

9 - September 23, 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.

Date of meeting: 9/23/2025

Time of meeting called to order: 5:31 Pacific time

Member calling meeting to order: Rick Mossman

BOD Attendance:

Absent/Present

Rick Mossman, President	Present
Demmy Vigil, Secretary	Absent
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	Unable to attend in final rehearsals for a play
Tom Banks, Internal Communications	Present

Mark Ruggiero, Membership Growth	Absent (called Wade - family issues)
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: Claire Shields (International)	Present
Other:	

Link to previous meeting minutes: [8 - Aug. 26, 2025.docx](#)

- Motion to Approve by: Harwell
- Second by: Margie
- Discussion:
- Vote: Unanimous

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

- International Liaison: [Shields]:
 - Mark Coughlan, IRF North America representative, has withdrawn from attending and presenting at RR due to cuts to his work travel budget.
 - Update on NPS Office of International Affairs (OIA) - the office was consolidated into DOI in August. From six staff, just two transferred (others took DRP or retirement). One subsequently resigned, leaving just the OIA admin support person. OIA responsibilities have been transferred to DOI International staff.
[Attempting to work with IRF on new bylaws communications; Claire is not getting communications despite repeated attempts to have them update to her email.](#)
 - Yount Award [Mossman]: [The Committee made a selection and have informed the person, who is excited, and will attempt to be there. This will be announced at RR. Rick will work with Mike on furthering this committee.](#)
 - Ranger Museum [Mossman]: [Nothing to report](#)
 - Investments: [Wade]: We've done pretty well with the investments the last couple months, thanks to the robust stock market.
 - Nominating Committee: [Pflaum]: [Has had some offers of assistance, but no set committee yet.](#)
 - Awards Committee [Mossman]: [Any last minute awards can still be sent to Rick Mossman](#)
 - Membership Growth+Retention [Ruggiero]:
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Business Carried Forward from previous meeting:

- Decision on combining November and December meeting into one: Will make the tentative plan to have the meeting the first week of December, but will finalize at the meeting in October.
 - Replacement board member for Greta (Tom Banks appointed) Rick M. announced appointment of Tom, through 12/31/2026.
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New Business:

- [Wade] - Update on status of Ranger Rendezvous 48 6 supernaughts, 86 attendees (not all paid, some are presenters), the majority are retirees.
- [Wade] - Possible new grant with Western Conservation Foundation We may be getting another grant from them to do some subway signage raising awareness of what is happening with rangers, "sponsored" by ANPR. It would be in the amount of \$30,000. Still in the works.
- [Wade] - Proposal by Christina Laasics (proposal distributed to BOD on Sunday, Sep 21, 2025)
 - Motion to approve by: No approval forthcoming
 - Second by:
 - Discussion: Bill's thoughts are whether we can raise awareness and funds, some revenue could be gained; Rae feels like most Kickstarter efforts don't raise enough money to get started; For Jenn, it seemed like a bid for free advertising; and also isn't a fan of the product; Lauren agreed with Jenn's assessment
 - Vote: No vote needed, since no board member offered a motion to approve.

Update on FLETC training Announcement: Trump announcement to close FLETC for the next two years and focus on ICE is going to have effects on NPS staffing. Will also close down all the satellite campuses the next two years. The standards will also be hugely lowered, as is Rick's understanding. Training will be vastly shortened, too.

Agenda for RR BOD meeting: Need ANPR agenda ready to go
BOD reports at Rendezvous

Progress Reports - Annual Work Plan and other Activities:

- President: Committee decision on Yount Award has been made. Winner has been notified and tentative plans on attending Rendezvous.
- worked on annual ANPR awards
- Tried to contact Demi
- Met with strategic committee
- Appointed Tom Banks for Internal Communications Position
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- Secretary:
 - 1.1:
 - 2.6:

