

12 - December 9, 2025 - ANPR Meeting Agenda



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

October meeting minutes:

https://docs.google.com/document/d/15BcvH1iJx57MLlwQaog_praKex-xB1Pa/edit#heading=h.v1vhbhs6n1y

Strategic Plan document:

https://docs.google.com/document/d/1-Y4bmQS8in-M0biKtGDL4F4LaUIfNHQ3mji73xdzMU/edit?usp=share_link

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.

Date of meeting:

Time of meeting called to order: 5:31 p.m.

Member calling meeting to order: Rick,

BOD Attendance:

Absent/Present

Rick Mossman, President	Present
Demmy Vigil, Secretary	Not present
Rick Harwell, Treasurer	Present
Lauren DeGennaro, Strategic Planning	Present
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	Not present
Tom Banks, Internal Communications	Present
Mark Ruggiero, Membership Growth	Present
Jenn Cook, Fundraising Activities	Present
Mike Pflaum, President Elect (non-voting)	Present
Bill Wade, Executive Director (non-voting)	Present
Melissa DeVaughn, Business Manager (non-voting)	Present
Other: Jonathan Shafer incoming Secretary	Present
Other: Anne Espeset incoming Seasonal Perspectives	Present
Other: Claire Shields: International Liaison	Not present

Link to previous meeting minutes:

https://docs.google.com/document/d/15BcvH1iJx57MLlwQaog_praKex-xB1Pa/edit#heading=h.v1vhbhs6n1y

- Motion to Approve by: Rick H.
 - Second by: Mark
 - Discussion:
 - Vote: Unanimous
-

President: Welcome newly elected members to be seated on the BOD effective January 1, 2026.

I'm

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

- International Liaison: [Shields]:
 - Yount Award [Mossman]: See new business
 - Ranger Museum [Mossman]: Nothing new to report
 - Investments: [Wade]: Nothing new to report - investment account still doing well.
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Business Carried Forward from previous meeting:

- [RUGGIERO]: Membership Growth initiative update: (See report below). [Will have full report in January, but plans have been made to reach out individually to members via email.](#)
- [DeVAUGHN]: Kendall Thompson's offer to provide a superintendent's guide to approving RR attendees ... status of where that effort is.
- [From membership meeting]: Should we consider lowering membership rates and/or making them free and focus on fund raising? The Coalition's model? [Will save for the strategic planning meeting. Would need to address membership database.](#)
- [From membership meeting]: Farabee suggestion to create a survey to know what current employees want. [Will save for the strategic planning meeting.](#)
- [From membership meeting]: Anne Espeset suggestion to create a coalition of ambassadors within the current workforce who can infiltrate from within. And provide easily accessible promotional materials. [Will be reaching out to any and all members to see if we can set up an ambassador program to outreach at parks. Can we do business cards with QR codes and approve money to pay for it.](#)
 - Banks: trifold brochures (full-bleed) would each cost \$1.80 plus tax from Staples.
- [WADE]: Anonymous \$5,000 donation could help do these things. [Do we want to approve that? Should we use this donation for the trifolds and the business cards? The anonymous donation just directed us to use it for wherever we can best use it. LAUREN: Could some of this money go to paying speakers?](#)
- [Mossman]: Will we create a mini-loan program? [Just received \\$5,000 from Ray Brende for the RERF loan program. Rick M.: Shall we also add no-interest loans for education?](#)
- [From membership meeting]: Bob Krumenaker's request that we publicly support Big Bend Wild's initiative. [Tom firsts the motion to create the mini-loan program; Rick seconds; NPCA and the Coalition have agreed to support the initiative.](#)
Discussion: [LAUREN: Do the employees support it, considering employee wellness. Wilderness in theory is great, but do they have the staff to do it. Rick H. Watch the River and the Wall....](#)
[Vote: Jenn and Lauren abstain, but Motion carries](#)
- [From membership meeting]: JT wanted Oral History update.
 - Wade will follow up on the status of the interviewer. [The woman who was doing it has been MIA. Has probably moved on to other things.](#)

New Business:

- Adding position description to our Bylaws: We need to approve a description of the Membership Growth position and add it to the bylaws.
 - Current ByLaws "Duties of the Board" states:
 - **Section L. Board Member for Membership Growth**
 - Responsible for determining and implementing ways to retain current members and increase the number of new members, especially among current NPS employees.
- [Wade]: ANPR relationship with Interior Federal Credit Union (email thread distributed to BOD members on 12/5) [We could perhaps ask ANPR members if they want to be part of a video to promote their services. We will it in the newsletter for volunteers.](#)

