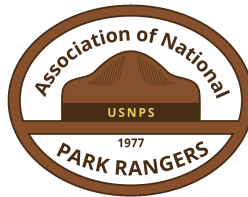


8 - August 26, 2025 - ANPR Meeting Agenda



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: 8/26/2025

Time of meeting called to order: 4:34 p.m. (AK)

Member calling meeting to order: Rick Mossman

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	Present
Greta Ketchner, Internal Communications	Resignation submitted to Mossman and Wade on Aug 25, 2025
Mark Ruggiero, Membership Growth	Present

Jenn Cook, Fundraising Activities	Not present
Mike Pflaum, President Elect (non-voting)	Present
Bill Wade, Executive Director (non-voting)	Thailand
Melissa DeVaughn, Business Manager (non-voting)	Present
Other: Tom Banks, Committee member	Tom Banks
Other	

Meeting called to order 5:31 p.m.

Link to previous meeting minutes:

https://docs.google.com/document/d/1mrm7Xs5bhWU_JdVuUjdL8fumQrpfczN/edit#heading=h.ab3sghacrgul

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

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

- International Liaison: [Shields]: Nor present
 - Yount Award [Mossman]: **Have talked to all five committee members and they are going through nominations. They are hoping to have their decisions by mid-September.**
 - Ranger Museum [Mossman]:
 - Investments: [Wade]: No new information to report.
 - Nominating Committee: [Mossman]: **Greta has resigned from the board due to personal issues. Rick M. asking us to find a fill-in for this position until Rendezvous so we can assign it until we can add the position to the elections. Expiring seats include: secretary, professional issues, seasonal perspectives, and government affairs.**
 - Awards Committee [Mossman]:
 - Membership Growth+Retention [Ruggiero]: (1) Tom Banks contributed to a letter to members being finalized by Ruggiero. (2) Banks is working to recruit RR48 speakers: Personal finance?. (3) Banks needs confirmation and/or help recruiting a 3rd panelist for his RR48 Fri., Oct. 17 8:00 am panel discussion on "Maintaining balance: fighting for parks and conservation while preserving yourself" with Tom Banks, Bob Krumenaker, Todd Johnson(invited). **Have been talking to NPS employees about ANPR, and a lot of people are hesitant to do anything to put them "on the radar." Tom B. adds that it is also a call on members to be part of the membership growth committee.**
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Business Carried Forward from previous meeting:

- None carried forward
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New Business:

- Greta's resignation: We need to fill this spot ASAP.
- Tom B. Looking still for a third panel member on managing balance for the panel presentation on environmental advocacy that "sticks." Todd Johnson said he is good to go for the panel, so that makes our third participant.

Progress Reports - Annual Work Plan and other Activities:

- President: Interview with Seattle Times. Talked with all members of Yount committee. They are working on the nominations. Spoke at world Ranger Day gathering at Cuyusco State Beach in California (July 31). Met lots of good folks at this gathering. Spoke with former Director of South Carolina State Parks who is now President of The National State Park Association. Encourage him to come to the Rendezvous.
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- Secretary:
 - 1.1:
 - 2.6:
 - 2.7:
 - Other:
- Treasurer:
 - 2.1: I reviewed financial statements and found no discrepancies.
 - 2.2: I spoke to approximately 400 folks aboard the RCCL cruise to Alaska and distributed our tri-fold brochure and our accomplishments. In addition I solicited attendees' support for ANPR and the NPS.
 - 2.11: I monitor all special funds on a monthly basis and have found no problems.
 - Other: I mention ANPR to all NPS employees I come in contact with.
- Strategic Planning:
 - 1.4: Working I other supervisors to develop a strategy for seasonals regarding the 2-page resume.
 - 2.4: Fallen off from RR planning meetings (sorry). Negotiating with my supervisor about attendance at RR this year with new travel guidance.
 - 2.6: nothing to report.
 - Other:
- Professional Issues:
 - 2.4 Attended 1 Zoom call with the Program Planning committee. Asked author Steve Kemp to provide a program for RR48.

