

# 3 - March 24, 2026 - ANPR Meeting Agenda

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## 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:** March 24, 2026

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**Time of meeting called to order:** 6:31 MT

**Member calling meeting to order:** Mike Pflaum

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## BOD Attendance:

## Absent/Present

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

Jenn Cook, Fundraising Activities	Absent
Troy Hunt, Special Assignments (non-voting)	Absent
Bill Wade, Executive Director (non-voting)	Present
Melissa DeVaughn, Business Manager (non-voting)	Absent
Claire Shields	Present
Other	

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**Link to previous meeting minutes:**

<https://docs.google.com/document/d/19oIXtM74manhARyztvwRZiQ0tq6iENJA/edit?usp=drivesdk&oid=102360840844831400317&rtpof=true&sd=true>

- Motion to Approve by:
- Second by:
- Discussion:
- Vote: Voted to pass

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

- International Liaison: [Shields]:
  - Participated in IRF monthly call with North American Ranger associations. IRF is moving forward with creating a regional organization for North America. Most representatives indicated they wanted a model comprising the Ranger Associations in North America and that if there are currently gaps, then these associations can support the creation of other ranger associations to fill those gaps. USFS is keen to have a North American regional organization that will take individual members as they do not currently have a Forest Service Ranger Association.
  - The IRF NA representative has also agreed to use the USFS National Skills Wilderness Institute as a space to do the first North America Ranger Forum in early June. I pointed out that we have an annual Ranger Rendezvous which we had invited the IRF NA Rep to last year and this could potentially serve as host for a North American Ranger Forum.
  - I had asked for an agenda item to be added to the call to request the IRF put out a statement in support of rangers working for the U.S. federal government and condemning the continued threats of further staffing reductions. While it was added to the agenda, discussions on other items were allowed to run long so the meeting closed without addressing this.
  - Relevant background context is that USFS signed an agreement with IRF in late 2024. Their funding supports some IRF staffing so the USFS agency representative has been in discussions with the current and former IRF NA Rep on strategy for North America. USFS is having an outsized influence on these decisions. This is a potential

conflict of interest for IRF which is supposed to represent the interests of rangers but now has a financial relationship with an employer that is demoralizing staff, laying off rangers, and expecting rangers to manage unrealistic workloads.

- World Ranger Congress: registration for the Europe region has closed as they have reached their cap. To date only 13 registrations have been received from North America (the cap is 75).
  - Discussed where most attendees from North America come from, and most of these have been ANPR members in the past.
  - Additional discussion regarding lack of consistency or clarity for registration.
- Yount Award: See new business.
- Ranger Museum: Continuing to seek members for committee. Margie volunteered to serve in some capacity. Mike Pflaum will also work on this effort and will seek engagement from Paul Anderson.
  - Hope to increase hours of operation during summer months.
- Investments: [Wade]: Nothing new to report.

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### **Business Carried Forward from previous meeting:**

- [Wade]: Status of Ad Campaign and Action Alert for Petition software process.
  - Working with Coalition to Protect America's National Parks to engage graphic designer and staff who will share targeted social media content.
  - Will work with vendor through CPANP communications staff to reach a larger audience.
- [Wade & Pflaum] Brief Report on Multi-Organizational Meeting in Washington DC
  - Attended March 9-10, NPCA, CPANP, PEER, and at large representatives (NPS alumni)
  - Productive meeting with insightful perspectives from a number of participants that resulted in progress.
  - Group sought to address immediate needs and to look to the future positioning NPS for long-term success.
  - It is important that we use our professional standing to share the critical issues that would inform people ahead of November 2026.
- [Wade] Democracy Forward Lawsuit
  - The lawsuit has been a significant part of coverage regarding the issues surrounding removal of displays.
  - Continuing to work through procedural phase(s) of preliminary hearing before a judge.
- [Pflaum] Yount Award Committee
  - Recruited one committee member.
  - Contacted others who could serve on the committee.

- Wade: Remember that we still have one bust to provide as an award (if an awardee is selected in 2026).
- We have not formally announced that we are seeking nominations for the Yount Award.
- Target May 1 to formally advertise the nominating period. Seek to recommend awardee by August 31.
- [Pflaum] Ranger Museum Committee Nominations / Volunteers Please
  - Covered earlier in the meeting.