- [Wade]: Any discussion on the video from RR48 to be released today. [The short film was well received.](#)
- [Wade]: Offer from a member to make a donation (and possibly an additional one after the first of the year) to make one or more of the “bus shelter ads” into postcards with a short message that could be available to members to add a handwritten note and send to their elected representatives or others. [If we can get them on the website store, that would be great, otherwise Bill and Melissa can work out details for getting those printed and distributed.](#)
- [Wade]: Re Strategic Plan: do we want to automatically carry over the 2025 plan to 2026, or do we want to update/revise a 2026 Strategic Plan and if so, how and when?
 - [Wade]: Posting progress reports related to the strategic plan in the agenda at least a week prior to the BOD meeting obviously isn’t working (only about three people do it fairly regularly). Any ideas? [BILL: We aren’t doing enough to keep each other and our members up to speed on what we are doing. Bill said he would like to have an early season meeting about the strategic plan and the process. Point is that we need to have a time to really examine how we are doing the strategic plan. Lauren will put out a Google form with time options.](#)
- [Wade]: Similar issue to above about submitting BOD member reports to Melissa for Ranger Magazine. Actually, I think there is a bigger issue involved about keeping our members informed. I suggest a work group appointed by the incoming President to discuss and come up with a process. [This was part of the earlier discussion, so all comments above apply here.](#)
- (Mossman) Call for an executive session at the end of the business meeting
- (Mossman) Bob Krumenaker to speak on the Blg Bend Wild Project
- (Mossman) Discuss potential changes to Yount nomination and correct errors in the nomination form. [Tabled until the next meeting, and Bill will send out a redlined item with the comparisons so the board can vote on it at the January meeting.](#)
- (Pflaum) Ideas for how to use another anonymous donation. [This donor wants to get the word out about the challenges to parks before the midterm elections. The amount is \\$10,000 at first, a possible second \\$10,000, and possibly “more where that came from.” Bill has reached out to NPCA and the Coalition to see how we can coordinate. Bill said a tentative plan with the Coalition and NPCA to better spread this information is in play. The potential swing districts have been identified, and the hope is to create a groundswell of support to potentially change the elections. Increase media coverage is another goal.](#)
- (Mossman) RR next year. FLETC Superintendent would like to be invited to speak.

Progress Reports - Annual Work Plan and other Activities:

- President:
 - Worked on changes to Harry Yount Nomination form.
 - Worked with President-elect on transfer of power.
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- Secretary:
- 1.1:
 - 2.6:
 - 2.7:
 - Other:
- Treasurer:
 - 2.1: Each month I, along with the full board, review monthly financial reports for accuracy. All recent financial reports have had no deficiencies.
 - 2.2: I continue to promote ANPR memberships with all NPS staff I come in contact with and wear my ANPR clothing with pride.
 - 2.11: I review all special funds each month and monitor all transactions.
 - Other:
- Strategic Planning:
 - 1.4:
 - 2.4:
 - 2.6:
 - Other: Working on the 2026 work plan. Sent invitation to meet out to returning board members. Will reach out to Jonathan (familiar with the process) and Anne (to introduce myself and the strategic plan/annual work plan) in January. Please find a time for us to meet using this form: [📅 2026 Work Plan Meeting](#) .
- Professional Issues:
 - 2.2 Participated in 11/23/25 After Action Review of RR 48. Committed to be member of program planning team for RR49.
 - 1.2 Tracking any changes to the status of the DOI consolidated employees (IT, HR, Comms, etc.). No change as of today. Expecting some clarification or action in the new year.
- Government Affairs:
 - Shutdown ended on November 12, 2025
 - Funds most government agencies through Jan 30, 2026
 - How will the administration interpret RIF after Jan 30?
 - Hiring freeze in effect for most of the Park Service.
 - New EPAP guidance put out on Dec 5.
 - New President's Management Agenda released on Dec 9.
(<https://www.whitehouse.gov/wp-content/uploads/2025/12/M-26-03-Presidents-Management-Agenda.pdf>)
 - "The hiring of hundreds of new officers (US Park Police) will allow Trump to centralize his power in Washington, senators say, though administration suggests the effort is boosting safety. ([Government Executive article](#))
 - Wrote article for Ranger Magazine

