

# 2 - February 24, 2026 - ANPR Meeting Agenda

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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:** February 24, 2026

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**Time of meeting called to order:** 6:31 p.m. Mountain Time  
**Member calling meeting to order:** 7:44 p.m. Mountain Time

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**BOD Attendance:**

**Absent/Present**

|   |                |
|---|----------------|
| Mike Pflaum, President                  | <b>Present</b> |
| Jonathan Shafer, Secretary              | Present        |
| Rick Harwell, Treasurer                 | Present        |
| Lauren DeGennaro, Strategic Planning    | Absent         |
| Todd Johnson, Government Affairs        | Present        |
| Mark Tezel, Education and Training      | Present        |
| Margie Steigerwald, Professional Issues | Absent         |
| Crystal Muzik, Membership Services      | Present        |
| Anne Espeset, Seasonal Perspectives     | Present        |
| Tom Banks, Internal Communications      | Present        |

|   |                             |
|---|-----------------------------|
| Chris Burnette, Membership Growth               | Present                     |
| Jenn Cook, Fundraising Activities               | Present                     |
| Bill Wade, Executive Director (non-voting)      | Present                     |
| Melissa DeVaughn, Business Manager (non-voting) | Present (departed 5 pm AKT) |
| Troy Hunt, Special Assignments (non-voting)     | Present                     |
| Other: Bob Krumenaker (Big Bend Wilderness)     | Present                     |
| Other   |                             |

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**Link to previous meeting minutes:**

<https://docs.google.com/document/d/1jGeuQcffb9855XtvMVIVbinRoerqq9g/edit#heading=h.fy33nntndb6k>

- Motion to Approve by: Rick Harwell
- Second by: Tom Banks
- Discussion: No discussion
- Vote: None opposed

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

- International Liaison: [Shields]:
  - Submitted an International article for the next issue of the Ranger magazine.
  - Registration for the 11th World Ranger Congress (Argentina, April 2027) opened on February 20. The North America region has a quota of 75 registration slots. There is no restriction on who can register - attendees do not have to be a member of a ranger association.
  - I have asked the IRF North American representative, Mark Caughlan, to keep me informed on the number of WRC registrations received for the NA region.
  - ANPR is purchasing four full registration sponsorships to award to ANPR members (purchases are confirmed, organizers are arranging PayPal link for payment). I am unable to attend the Board meeting due to being out of the country but will be following up with the President on agreeing a process to receive applications for WRC sponsorships.
- Yount Award: Committee to be formed. See new business regarding appointment of committee members.
- Ranger Museum: Committee to be formed. Please volunteer by contacting Mike Pflaum or Bill Wade.
- Investments: [Wade]: No new information. Investments continue to do well. I transferred another \$10k to the FIB Money Market Account.

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### Business Carried Forward from previous meeting:

- [Wade]: Update on “Parks Under Siege” project with CPANP
  - Supported by funds from donor.
  - Managed in collaboration with Coalition to Protect America’s National Parks to communicate especially with elected officials involved in FY 2027 budget.
  - ANPR supporting their communications and sending alerts to all on communications list.
  - One year pilot.
  - Developing graphics for periodic social media, web, and other use identifying loss/systemic issues.
    - NPCA recommended artist.
  - Donations to support this work are welcome.
- [Wade]: Any issues with the Freedcamp task-tracking application?
  - Enter updates here to keep other board members up to date in real-time.
  - Contact Bill Wade to troubleshoot as needed.
- Wade and Pflaum will be attending “strategic planning session II” on March 9 & 10 hosted by NPCA in DC. It will be attended by NPCA, CPANP, PEER, Resistance Rangers and “at large” attendees including Bob Krumenaker, Dan Wenk, Mike Reynolds, Deny Galvin and Kate in Stevenson.
  - This builds on accomplishments from a session in May 2025.
  - Goal is to generate list of action items, summarize effects to NPS for prior 18 months.
    - Actions will likely be focused on the period preceding November 2026.
  - Krumenaker: This was a productive meeting in the past. This builds on the prior year’s accomplishments which, for the first time, helped coordinate these organizations’ work. Opportunity for this meeting will be to develop a more forward looking prospectus of the future of NPS.
  - Pflaum: Hope to continue working on a vision for the future of the NPS. Please share comments to Mike and/or Bill ahead of March 8 if desired.

