document to all those who donated. This will envelope those who give regularly in the value of their cumulative donations. A person who donates \$100/month will reach at minimum of \$1200 if given all year. \$25/month reaches at least Cliff Palace level.
    - Spring (mid-March) will be a warm up article identifying how much in 2023 the number of donors in 2023 and group calculations of how many cumulative donations resulted in cumulative value of \$XXX for 2023. This will hopefully inspire the kick off of the spring fundraising for 2024.
    - June: Thank you letter to all those who donated during the April 1 - May 31, 2024 Fundraising Drive. (The person who donated \$1, \$10 are just as important as those who gave one time larger donations. The thank you letter will be generic in that it will not report the \$ value they donated but rather a summary of how much was raised by their individual donations and how many people opted in through donation. Maybe a % of how many ANPR members donated from the among the # of members. Also, recognize the # of supporters outside of ANPR who donated? Or number of sponsors?)
    - Sept/ early Oct publish article in either Newsletter or Ranger Magazine re: the grand totals of the spring fundraiser in hopes of .

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- Executive Director and RR Manager:
  - Financials for December were distributed to BOD
  - Working with Treasurer Harwell to get set up with Wells Fargo and Fidelity
  - Continuing to seek proposals for RR48 in 2025
  - First meeting of RR47 Management Team conducted on January 17.
- Business Manager and *Ranger* Editor:
  - Reconciled monthly account
  - Sent Life Member payment reminders
  - Met for first Ranger Rendezvous committee meeting
  - Met with representative of SCA to discuss youth Ranger Rendezvous opportunities
  - Confirmed story list for Spring issue of Ranger magazine
  - Had Strategic Planning meeting with Lauren and Rick
  - Met with Greta to discuss PR and how we can work together to enhance that
  - Worked with Tundra Tech to fix Board access bug for the mobile version of the site
  - Met with Rae to walk her through email setup and access
  - Worked with several ANPR members on various needs – changing addresses, access to old magazine copies, etc.
- Committees and Task Groups:
  - International Committee and IRF Liaison (Meg Weesner):
    - IRF has distributed their official request for interest in hosting the 11th World Ranger Congress in 2027. ANPR BOD voted in December that we would pass on submitting a bid this time.
    - The WRC organizing committee is requesting proposals for presentations and workshops. I’m hoping that ANPR members will submit proposals, because it’s always good to have US NPS represented on the program.
    - Coming soon, I am developing a plan for providing scholarship opportunities for lower graded employees to attend the WRC in southern France this coming October. Please contact me if you have thoughts/suggestions.
  - Ranger Museum Task Group: Bill has worked with Paul to get on board with resurrecting the museum fund. He has a meeting with Frank Dean this week to discuss.
  - Yount Award Committee (JT Townsend): Mike has a couple of potential committee members who he is waiting to get a commitment from. He will be back with us on this.
  - Finance Committee (Bill Wade): Analysis sent from Jon Lewis. Will work with Rick Harwell to add him to the committee.

## Announcements:

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## Adjournment and next meeting:

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- Time Meeting Adjourned: 6:47 PST

- Next Meeting (Date and Time): Feb. 27, 4:30 p.m. AK time, 5:30 p.m. PST, 8:30 p.m. EST