

6 - June 24, 2025 - ANPR Meeting Minutes



Link to Zoom:

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: June 24, 2025

Time of meeting called to order: 5:31 PST

Member calling meeting to order: Rick Mossman

BOD Attendance:

Absent/Present

Rick Mossman, President	Present
Demmy Vigil, Secretary	Absent
Rick Harwell, Treasurer	Absent
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	Absent
Troy Hunt, Seasonal Perspectives	Present
Greta Ketchner, Internal Communications	Present

Mark Ruggiero, Membership Growth	Absent
Jenn Cook, Fundraising Activities	Present
Mike Pflaum, President Elect (non-voting)	Absent
Bill Wade, Executive Director (non-voting)	Present
Melissa DeVaughn, Business Manager (non-voting)	Present
Other Claire Shields	Present
Other	

Link to previous meeting minutes:

<https://docs.google.com/document/d/1CJAKyA4QFng2V-73TX4pez5v8wu5K-8e/edit#heading=h.vixu0w45wog>

- Motion to Approve by: Margie Steigerwald
- Second by: Rae Emerson
- Discussion: none
- Vote: motion to approve passes.

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

- International Liaison: [Shields]:
 - Role of IRF N. American Rep, Mark Caughlan at RR and whether invite should be extended to other N. American ranger associations. *Rick Mossman wants to have the invitation extended to other N. American Rep. Rendezvous Committee should plan to hold an international session with Mark as one of the presenters. Claire can help coordinate and present on DOI international work.*
 - *There has never been a North American Ranger gathering since IRF started. This is something to consider for the future.*
 - World Female Ranger week (June 23-30) <https://www.worldfemalerangerweek.org/>
 - World Ranger Day (July 31). Theme this year is "Rangers, Powering Transformative Conservation". *Social media packet will be available July 18. Claire will share by email.*
 - Engaging with IRF to advocate and bring attention to current issues in U.S. land management agencies. *Seeking to collaborate with them on social media. Rick gave green light to pursue engagement with IRF on this subject.*
 - *Is there a document for tactical communication ideas for ANPR in google? Is there a place where the information can be dropped to communicate.*
- Yount Award [Mossman]: *Still awaiting from members of the committee to have a meeting to look over the nominees.*
- Ranger Museum [Mossman]: nothing to report.

- Investments: [Wade]: Nothing new to report.
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Business Carried Forward from previous meeting:

- Approve BOD and Committee Position Descriptions:
 - Motion to Approve by: Rae Emerson
 - Second by: Rick Mossman
 - Discussion: Claire Shields: wants to have a discussion about the International Liaison position- could this be amended after approval? We can approve this with the understanding that it is a living document. Lauren was brought up from Secretary position- board reports should be moved to a role where each BOD member will send these reports to Melissa.
 - Vote: approved.
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New Business:

- World Ranger Day Event. Did anybody get my email on June 13 or 20th? (Mossman)
 - Wade: Focus should be on “The Endangered Ranger”; and the “Flat Hat”
 - Wade: Need a IMT-type task group to plan and manage (carry over to action on Founders Day)
 - Wade: Access AltNPS and Resistance Rangers (among others) to support and market
 - NPCA is planning a large event for Founders Day (August 24th- official date is 25th) and planning a month long event. What could ANPR do on World Ranger Day?
 - Claire brought up the connection of Founders day with NPS beginnings. Also raised concerns about bandwidth of doing month-long event.
 - Anyone willing to be part of the Task Force on World Ranger Day- reach out to Rick Mossman.
 - Melissa suggested ANPR purchasing a mailing list to get the word out about ANPR. Bill suggests that this would need to be researched further- Bill has a list of congressional districts that need to be targeted to “turn around” and has a 100+ media list of contacts.
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Progress Reports - Annual Work Plan and other Activities:

- President:
 - Worked on strategic papers. Zoom meeting with team members
 - Sent email to Board concerning world Ranger Day.
 - Talked to Jeff Ols concerning WRD event in California
 - Contacted Yount review committee members to set up zoom call.
- Secretary:

