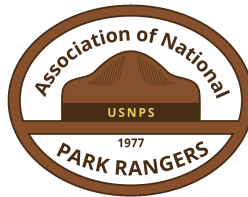


# 5 - May 27, 2025 - ANPR Meeting Minutes

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

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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:** May 27, 2025

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**Time of meeting called to order:** 5:35

**Member calling meeting to order:** Rick Mossman

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## **BOD Attendance:**

## **Absent/Present**

Rick Mossman, President	present
Demmy Vigil, Secretary	Absent, excused
Rick Harwell, Treasurer	present
Lauren DeGennaro, Strategic Planning	present
Todd Johnson, Government Affairs	absent
Rae Emerson, Education and Training	present
Margie Steigerwald, Professional Issues	present
Crystal Muzik, Membership Services	present
Troy Hunt, Seasonal Perspectives	present
Mark Ruggiero, Membership Growth	present
Greta Ketchner, Internal Communications	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	
Other	

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**Link to previous meeting minutes:**

[https://docs.google.com/document/d/1ttmSid9nNP6UfgjH0AIHorKYWFBtt3oZYRV5\\_XAt8IM/edit?tab=t.0#heading=h.j1zupgwmmln8](https://docs.google.com/document/d/1ttmSid9nNP6UfgjH0AIHorKYWFBtt3oZYRV5_XAt8IM/edit?tab=t.0#heading=h.j1zupgwmmln8)

- Motion to Approve by: Mark motions
- Second by: Rick Harwell second
- Discussion: No discussion
- Vote: approved

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

- International Liaison: [Shields]: not present
- Yount Award [Mossman]: Yount review committee is complete and setting up a zoom meeting to get them started. We received a second nomination. We will cut off nominations as of June 1. *Rick will hold a meeting in the coming weeks to review the nominations. All nominations are accepted at any time, but this year's award presentation will cut off at June 1.*
- Ranger Museum [Mossman]: Nothing further to report
- Investments: [Wade]: Nothing new to report

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**Business Carried Forward from previous meeting:**

- Wade: Discussion/decision on logo sales items. Demmy likes the sun shades for cars.
- Discussion: *Should we be doing more than we do? Should we carry merchandise? Is there sentiment among the board to offer items that would be easy to produce and market. Patches and decals would be great. Troy's son used to work at a place in Salt Lake that could possibly produce and handle the inventory. It's called Handstand. Possibly we would need to set up a marketplace and can talk to Tom Kearns about that.*

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**New Business:**

- [DeGennaro]: Proposal from Jonathan Shafer for collaboration with Gibbs Smith. See proposal here: [Gibbs Smith & ANPR Partnership](#) *Book is by Jacob Frank, and it would be helping RERF as well as helping him publicize his book. Lauren will send proposal to Bill and he will handle it.*
- (Mossman)-IRF Support request. *We can advertise for this effort, but not fund.*
- (Mossman) Bill Haleinen's Memorial services. *Rick can't go now and will ask Tony Sisto and Deanne Adams to speak on ANPR's behalf.*
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## Progress Reports - Annual [Work Plan](#) and other Activities:

- President: Bill and I met with PEER, NPCA, and the Coalition to discuss strategy with the current government chaos and how we can maybe get ahead of it.
  - Discussed results of meeting with Mike Pflaum President elect.
  - *All four organizations want to give out the same facts and figures, and also want to come up with the same recommendations on what people can do. Will be discussed again on Monday, June 2. ANPR wants to be prepared and ready to go to the public on what they can do to help. Mike: Is there any hope for things will all be OK? Bill: It's not going to be OK, at least with this administration. We have to work on the public, and we have to work on those people on the Hill who are receptive.*
- Secretary:
  - Thank you for covering me last month. I'm having more symptoms from my chemo treatments but I so appreciate the good days. I will hang in there as secretary as long as I can.
  - 1.1 Does anyone have a HR contact I can reach out to for questions?
  - 2.7 Who has the knowledge of communicating with Colorado State University to share documents from ANPR?
- Treasurer:
  - 2.1: Reviewed all financials and found no discrepancies.
  - 2.2: Will secure gift memberships for about 10 employees at GRTE. Spread the word every time I Volunteer.
  - 2.11: Due to recent transfers and donations, special fund balances are significantly up.
  - Other:
- Strategic Planning:
  - 1.4: Supporting my staff and leadership during the uncertainty. Promote ANPR to seasonals who are uncertain about their future with the NPS. Not much bandwidth for much outside of work.
  - 2.4: Forwarded the call for presentations to two potential speakers (in the academic realm). Will follow up in June.
  - 2.6: Nothing to report.
  - Other:

- Professional Issues:
  - 2.2
  - 2.4 participated in RR48 program committee meeting on 5/15 - discussed edits to logo and call for presentations.
  - 1.2 attended May Day (May 1) protest in Ventura, CA
  - 2.8 My spouse (representing the Coalition) and I (representing ANPR) completed 1 hour interviews with Dirk Wiley (former NPS, now documentary producer) for an upcoming documentary titled "How We Fight" describing how the DOGE and other changes in government are affecting the NPS and its employees. Video clips have been posted on social media. Check FB Page "How We Fight" and FOLLOW to see all of the posted short clips.
- Government Affairs:
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- Membership Services:
  - 2.2: Reached out to ANPR Supernaugh Scholarship 2024 winner, Carter, to see if he had interest in helping with photographs and media material as he is attending two cruise ship tours and presenting.
  - Other: Continued to answer questions about membership benefits via email from members
- Membership Growth:
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- Seasonal Perspectives:
  - *Supernaugh scholar applications will open June 1.*
- Internal Communications
  - 1.2: Engaged with ANPR Facebook group members and Instagram as well as LinkedIn. On Instagram, from April 21-May 20 there was an increase of 1,000 actions and 90 new followers and 29.6K views/engagements with our posts. Kudos to Bill Wade for his work on the letter to Secretary Burgam. It drew a lot of attention to ANPR's social media. Thank you to Melissa for making press releases to ANPR's website so that traffic or further inquiries can be easily directed to our website!
  - 1.4: Continued to share wellness Wednesday on ANPR Facebook and Instagram, with a total of 2 topics covered so far.
  - 2.4: Shout out to Jamie for creating content to share relating to Ranger Rendezvous 48 call for presentations on social media and in newsletters.
  - 2.6: Support the advocacy work of the National Parks Conservation Association and the Coalition to Protect America's National Parks through engaging with these agencies on social media and sharing their postings to ANPR social media accounts. Invited Coalition to Protect America's National Parks to collaborate on posts which received a great deal of attention.
  - 2.8: Work to share the message about ANPR with new seasonal rangers at my site.

