

10 - October 14-18, 2025 - ANPR Meeting Minutes



Link to Zoom: <https://us06web.zoom.us/j/83537927586>

Please note: board members are expected to enter new business and 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.

STRATEGIC PLAN:

https://docs.google.com/document/d/1-Y4bmQS8in-M0biIKtGDL4F4LaUIfNHQ3mji73xdzMU/edit?usp=share_link

Date of meeting: Oct 14, 2025

Time of meeting called to order: 9:06 a.m.

Member calling meeting to order: Rick Mossman

BOD Attendance:

Absent/Present

Rick Mossman, President	Present
Demmy Vigil, Secretary	Not attending
Rick Harwell, Treasurer	Not attending
Lauren DeGennaro, Strategic Planning	Present/Zoom
Todd Johnson, Government Affairs	Present

Rae Emerson, Education and Training	Present
Margie Steigerwald, Professional Issues	Present
Crystal Muzik, Membership Services	Present
Troy Hunt, Seasonal Perspectives	Present
Tom Banks, Internal Communications	Not attending
Mark Ruggiero, Membership Growth	Present/Zoom
Jenn Cook, Fundraising Activities	Present/Zoom
Mike Pflaum, President Elect (non-voting)	Present
Bill Wade, Executive Director (non-voting)	Present
Melissa DeVaughn, Business Manager (non-voting)	Present
Other:	Bruce McKeeman, Jamie Richards
Other	Ed Rizzotto, Jonathan Shafer

Meeting called to order:

Link to previous meeting minutes:

<https://docs.google.com/document/d/1Lp0KNxfpR5853QeFX3pox4NCPf7i0Bxu/edit#heading=h.bob8m4122gbi>

- Motion to Approve by: Margie
- Second by: Rae
- Discussion: No discussion
- Vote: Unanimous

Committees and Task Groups: (after reporting these members may sign-off)

- International Liaison: [Shields]:
- Yount Award [Mossman]: See new business below.
- Ranger Museum [Mossmen]: Nothing new.
- Investments: [Wade]: Nothing new.
- Nominating Committee: [Mossman]: Mike Pflaum taking the lead on this. Five vacancies at the moment, and Mike is hoping to procure a committee to attract candidates.
- Awards Committee [Mossman]:
- Membership Growth+Retention [Ruggiero]: Working on a campaign to introduce within the next month. Report is in the agenda. He will be soliciting members to help make

calls. Look for that at the November meeting. Mark agrees to continue as Growth Board Member and self nominates.

Business Carried Forward from previous meeting:

- [Ruggiero] - Update on membership growth and the Membership Retention Initiative
- Membership Initiative document introduced on 8-26-2025 on the ANPR Board call, and accepted by the Board. This document outlines how we will proceed with gaining new membership and retaining current and past members. This process involves using some selected current board and past board members to reach out and start contacting these past members and potential new members. This Process will be via phone calls and in person visits with Park units and by referral. I have started this process but due to the current shut down, contacts in parks in my area have been difficult with people being very uncertain with their future with the agency or the government. I am drafting a winter campaign event to start this process and will have it ready for the November Board meeting. I have also been tied up with some serious family issues that have slowed my process down a bit. End of report.

New Business:

- [WADE] - Should we remove info about current NPS employees on our BOD from the website? To help protect our current board members, should we remove their presence on the board website and magazine. Lauren is in favor of taking her name down temporarily. Ed encourages board members to take their names down just for now because this is a vindictive administration. [Mike Pflaum](#) agrees. Bill said he thinks the administration's actions are going to get worse. Melissa took board names down during the meeting.
- [WADE]: Board Briefing 2025: Powerpoint on how much money we have in the bank and other details. This will be picked up by Fireflies. RR48 budget was put together based on 75 participants and we actually have 98 attendees, which includes attendees who are presenting. RR 2026 will be in Tucson, RR 2027 will be the 50th anniversary of ANPR and will hopefully be in ROMO. The RFPs can be put in this November. RR 48 2028 will need to be Eastern-based. Location suggestions are welcome. We are becoming an organization of retirees, but we don't have support for park management. Crystal: We are missing support from regional management to attend Rendezvous' - management seems more concerned about us taking time off than helping us get training.
- 15-minute break, return at 11 a.m.
- [DEVAUGHN] - Create an editorial board to help guide the direction/theme of future issues of Ranger to represent current issues. We had a short discussion, with no one stepping forward. Melissa will continue to reach out to volunteers to help.
- [MOSSMAN] - Rewording parts of Yount Award nomination form. The reward wording should say the award could go out to more than one person, and no more than once per year. Under the 12 bullet points, Rick is hoping to have clarification. He would ask to have some input on that at the next board meeting so we can fine tune that document. This will be put on the next agenda as old business carried forward.