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### New Business:

- Brief Introductions of new Board Members Mark Tezel and Chris Burnette.
  - Welcome to the board!
- Big Bend NP proposed Border Wall - Bob Krumenaker for brief update.
  - Krumenaker: Speaking on behalf of “Keep Big Bend Wild.” KBBW has taken position that wall construction is not only questionable from the point of view of effectiveness but also potentially ecologically disastrous.
  - Border security and conservation are both valid and, with proper planning, compatible goals.
  - Planning a pilot program of first amendment activities in late-March to speak with visitors one-on-one about issues that rangers in visitor center cannot.

- Border Wall construction at Big Bend is proving to be politically unpopular across the board.
- Pflaum: Remarked on the effect of existing border wall section at Coronado NM.
- Krumenaker: Welcome engagement with any and all Texas organizations.
- Questions: How much wall is it feasible to construct?
  - The publicly released, so called, Smart Wall Map, is not very detailed, and no route has been publicly announced.
  - This would compromise wildlife access (such as black bears), river running, and other access.
- Question: Did local border patrol have any input in this?
  - Does not appear so. Appears to be DC driven activity.
- World Ranger Congress Registration Update - [Shields / Pflaum / Wade]
  - Registration Open on February 20.
  - ANPR hopes to provide scholarships for 4 attendees.
- Yount Award Committee Nominations / Assignments [Pflaum]
  - (Add deadlines to Freedcamp)
  - 5 people needed. One past awardee. One current board member. One current NPS employee (not necessarily ANPR employee). One retired NPS employee. One other committee member.
  - Requested board member to volunteer for committee and allowed a few days after the meeting to contact Mike.
  - Target for committee selection is prior to March Board Meeting.
- Jim Brady Scholarships for RR Committee [Harwell / Pflaum]
  - (Deadlines to be added to Freedcamp)
  - Seeking volunteers to serve on selection committee for this new scholarship targeted toward staff in first 5 years of NPS experience.
  - Troy Hunt volunteered to serve on the committee. Will also be assisting with Supernaugh selection process.
  - Rick will serve on this committee.
  - Mike Pflaum will defer the opportunity to serve.
  - Crystal Muzik volunteers to serve.
- Should ANPR comment on proposed OPM regulations (details sent to BOD members on 2/20) CPANP suggests submitting comments jointly with them. [Wade]
  - Received alert from a knowledgeable source (National Treasury Employees Union - NTEU) suggesting that this might be relevant.
  - Question: Is it worth expending political capital to take a position on this? How many NPS employees does it affect.
  - Resolution: ANPR would collaborate with CPANP to develop a comment.
  - Todd and Chris will collaborate with CPANP to develop a comment regarding this rulemaking proposal.
- Ranger Magazine Obituary / Death Announcement Policy
- Democracy Forward Suit [Wade]

- Suit is filed in Massachusetts District (First Circuit of Appeal if this goes to appeal) on or about February 17.
  - Significant media interest in this story including at least one weekend morning broadcast show.
  - NPCA, CPANP, and others are also commenting on this story.
  - Past experience with litigation may be limited to a proposed lawsuit pursuant to allowing visitor firearms in parks (which was not pursued due to Congress passing law in the interim allowing this activity)
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### **Progress Reports - Annual Work Plan and other Activities:**