- Attrition of senior management
- 2011 perm staffing 18,689
- Dec 2024 perm staffing 16,655
- Nov 2025 perm staffing 12,648
- **24% loss in personnel over the last year**
- Membership Services:
 - 1.4: Completed task of the mini-grant details and Google document application to offer community support for Membership. Completed press release with assistance from member Jonathan Shafer. Designed some graphics that could be used for social media. I am curious how many mini-grants recipients have applied and how many have been given. I think the key is messaging and using social media to reach members about the offer.
 - 1.4: Coordinated with Rae Emerson to put together a zoom online wellness session for members during the shutdown. Wrote a press release, created a info graphic, and offered a free 45 minute online stress reduction/wellness session with a wellness coach. She offered her services for free in support of Rangers. However, turn out was disappointing. Only 2 others attended the session. I think it was due to time of event, day of week, and not being advertised more (and closer to the actual date).
- Membership Growth:
 - Conducted Membership Growth call with Tom Banks. Ed Rizzotto, and new members Anne Espeset and Shalyn Yost on Dec.4, 2025. The purpose of the call was to establish procedures to start new member and past member recruitment, including drafting emails and follow up with this group. Anne and Shalyn have graciously committed to helping on this project. This will be presented on the January 2026 Board call, and will be implemented shortly after that.
- Seasonal Perspectives:
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- Internal Communications:
 - 1.4: Met with Mark Ruggiero and others on the Membership Growth Committee. Drafted a “welcome” letter to be sent to members.
 - 2.4: Wrote an article for Ranger magazine on my RR48 talk.
 - 2.6: Assisting with resume’ reviews as needed.
 - 2.8: Monitoring Facebook and adding new posts. Proofreading Ranger magazine.
 - Other:
- Education and Training:
 - Continue to monitor activities and events that impact national parks and staffing.
 - Continue to support the program committee for the rendezvous. Also, attended the rendezvous in Virginia Beach.
 - Worked with Crystal to support her zone wellness program for staff.
 - Since the shut down ended, we received request to help with creating two page resumes and also to review resumes.
- Fundraising Activities:

- 2.4- Drafting end of year “thank you” letter to donors, specifically those who donated to Supernaugh and Ranger Relief Funds.
 - MANY donations from folks being directed from the Adopt a Ranger Program (<https://www.instagram.com/nationalparkpatchlady/> and <https://docs.google.com/forms/d/e/1FAIpQLSeAwPBZ7lpxjYKTP8lyUf8mOIDkaucLwPgml-hs9kU-7guanA/viewform>)
- 2.8- Nothing to report
- 2.9- Nothing to report, tracking incoming donations and writing thank you letters. Want to write new thank you letter or include some kind of visual element to the email that goes out
- Executive Director and RR Manager:
 - 1.2: Nothing new
 - 2.1: Provided financials to BOD each month
 - 2.2: Continued to approve new free memberships for displaced employees
 - 2.4: RR48 generated profit and judged to be very successful
 - 2.5: Nothing new
 - 2.6: Submitted report for Ranger; continued to work closely with NPCA and CPANP
 - 2.8: Nothing new
 - 2.9: Negotiated a new grant from Western Conservation Foundation
 - 2.11: Special funds have been effectively managed
 - Other:
- Business Manager: (*and Ranger Editor)
 - 2.3*: Have worked with two new authors for So There I Was content, and enlisted the help of Rae and Todd to contribute to Ranger Rendezvous story coverage for the winter issue of Ranger.
 - 2.4: Worked with Bill, Jamie and the rest of the committee to put on RR48, created the guide and other graphics, and set up gear shop at the Rendezvous. Also attended the post RR48 debrief on 11/23 with the rest of the committee to start looking toward next year’s RR49.
 - 2.6*: Sent a call for board member reports for the winter issue of Ranger, with the exception of Rae and Todd, who were writing stories for that issue.
 - 2.8*: Have been posting park closure campaign ads to Instagram and collaborating with other IG accounts to spread the word, as well as other general IG posts. Have worked with our supplier to add additional products to our Gear Shop store, including campaign ad posters, T-shirts and polo shirts for general wear.
 - Other:

President Elect:

- 1.4:
- 2.6:
- 2.10:
- Other:

Announcements:

NPS FLETC is taking over the Albright Training Center as a permanent LE training center for the NPS.

Executive Session Meeting at the end of the business meeting.

Adjournment and date of next meetings: 7:08 p.m.

Next meeting < Jan. 27, 2025 regular meeting; Strategic planning meeting TBA >***