- 2.7:
- Other:
- Treasurer:
 - 2.1: I have reviewed August financials and found no discrepancies.
 - 2.2: I continue to solicit new members from the ranger corps here at Katmai National Park.
 - 2.11: All special designated funds are in good standing.
 - Other: I will be unable to attend RR due to travel costs and lack of time off as I am volunteering in King Salmon Alaska.
- Strategic Planning:
 - 1.4: nothing to report (trying to take care of my own wellness)
 - 2.4: nothing to report (I'm sorry for missing the planning meetings. The timing doesn't work out with my schedule and participating in search & rescues)
 - 2.6: Will prioritize meeting with outgoing board members before RR to help them identify talking points for recruiting their successors (or running again!).
 - Other:
- Professional Issues:
 - 2.4 nothing new to report
 - Other: Planning to attend RR.
- Government Affairs:
 - Waiting for information on possible shutdown (Oct 1, 2025)
 - Hiring freeze still in effect until October 15, 2025
 - [Five of the seven regional directors are currently acting. Changes are happening for the fiscal year.](#)
- Membership Services:
 - 2.2: Continuing to spread the word about ANPR through my network of 4-5 parks in the East Bay Area of California.
 - Other: 101 new followers/supports on Pro-Deal Guidefitters.
 - Other: Will be attending Ranger Rendezvous but leaving Friday afternoon, due to not being able to get more time off work.
 - Other: Fighting the good fight every day.
- Membership Growth:
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- Seasonal Perspectives:
 - Supernaugh Scholars selected: We had 19 applicants of which we have selected 6 for the Rendezvous
 - I have been monitoring and commenting on the seasonal application season and the new 2-page resume challenge for all employees
 - Monitoring social media chatter and commenting as appropriate
- Internal Communications:
 - 1.2:
 - 1.4:
 - 2.4:

- 2.6:
- 2.8:
- Other:
- Working with Melissa/volunteer to edit and finalize the ANPR trifold brochure for posting on our ANPR website. ACTION ITEM: Please review [this draft](#) and send me edits by 9/26 please:
- ACTION ITEM: Please check the [Board of Directors | ANPR](#) page if your autobio is missing or needs updating, so that Melissa or Tom can upload necessary edits.
- Communicating with Greta to get oriented to my Internal Comm. responsibilities
- Education and Training:
 - Continue to monitor legislative activity and other actions impacting NPS staff and other land agencies.
 - The mentoring program continues to be an active membership benefit. Recently, two topics take up the bulk of the mentorship requests - : how to secure a position in the National Park Service and how to work in an ever-changing work environment in NPS.
 - Support and participate in the program committee for Rendezvous no 48.
- Fundraising Activities:
 - 2.4- Continuing to accept and coordinate donations for online and real-life auction items
 - Drafting and sending letters to potential donor organizations
 - 2.8: Drafting social media posts thanking donors– need to make posts boosting auction items!
 - 2.9: Proposal from Christina Isaacs- [Ranger backpacks...](#)
- Executive Director and RR Manager:
 - 1.2: Nothing new
 - 2.1: Continued to provide monthly financial reports to BOD.
 - 2.2: Selected six Supernaugh Scholars for RR48. Continued to manage RCCL opportunities for 2026 season.
 - 2.4: With RR48 Management Team, the Rendezvous plan and content is nearly complete and has a superb agenda and associated activities.
 - 2.5: Nothing new
 - 2.6: Submitted Executive Director reports to Ranger Magazine. Continued with significant involvement with strategic planning with CPANP, NPCA and PEER on actions related to the demolition of the NPS.
 - 2.8: In the absence of the BOD member for Internal Communications, continued regular publication of the member newsletter and notices on social media.
 - 2.9: Managed the ANPR online auction, continuing to add new prizes to bid on.
 - 2.11: There have been significant increases in the fund balances for Supernaugh Scholars, Ranger Emergency Relief Fund and Rick Smith International Fund. The Fidelity Investment Fund has done very well over the past couple months.
 - Other:
- 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.
 - 2.4: Have taken part in all planning meetings of RR (except one) and helped recruit two speakers for this year's events. Have also helped secure several high-value silent auction items. I'm also partially through building the program guide for the coming RR.
 - 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), but I can't force anyone.
 - 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 new online store, 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.
- President Elect:
- 1.4:
 - 2.6:
 - 2.10:
 - Other:

Announcements:

Adjournment and date of next meetings: 6:24 Pacific

Next meeting: Tuesday, Oct. 14