- **President:**
  - Developed Draft information for Lonely Planet publication on national parks related to Badlands N.P.
  - Reviewed nominees / applications for vacant ANPR Board positions, made two appointments (Education and Training: Mark Tezel and Membership Growth: Chris Burnette) and participated in brief zoom meetings, along with Bill Wade, with each of the new board members
  - Participated in a meeting with members of the National Association of Forest Service Retirees in Denver, CO on February 10 to further communications and coordination with that organization on issues of mutual interest
  - Participated in Zoom meetings and reviewed documents for lawsuit
  - Met in person with NPS employees from 2 different parks near those parks for “pulse checks”
  - Took two phone calls from an ANPR member with concerns about HR issue
  - Participated in meeting with RR 49 Planning Team
  - Opportunity still exists to donate to the “Parks Under Siege” fund to be used for positive messaging.
  - Please remember to share notes in this document one week ahead of board meetings.
  - Please volunteer for Yount and Ranger Museum Committees.
- **Secretary:**
  - Will list ANPR as institutional affiliation for upcoming book reviews in the Western Historical Quarterly.
- **Treasurer:**
  - Reviewed Jan. financials - all looks good.
  - Met with Lauren re: Strategic plan and entered goals in FreedCamp.
  - Hosted a “pizza party” at GRTE thanks to an ANPR micro-grant. It was a good time for about 26 folks from Interp., Admin. and others. Passed out copies of the info. brochure from our website - hopefully folks will join ANPR.
  - Accepted a seasonal Interp. position at Great Smoky Mountains - Cades Cove.
  - Will not be at March meeting due to international travel.

- Strategic Planning:
  - Moving to East Coast.
- Professional Issues:
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- Government Affairs:
  - OPM formally proposes limiting top performance ratings  
<https://www.govexec.com/workforce/2026/02/opm-formally-proposes-limiting-top-performance-ratings-federal-workers/411616/>
  - Assisted with writing an article for The Journal of the ANPR magazine
- Membership Services:
  - Responded to one member email inquiry about accessing ProLink deals
  - Discussed with Lauren D. About strategic plan goals for the new year via Zoom on February 9th
  - Dived into FreedCamp website to learn how to use, shared resources
  - Made a graphic to highlight free memberships to be posted on social media around Valentines Day
  - Working on a community grant/get together when I visit Moab, Utah in March and my previous park- Canyonlands
  - Back in USA February 21st
  - Accepted a seasonal backcountry Ranger job at Glacier National Park
- Membership Growth:
  - No new report.
  - Seeking input on past activities and plans to develop future plans.
- Seasonal Perspectives:
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- Internal Communications:
  - Responded to mentorship/career information requests
  - Met with Lauren to update Freedcamp workplan
  - Posted news items to Facebook groups
  - Membership Growth committee: Preparing to send email to members to thank them for membership and to personally invite them to participate more fully in ANPR. Coordinating with Chris Burnette.
  - Met with RR49 management team on 2/22.
- Education and Training:
  -
- Fundraising Activities:
  - Met with Lauren to discuss goals for the year– focusing on what is achievable and appropriate for a board member bouncing between jobs, travel, and general seasonal lifestyle challenges.
  - Donor letters.
  - Bill noted that he is glad to collaborate on raffle items.
- Executive Director and RR Manager:

- Signed agreement with CPANP to manage an education and advocacy campaign on staffing and other issues between now and mid-term elections.
  - Drafted protocol for working with other LM retirees' organizations on issues of common concern and interest.
  - First meeting of RR49 Management Team was held on Sunday the 22nd. Will be having monthly meetings to plan and organize RR49.
  - Business Manager: (\*and Ranger Editor)
    - Continued work on the Postcard Project, mailing out more than 100 of the 500 postcards we currently have.
    - Met with Mike and Bill via Zoom to talk about how we might work together as Mike takes the reins.
    - Met with Bill about the Freedcamp app and how it will help us track strategic plan activity.
    - Met with Lauren for my strategic plan session and how to tackle my main objectives in 2026.
    - Communicated with a potential graphic artist (college student) who will give us some logo design options for Ranger Rendezvous 49 in Tucson
    - Worked with Tom to develop the "free membership" subscription option on the website, which took some reorganizing of the website coding.
    - Handled press releases and new information to put on the website.
    - Completing monthly reconciliation process, and have spent the majority of February working on the magazine production.
  - Special Assignments:
    - I have updated the Supernaugh Scholar application form so it is ready to launch when the time comes.
    - Beginning the process of planning RR49 with the team.
    - I've been assigned to help with the Jim Brady Scholarship and will be coordinating details with Rick Harwell.
    - Well not be present at March meeting due to being at daughter's wedding.
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## **Announcements:**

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Adjournment and date of next meetings:

**Next meeting <DATE>\*\*\***