Progress Reports - Annual Work Plan and other Activities:

- President:
 - Tried to contact Demmy twice. Unable to get a hold of her.
 - Working on rewording of the Yount Award.
- Secretary:
 - 1.1:
 - 2.6:
 - 2.7:
 - Other:
- Treasurer:
 - 2.1:
 - 2.2:
 - 2.11:
 - Other:
- Strategic Planning:
 - 1.4:
 - 2.4:
 - 2.6:
 - Other: Nothing to report. Morale is extremely low at the park and among my network. I can use my shutdown time to schedule one-on-one follow ups with board members (post RR) to see about adapting work plans for 2026.
- Professional Issues:
 - 2.4 Nothing new to report. Currently en route to RR 48.
 - Other:
- Government Affairs:
 - Todd will give his board report, but he points out that tomorrow (Oct. 15) is the day to announce whether the hiring freeze will continue, stop, etc. USA jobs is still only hiring seasonals, and permanent jobs continue to be excluded.
- Membership Services:
 - 1.2 Hope to get some names at RR48 to start working on interviews to highlight rangers during their career.
 - 1.4. Feeling this should be more of a focus (supporting overall wellness of employees during this time). What can ANPR do? Any outside organizations to also assist? Any ideas are greatly appreciated.
 - 2.2. Is it possible to send out snail mail renewal letters to members?
 - Other: Headed to RR48- Currently in San Francisco airport. Safe travels everyone.
 -
- Membership Growth:
 -

- Seasonal Perspectives:
 - Continue monitoring seasonal issues discussed on social media channels
 - Examining the new 2-page resume discussion
 - In a holding pattern...

Troy adds that the 2-page resume is not popular among seasonals. It's too short. There is not enough information for hiring officials.
- Internal Communications:
 - 1.2: 1.4:
 - 2.4:
 - 2.6:
 - 2.8:
 - Other:
- Education and Training:
 - Continue to monitor news reports, congressional activities, actions, executive orders, and other sources of information impacting the National Park Service - its staff, programs, visitor experiences, park physicality, as well as for other land management agencies.
 - Participate and support the RR 48 planning committee.
 - Respond to mentoring requests. An observation –since shortly before talk of a potential shut down and the occurring shut down the membership program has been quiet or let's say requests have been quiet.
 - Training and education – developed questions to solicit information and suggestions to enhance training and education experiences for membership at RR 48.
 - Rae says she will be reaching out to the 25 or so mentees to follow up with them.
- Fundraising Activities:
 - 2.4: Coordinated with donating members, Bill, and Melissa to get Super Raffle items organized and posted on the raffle site. Secured a corporate donation from LMNT (boxes were successfully shipped to Fred, thanks Fred!) for use at the Rendezvous.
 - 2.8: No new updates. Hoping to get back into social media this winter/spring.
 - 2.9: Wrote typical thank-you letters to donors. No new updates– need to write thank you letters to Supernaugh donors.
- Executive Director and RR Manager:
 - 1.2: No new action
 - 2.1: Budget details have been provided to BOD
 - 2.2: No new free memberships in last month
 - 2.4: RR48 is “in the bag”
 - 2.5: No new action
 - 2.6: Provided ED reports for Ranger Magazine; will cover ED report at RR48
 - 2.8: Posted a number of social media messages on issues
 - 2.9: Additional grant received from Western Conservation Foundation for \$30K
 - 2.11: Fund balances provided to BOD and members