- 1.1:
- 2.6:
- 2.7:
- Other:
- Treasurer:
 - 2.1:
 - 2.2:
 - 2.11:
 - Other:
- Strategic Planning:
 - 1.4: Nothing to report
 - 2.4: Nothing to report
 - 2.6: Nothing to report
 - Other:
- Professional Issues:
 - 2.2
 - 2.4
 - 1.2
 - 2.8
 - Other:
 - I am working at KLGO through a partner organization. Essentially, I am Acting in the role of the Team Lead for Interpretation & Education. This experience is giving me insight into what it's like this summer in a park that has so many vacancies including the Chief Ranger, Chief of Resources, Administrative Officer and the Chief of Interpretation (only the Superintendent and Facilities Manager are not "Actings").
 - I participated in 3 meetings for the program planning for RR48 (6/5, 6/8 and 6/19).
- Government Affairs:
 - Senate vote on "One Big Beautiful Bill" FY26 funding bill is scheduled for this Friday (<https://www.axios.com/2025/06/24/john-thune-trump-big-beautiful-bill>)
 - Secretary Burgum FY26 budget testimony to House Natural Resources Committee from June 12 (<https://www.c-span.org/program/house-committee/interior-secretary-burgum-testifies-on-2026-budget-request-part-1/661150>).
 - Update to Performance Management for federal employees (https://chcoc.gov/sites/default/files/6-17-2025%20OPM%20Memo%20Performance%20Management%20for%20Federal%20Employees_0.pdf)
 - NPS is soliciting feedback from the public on park activities (<https://www.nps.gov/aboutus/eo14253.htm>)
- Membership Services:

- 1.4: Contacted Outdoor Pro Link and Nathan, their membership coordinator, and updated membership database to be added to the team portal.
 - 2.2: Gathering testimonials and photos from recent cruise ship participants to highlight the program to add to our media collection.
 - 2.2: Going to be printing out the new ANPR brochure to hand out when I head out on the cruise ship in late July
 - Other: Sharing that the Supernaugh Scholarship is now open for applications through my personal social media channels and personal networks.
- Membership Growth:
- On Monday June 16, I sent this statement to past lapsed members based on a spreadsheet that Melissa had sent to me. I think this helped with several membership renewals and I had several emails all basically saying they had not realized it had expired. I think this was a great start in retrieving past members and will lead to new memberships. I will have my membership growth plan ready for the July board meeting. Thanks to Tom Banks and Ed Rizzotto for the help.
(Note from Melissa: Right after the letter went out, we got 10 renewals within 24 hours).
 - In the email:
Greetings from the Association of National Park Rangers (ANPR) Membership Growth Committee! My name is Mark Ruggiero, and I am a member of the board of directors and the chair of the Membership Growth Committee.

I am reaching out to encourage you to renew your ANPR membership which has recently lapsed. As you know, we are in very challenging times right now within the entire National Park System and across all Federal Land Management Agencies, including BLM, FWS, BIA and the USFS. Shortages of personnel, reductions-in-force – as well as policy changes that make little sense – are occurring in our park units across the country. There is much discussion within Congress, the White House, and the Department of Interior, about selling off Park units or transferring them to state oversight. Many employees have been displaced and have had job changes imposed on them which have disrupted their lives and have impacted the parks’ natural and cultural resources – and, in myriad ways, the stewardship and management of our national parks.

ANPR is very committed to our parks and employees amidst the tumult brought on by the current administration. We are doing everything we can at the Department level and the Bureau level, including helping displaced NPS employees navigate the confusion that is occurring. We are working with the media and with congressional staff to help them understand how these impacts

are affecting our parks. We are working diligently with a group of partners on these tasks – a cooperative partnership including the National Parks Conservation Association (NPCA), Public Employees for Environmental Responsibility (PEER), and the Coalition to Protect America's National Parks (CPANP).

We want you to remain a part of our team. Would you please renew your membership with us, and remain involved? ANPR needs your support and help – now and in the future – as we strive to remain vigilant to the needs of National Park Service rangers and supporters – across disciplines and across agencies – devoted to conservation of park resources.

Thank you, in advance, for renewing your membership today. And feel free to reply to this email if you would like to give us any suggestions of how we might better serve you.

➤ Seasonal Perspectives:

- Supernaugh scholarship applications open until August 1. Applications are being received and questions answered. Need to do another social media blitz in next couple of weeks.