- Other: I'm now volunteering at WRST through September 5, the last day of the season for the Kennecott Visitor Center. Park operations seem more robust than last year from a visitor stand point though behind the scenes there are numerous vacancies in the permanent ranks.
- Government Affairs:
 - Congress will be reconvening in September following the August recess
 - Will be working on the FY26 budget
 - [Senate Committee Moved Bill to Protect National Park Staffing and Funding](#) (July 29)
 - [OPM officially sunsets 'five bullets' emails for federal workers](#) (August 5)
 - [Year Will End With 300,000 Fewer Federal Workers, Trump Official Says](#) (Aug 22)
 - The reduction would be the largest single-year decline in civilian federal employment since World War II.
 - Current end date for the hiring freeze is October 15, 2025
 - Last administration announced the nomination of NPS director in August. Will see where that goes.
- Membership Services:
 - 2.2: 64 people are now part of the ["Guidefitters"](#) community and lol signed up for pro deals.
 - Other: Nothing else to report.
- Membership Growth:
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- Seasonal Perspectives:
 - Am traveling today, will try to be on the call.
 - Continue monitoring social media and other sources to offer support to seasonal employees.
 - Supernaugh Scholars will be contacted this week. We had 17 applications. We will be choosing 6 scholars.
- Internal Communications:
 - 1.2:
 - 1.4:
 - 2.4:
 - 2.6:
 - 2.8:
 - Other:
- Education and Training:
 - Continue monitoring, events and legislative activity, impacting the National Park Service and other land management agencies.
 - Provide resources and strategies to new and continuing Menees.
 - Support planning meetings for the Ranger Rendezvous 48 program committee.

- Continue to work on creating an online ANPR training program and seeking individuals who can help with developing a well defined core structure with relevant content and who would be interested in serving as an instructor or presenter.
- Fundraising Activities:
 - 2.4- GB
 - 2.8-
 - 2.9-
- Executive Director and RR Manager:
 - 1.2:
 - 2.1: Financials show a significant increase in fund balances so far this year.
 - 2.2: No new free memberships have been given in the last month due to job displacements.
 - 2.4: Continued to work with RR48 management team: Excellent program has been developed; there are still some openings for breakout presentations. A number of raffle/auction items have been provided already, with more expected. The deadline for room block reservations is September 19.
 - 2.5:
 - 2.6: Continue to work with NPCA and CPANP to respond to the actions and decisions of the administration.
 - 2.8: Continue to work with Western Conservation Foundation on media distributions. Participated in a press conference in Tucson on August 17 organized by the Center for Western Priorities.
 - 2.9: Grant from WCF continues.
 - 2.11: Two special funds - the Rick Smith International Fund and the Ranger Emergency Relief Fund have grown significantly in the last couple months.
 - Other: The ANPR on-line auction went live on August 16 with 16 items to bid on, We have several other items to add and several others "promised." These will be added periodically to keep the interest focused on the auction going forward. Solicitation of additional items should continue by BOD members and others.
- Business Manager: (*and Ranger Editor)
 - 2.3*: Worked to provide relevant, current information on the state of the NPS in 2025 in the latest issue of Ranger, with articles from new writers, as well as three letters to the editor. Secured Mark Segal as a guest columnist. Will be losing Kevin Moses in the spring of 2026, and need a new LE columnist, and have lost Marin Karraker as an admin columnist. Could use some help finding replacements
 - 2.4: Have attended RR planning meetings and worked to recruit two speakers for the event, Mark Segal and Vincent Santucci. Have also secured four Silent Auction prizes for the online Silent Auction. Also produced and laid out the RR 48 program pages for the magazine.
 - 2.6*: Solicited Board Reports from the board for inclusion in the Fall issue of Ranger. Half of the board, 6 of 12, sent them in.

- 2.8*: Helped develop and launch the new ANPR storefront, located on our website. Have sent Mailchimp announcement of its opening, and encouraging membership, and the public, to make purchases.
 - 2.10: I have not been in contact with NPS staff to encourage board involvement, but did ask a retired NPSer if she might be willing to serve.
 - Other: Am working with our webmaster to see about options for online streaming of educational programs to be offered by ANPR.
- President Elect:
- Stating again for anyone doing the cruises, you have an opportunity of reaching people and getting the message of the importance of the NPS. Just stressing the importance of this program.
 - Dan Wenk is doing a great job supporting NPS. He is doing a great job on a large stage.
 - Met with the SD Congressional delegation top staffers along with NPCA regional representatives, park partners and others. It was a good meeting, and we took our opportunity to talk about the impacts of staff reductions, closures of hours, etc.
 - Please contact your house and senate folks to show support for NPS funding.
 - Walt Dabney - Can ANPR financially support him to spread his message?
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Announcements:

Rick was working on Founders Day events, and then got sick and ill in Colorado, so he didn't do as much as he had hoped.

Founders Day: Crystal had to work but there were about 150 people outside of Rosie the Riveter. There were local dignitaries there, cake, and awareness overall with media and local news, including the San Francisco Chronicle. Jon Jarvis also was a guest speaker.

When will we be meeting through December?

Sept. 23, Oct. 14, Nov. 25, Dec. 23 are the scheduled dates. (Potentially will combine the November and December meetings to Dec. 2.)

Adjournment and date of next meetings: Adjournment at 6:27 p.m. Pacific time.

Next meeting Sept. 23