- Other: None
- Business Manager: (*and Ranger Editor)
 - 2.3*: Fall issue released with items tied to recent events, including fire in GRCA, threats to rewriting history in parks, and challenges amid the current administration. Recruited two new writers for this issue. Working toward 2026 editorial plan with help from an editorial “board.”
 - 2.4: Have taken part in all planning meetings of RR (except one) and helped recruit Mark Segal for this year’s events. Have also helped secure several high-value silent auction items. The program guide for the coming RR is now complete and online.
 - 2.6*: I did not receive board reports from all board members for the fall issue of Ranger. I aspire to include reports from all members for the Winter issue (due Nov. 15), I am hoping to address and figure out how to have more involvement in 2026.
 - 2.8*: Have helped post on Instagram since Greta’s departure, and have shared social media posts on my own pages as needed.
 - 2.10: n/a
 - Other: Have completed a new online store and will have a storefront set up at RR, added a new membership perk, made some website edits, uploaded newsletter and meeting minutes to the site, reconciled our accounts and completed other membership management questions as needed.
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- President Elect:
 - 1.4: Worked through 13 government shutdowns during his career, and Mike acknowledges that this one is nuts – but he is encouraging that we will get through it.
 - Walt is on a mission to further the awareness of the value, history and importance of public lands. The program is available on YouTube. The essential message is to CARE and take action. ANPR funded Walt’s travel to make these programs, through a donation from a member.
 - 2.6:
 - 2.10:
 - Other: Involved with Badlands NP Conservancy. A film called “Out There” was shown, and this film will be here this week to present the film. A donor paid to screen the film and Brendan Hall, the producer, would love for us to forward that film to all audiences.

Announcements:

[MOSSMAN]: Should we do the field trips this week given that we are encouraging the public not to go? Fort Monroe’s cooperating association will help with that location. Yorktown, however, is closed. Jonathan, from a member’s perspective, thinks that we are showing support for the

members on site. Donations as well. We believe the parks should be closed, but we will continue to go to show support for the people there and also observe and record conditions during the shutdown.

[MOSSMAN]: Changing out the Nov/Dec. Board meetings to the early part of December. Dec. 9 will be the agreed-upon final meeting for the year.

[JONATHAN]: Suggests microgrants to help local rangers create social/support gatherings very locally.

MOTION

Rae makes the motion to award micro grants to allow small, localized get-togethers to support employee wellness.

Margie seconded.

Discussion: Rick M. loves the idea. Bill does not want a limit of \$500. Bill also suggests adding that we will have the offer for a limited time, Mark suggests limiting it to \$300. Mike Pflaum likes the \$300 limit.

Rick proposes an amendment to the motion to make the limit up to \$300 for a member-only with ANPR outreach included.

Second: Mark

Rick, Makes a second amendment to the motion that the microgrant will last for up to the next six months.

Second: Mark

Discussion:

FINAL MOTION: ANPR will offer microgrants up to \$300 for up to the next 6 months for ANPR members to host outreach gatherings very locally that will support employee wellness and provide ANPR outreach.

Call the question: Unanimously passed

[CRYSTAL]: Would like a better job description for their roles. Jenn Cook is working on an SOP for her job because she felt she didn't have a lot of direction when taking on the fund raising role.

[BILL]: Membership meetings review.

Recess of the annual membership meeting: 12:35 p.m.

Next meeting: 10:30 a.m. Friday, Oct. 17, 2025

Reconvened at 10:38 a.m. Friday, Oct. 17, at the Wyndham in Virginia Beach

BILL REPORT ON FINANCES: Captured by Fireflies, but the gist is that our financial position is good.

- ANPR Budget vs. Actual presentation.
- Total donations are higher than expected for Rick Smith after his passing.

- Rendezvous is still not complete but showing a profit
- Other income of \$20,000 from investment account after expecting \$5,000
- Net income is \$75,000. [BILL] “So we’ve had quite a good year, so that gives you an idea of where we are.”
- Online auction results are \$7,500 today. The site is preprogrammed to automatically stop today.
- 98 registrants to RR 48, six Supernaugh, and 14 current NPS employees.
- Secretary, Professional Issues, Seasonal Perspective, Government Affairs, Membership Growth are the five positions open for elections.