➤ Internal Communications:

- 1.2: Shared postings for seasonal ranger positions and internships to ANPR socials.
- 1.4: Created ongoing “Wellness Wednesday” postings onto ANPR social media. These promote a variety of topics relating to wellness and point back to ANPR’s wellness page on our website.
- 2.4: Share Ranger Rendezvous content on ANPR socials and Newsletter. Promoting Supernaugh Scholarship which was released June 15, 2025.
- 2.6: Remaining engaged with NPCA and Coalition to Protect America’s National Parks on social media accounts.
- 2.8: Shared ANPR with new seasonal rangers at my worksite.
- Other:
 - Gibbs Smith Update: Met with McKensie, digital marketing specialist, the posts are set to go out on July 1st, August 1st and August 15th. She shared that they have already hit their goal for presales which is very exciting!

➤ Education and Training:

- 1.2: continue to monitor events, impacting the National Park Service and ANPR.
- 2.4: following up on mentee appointments, conversations, telephone calls and inquiries, especially about the events occurring in the National Park Service.

- Other: participating and the rendezvous 48 program committee. Continuing to pursue suggestions for training opportunities and programs for the rendezvous.
- Fundraising Activities:
 - 2.4-
 - Attended Rendezvous planning meeting
 - Continuing to send letters of interest/solicitation to orgs and businesses
 - 2.8-
 - 2.9-
 - Continued to monitor website, write, and send thank-you letters for donors
- Executive Director and RR Manager:
 - 1.2: None
 - 2.1: Financial Reports distributed to BOD. Work has begun on the grant (\$15000) from Western Conservation Foundation; involves releasing a media story bi-weekly and some additional focused advocacy (copies of proposal documents sent to BOD).
 - 2.2: Free membership applications have stopped coming in but will pick up again if there are more layoffs.
 - 2.4: I will be doing a site visit to Virginia Beach next month. RR registrations are starting to come in - slowly.
 - 2.5: None
 - 2.6: Continue to assist Greta with the member newsletter.
 - 2.8: None
 - 2.11: Funds are in good shape as of this time.
 - Other:
 - Continued to work with the strategic planning team with NPCA, CPANP and PEER. Issue brief papers are ready for distribution. They have great “talking points” and case examples that will be used for informing the public through the media and informing elected officials. Let me know if you want access to the papers.
 - I have submitted the bi-annual corporation report to the DC Corporation Commission.
- Business Manager: (*and Ranger Editor)
 - 2.3*: Worked with a new contributor for the spring issue of *Ranger* to contribute moving So There I Was that reflects the times. Also, due to the current workplace environment, I have lost our Admin columnist and have been advised that no current working employee would be willing to fill that role.
 - 2.4: Was absent for the June meeting of the RR committee, but completed all duties toward that goal, and filed a report on my activities since our last meeting.
 - 2.6*: Board reports were included in the Summer issue of Ranger magazine. I would suggest we move board reports deadlines to the end of my production schedule to keep them as current as possible. (i.e. instead of the July 30 submission deadline for other pieces, we move the date to Aug. 15.)
 - 2.8*: I have forwarded posts to Greta that seem like they might be worth mention in our social media.

- 2.10: I have worked with Brandon Pisani on the development of a trifold he created and communicated with him about RR and other possibilities to be actively engaged with ANPR. Would suggest he is worthy of recognition at RR48 for his time spent developing the trifold.
 - Other: Created an account with Flipsnack to create flipbooks of our quarterly magazine. They look great, and the cost is minimal, but the flipbooks are only good for one year. I plan to work with this platform for the next year unless I find something different that will allow us to forever “archive” all magazines in flipbooks style. So far, I’ve run out of luck finding such a service.
- President Elect:
- 1.4:
 - 2.6:
 - 2.10:
 - Other:
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Announcements:

- (Rick Mossman)Everybody needs to make reservations for Ranger Rendezvous!
 - (Todd Johnson) Shared people are hesitant to share information due to fear. (Troy) Information shared needs to be generic.
 - Check in with rangers who are working.
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Adjournment and date of next meetings: Meeting ended: 9:57 pm EST 6:57 PST

Next meeting: July 22, 2025