- Education and Training:
  - 1.2: responding to and providing information and networking opportunities to mentees.
  - 2.4: participated in rendezvous 48 program planning and review of a documents. Continue to reach out to potential program presenters and training opportunities.
  - Other: monitoring impacts to the national Park service.
- Fundraising Activities:
  - Finally settled in Acadia National Park! Thank you for your patience over the last month during my long travels. I have steady internet and am ready to jump back into the flow of duties.
  - 2.4
    - Attended a RR48 planning meeting
    - Continuing to send letters to potential sponsors for the RR48 raffle
      - Do you have a lead? Has someone approached you about a donation? LET ME KNOW so I can add it to my tracking lists!
    - Not a lot of successful solicitations... Feedback on my current approach/form letter would be appreciated!
    - Need to write a blurb for newsletter and/or socials
  - 2.8
    - Able & willing to help with swag options
  - 2.9
    - Drafting social media posts soliciting monetary and item donations for RR48, highlighting support for Supernaugh Scholars and programming
    - Continuing to monitor ANPR website for large donations
- Executive Director and RR Manager:
  - 1.2:
  - 2.1: April financial documents distributed. IRS Form 990 for FY2025 submitted and is posted on google drive.
  - 2.2:
    - We are continuing to offer free one-year ANPR memberships to any terminated permanent employee.
    - No update on brochure development from Stephen Austin University class.
  - 2.4: Planning for RR48 in Virginia Beach, VA is progressing well. Registration is open.
  - 2.5:
  - 2.6: Continue to contribute to bi-weekly member newsletter and submitted my BOD member report to Ranger Magazine.
  - 2.8:
    - Continued to respond to numerous media inquiries.
    - Along with President Mossman, attended a 1.5-day strategic planning meeting in Washington DC on May 14-15. Attendees included three from NPCA, two from CPANP, two from PEER and three “at large” participants. Several issue briefings are being prepared identifying:

- Current and anticipated impacts to the NPS and National Park System.
  - Actions to be taken over the next 2-3 years in response to the impacts.
- 2.9:
  - Substantial funding raised for the Ranger Emergency Relief Fund by photographers in Utah
  - The John Prine Foundation is in the process of transferring nearly \$8000 to us from sales of their “camp flag and patch” items.
  - I am working with the Western Conservation Foundation on a \$15,000 grant to fund our media activities during the coming summer.
- 2.11: Fund balances have been communicated to BOD members. Most have sufficient balances to cover anticipated expenses.
- Other:
- Business Manager: (\*and Ranger Editor)
  - 2.3\*: Updated all new member requests per ANPR's RERF efforts. Completed reconciliation of monthly accounts and am working with Bill to transition funding documentation to FIB accounts. Will likely need a Zoom meeting to fine tune our efforts here.
  - 2.4: Created welcome/registration letter for RR48 participants; created two/three-pages spread for RR48 in magazine. Have sent out three requests for Super Raffle prizes, and have worked with Logura logo company to create this year's RR48 logo.
  - 2.6\*: Requested, and received board reports from all but one member for inclusion in the summer issue of *Ranger* coming out in June.
  - 2.8\*: Have forwarded relevant e-newsletter ad copy to Greta for inclusion in the magazine. Have had conversation with Ed Rizzotto regarding membership growth and our publication figures/renewal efforts to help clarify how we work to attract/retrain members. Also added a highlighted top bar to the website devoted wholly to helping rangers affected by the Trump administration  
<https://www.anpr.org/ranger-relief>
  - 2.10:
  - Other: Have worked with Brandon Pisani to fine tune a trifold brochure (see the two options I emailed to the BOD) for use in any way we can hand out to attract members.
  - *Add a discussion to next month's meeting about how we present Ranger magazine.*
- President Elect:
  - 1.4: Continued to receive and further disseminate information related to current challenges facing the Service and it's employees. Met in person with several employees from a park near to me to get their brief perspectives. I have been sharing information with a mailing list that I have personally developed that includes some ANPR members, some employees who are not members, park partners, and other contacts to raise awareness of the issues so that they can

make informed responses and decisions. Tomorrow morning, I am meeting in person with a small group of both retired and current employees in hopes of gaining additional information and perspectives.

- 2.6: Submitted brief BOD Report for Ranger Magazine
  - 2.10:
  - Other:
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**Announcements:** Overall morale in NPS is low now and no one knows what will happen day to day. Still, seasonals are helpful and have added to the energy of the workplace. Public is helpful, but also taxing to ask so many questions. Bill: You're working for the visitor and the resource.

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Adjournment and date of next meetings: 5:35 p.m.

**Next meeting <June 24, 2025>\*\*\***