RICK

President’s Report:

- Encourages nomination for one of the five board positions.
- Noted that we have had some major contributions.
- Rick reviewed that we created microgrants to help members commiserate during these trying times.

CRYSTAL - speaking on Microgrants

JAMIE: Thank the board for the microgrant opportunity. Is there a number limit to who could attend. \$300. No participation limit.

BEN WALSH: How many were paid members vs. gift membership.

BILL WADE: 47 free memberships

RICK: Also can give \$20 gift memberships

MIKE PFLAUM: Addressed the membership about levels of activism that ANPR should/should not be doing. ANPR has a history of being nonpartisan. The Questions: At what level ought ANPR ought to be organizing a day in the park or other such activism-oriented activities.

RICK: We’ve been sending letters to the Secretary of the Interior with no response, but we have to keep speaking.

TOM BANKS: Let’s be more political

HUGH HAWTHORNE: We’ve been told to be quiet. As a current employee, if associated, it could hurt us.

LIZ ROBERTS: Tomorrow is national no Kings Day. Take part!

MARK HERBERGER: We can work on our own sphere of influence. Suggestion is that if acting politically is important to you, go to your own sphere outside of the NPS.

BOB KRUMENAKER: Regarding crossing with the government; sometimes you have to say something, just be careful about how it is done.

TOM: As newly appointed internal communications, I could use help with messaging.

TODD JOHNSON: About 240 members who are actually working in the Park Service, and we have 430 units. We are not reaching enough people. Less than one person per NPS unit, especially when we are figuring out the health of the organization. Can we get a fact sheet out that gives potential members about what we do.

On Monday, Interior is going to announce RIFs. We’ve been effectively neutered at the park level.

ED RIZZOTTO: I bought print memberships, Free membership to every superintendent.

JAMIE RICHARDS: There are no common employee spaces anymore. No message boards. No employee meetings.

MELISSA: One renewal from Ed's memberships, so it is not necessarily providing results.

KENDALL THOMPSON: Superintendent. First Rendezvous in 16 years, sending people on training for the last 16 years. I've got a curriculum where staff have to compete to go. [CONTACT KENDALL](#)

MIKE MURRAY: Life Member, suggestion to be – put a work group together to younger employees to figure out where we can get the most bang for the buck. Coalition at 4,700 members, from 1,000 previously

SHAYLN: I have a few things: Using curriculum is a great idea.

GINNY ROUSSEAU: We've got to be more visible. We have to be out there. We are all online.

CRYSTAL: Membership services needs to have more things to entice people to join.

ED: Other organizations are growing memberships because memberships are free. Should we consider?

SAM BIDDLE: What type of model are you striving to be? Workers representation. If we are a campaign model, the alumni, there's been a lot of movement made. Seasonals, active

BOB KRUMENAKER: Why should someone be a member? To be effective, we have to do things now.

DENNIS BURNETT: Suggested IRA withdrawals as donations

RAY BRENDE: Said he historically has shared information on what's happening with NPS with peers, but realizes that people in his church or Rotary, or other locations, might be a better way to span out.

BUTCH FARABEE: Can we do a survey of current employees – what are your worries, what are your needs, how can we help?

ANNE ESPOSET: Recruitment, we lean a lot on members, if we get face to face interaction with rangers, document what parks you've visited and who you've spoken with. We need ambassadors.

JAMIE RICHARDS: A membership shutdown sale and encourages people to get involved in ANPR. Peer to peer messaging is valuable. Before we do that we need a 60-second elevator pitch is how we matter. What is the hook that will reel in the GS-5, 7s and 9s? We have always struggled with what is the compelling thing that keeps us relevant.

CRYSTAL: The ANPR Gear shop, you can wear the gear out in the public and maybe spark questions about who we are. It's a small but doable thing.

BILL WADE: Anonymous donor for \$5,000 – put it to the use that will do the most good. Perhaps use this money for some of the suggestions made today.

MARK : Business cards – can we get them online (yes, on the members side of the website)

BUTCH FARBEE: Send the magazine to the staff of congress people

Recess this meeting, 12:02 p.m.

Reconvene at 9:34 a.m. Saturday, Oct. 18

[RICK MOSSMAN]: A lot of employee agencies are giving out loans to employees, no-interest loan to be paid back in 90 days or so. Would we entertain that?

Open the floor to any member who has business:

Bob Krumenaker: Speaking about Big Bend Wild. Will you endorse us? Coalition, PEER and NPCA. The others have said yes, and if ANPR would like to endorse us, that would be great. Is this something ANPR would be interested in doing. Meg's point of order. We can't vote today, but we can take it to the board. Supported by **Tom Banks and Rebecca Harriett**

John Townsend: Reminded us to look at NPS core values and see how we are operating in relationship to those values. **Meg Weesner** encouraged him to write an article on the Core Value.

John Townsend: Also requested a report on the Oral History project. **Bill Wade:** Oral history project has a person who started doing it, but it has sort of stagnated. The NPS history office folks are no longer doing them. Bill said we have quite a few of them recorded and that he would follow up with the person who was doing them to see where she is at.

Anne Esposit: Requested advertising materials to help her spread the word about ANPR.

MEG WEESNER: Print the brochures to hand out.

JAMIE RICHARDS: Reach out with IFCU to do some educational training.

CARTER HUMOLA: Supernaugh last year. I'm just a member now, finding time and finances to get here is the key.

RAE EMERSON: Training and services - we would like to add any online training.

MARK HERBERGER: He would like to know what the future holds for the NPS and what ANPR is going to be doing when NPS restructures after the current administration. **BILL WADE:** Stated that in the early days, the coalition put together position papers, – identify specific issues we want to have addressed, so we can put together those papers to distribute to folks.

RICK MOSSMAN: What do we want to do today, and what do we want to be prepared to do.

BRUCE McKEEMAN: (Echoing Farabee's suggestion about a survey): We need to hear from current employees. **CARTER HUMOLA:** (current employee) responded that training and certs is what employees need.

On the question of loans

STRAW POLL: Should we use funds? It kind of petered. No one counted whether we agreed on it.

– **RAY BRENDE:** Retired military. I follow USAA - at present time, they've put out millions of dollars. Would offer \$5,000 just to help people out.

– **JONATHAN SHAFER:** He appreciates the sentiment but questions the mechanics of managing a program like that. **REBECCA HARRIETT** echoed this concern. **BILL WADE:** He said if the RERF fund changed its description, the loans could be administered. **BOB KRUMENAKER** questioned this and said enforcement of repaying debts would be difficult.

MARK HERBERGER: Themes – ANPR issue of Ranger – Veterans that are part of the NPS service.

NOMINATIONS

SECRETARY

1. Melissa nominated Troy for Secretary:

PROFESSIONAL SERVICES:

1. Margie

SEASONAL PERSPECTIVES:

1. Troy nominates Carter Humola
2. Bill nominates Anne Espoest

MEMBERSHIP GROWTH:

1. Mike Pflaum nominated Mark Ruggierio, who accepted the nomination

GOVERNMENT AFFAIRS:

1. Tom nominated Todd Johnson, not present but who already said he would be willing to run again.

Mike Pflaum's presentation on his view of the state of ANPR.

Rick, thank you for all you've done

Rick, Bob, Dan Wenk, Walt Dabney, and others will be my touchstones to manage by consensus.

Supernaugh Fund is a great way to perpetuate the idea of bringing younger rangers forward.

Top 3 issues of concern going forward.

- for this snapshot in time, what are the top 3 things we need to do.
- you're able to drop something anonymously or not, doesn't matter.
- we must position ourselves to help rebuild.
- continue coordination and continued participation in Ranger Rendezvous

Walt Dabney quote: He is on a mission and doing history of public land. "Those who seek to undermine our parks and the public servants and organizations like ours keep coming. People like us need to be continually vigilant, persistent and right every time."

Rick: Adjourned at 10:36 a.m. Oct. 18, 2025.

Next meeting: 4:30 p.m. Alaska, 5:30 p.m. Pacific, 6:30 p.m. Mountain, 7:30 p.m. Central. 8:30 p.m. Eastern, Tuesday, Dec. 9, 2025