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**New Business:**

- Membership Outreach Suggestion from Life Member Ed Rizzotto [Pflaum]
  - Recruitment for ANPR and for Rendezvous would be to contact alumni associations and/or professors at educational institutions with which we've been affiliated. Invite these groups to refer students/alumni to join for free in 2026.
  - Anne: Include mention of the Supernaugh Scholarship if you write to educational institutions so that attendees know we can potentially support travel to Rendezvous.
  - Who should we contact at institutions? Could be someone you know personally, a department chair, a student organization, or a representative of an alumni association.
- Just received EMail from PEER with Suggestion [Pflaum]
  - Contact from Einar Olson asked whether/how ANPR and PEER might work together on a public message campaign concerning censorship (or another issue).
  - Discussion: There has been significant publicity concerning censorship related to the Democracy Forward lawsuit. It may be difficult to earn additional coverage for this.
- Rendezvous Theme
  - Question: Is hope merited? Some board members noted that there is not evidence to substantiate hope.
  - Discussion: Most superintendent positions concurrently announced ever a couple of weeks ago.
    - New positions will involve new probationary period which might have a chilling effect on applicants.
  - There are significant upheavals surrounding wildland fire management (transition to US Wildland Fire Service).
  - New NPS director who has been nominated may be more interested in business than in conservation.
  - Consistent communications from DOI emphasize fossil fuel extraction and opportunities for monetization.
  - Discussion regarding merits of concerns about future of NPS and need not to be mired in despair.
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**Progress Reports - Annual Work Plan and other Activities:**

- President:
  - Along with Bill Wade, participated in a high level inter organizational meeting in DC to discuss and strategize about messaging and actions in the coming months. Very good meeting, looking forward to summary report and future actions.
  - Sent out invitations to possible presenters at Ranger Rendezvous
  - Worked on Yount Award Committee assignments, still more to accomplish.
  - Registered for WRC in 2027
  - Participated in RR theme discussion
  - Worked to support Walt Dabney on more “History and Future of America’s Public Land” presentations.
  - Sent email to my Alma Mater Department Chairman encouraging ANPR.
  - Membership and Rendezvous attendance for students
  
- Secretary:
  - Submitted book reports to Western Historical Quarterly with Association of National Park Rangers attribution.
  - Future agendas/notes will no longer use numbered headers and will instead allow free entry of information.
  
- Treasurer:
  - Nothing to report. Travelling out of country.
  - Have a good meeting.
  
- Strategic Planning:
  - Was traveling for the last month and preparing for cross country move at the end of the month (sorry).
  - Will review inputs to Freedcamp to lead discussion at April meeting.
  
- Professional Issues:
  - 2.2 Registered for World Ranger Congress in Argentina. Excited to represent ANPR at this gathering. Who else is planning to go?
  - 2.4
  - 1.2
  - 3.11 - Plan to reach out to YELL on 2026 status of Ranger Museum. Is anyone else on this committee? Does anyone have a relationship with Cam Sholley (might as well start at the top?) or know who the current VIP coordinator is?
  - 3.4 - RR 49 - Commented on Logo ideas. I am planning to attend the operations meeting on 3/22/26.
  - Other: Still catching up with email and minutes from February RR49 kick-off meeting and February Board Meeting after returning from a 32-day African safari where I saw over 250 species of birds, many large and small mammals (the Big 5!), including gorillas in Uganda (wow! Just wow on that experience).

- Government Affairs:
  - Nothing to report
  
- Membership Services:
  - 2.2: Reviewed draft of Jim Brady Scholarship announcement
  - 2.2: Emailed a member with information on how to sign up to Outdoor Prolink
  - 2.2: Planning details for a community grant event at my old parks (Arches & Canyonlands) in Moab, Utah within next few weeks
  - Other: Unfortunately, not much else. Came down with a covid sickness lasting a few weeks.
  
- Membership Growth:
  - Learning more about the position and looking forward to providing additional input in the future.
  
- Seasonal Perspectives:
  - Supernaugh scholar application form is in draft. May include additional questions to get usable data to understand who is applying, whether they apply multiple times.
  - This does not require board approval but should involve consultation with Troy.
  - Developing list of hiring/work opportunities for seasonals in the off-season. Will add these to a list to be shared publicly at a later date.
  
- Internal Communications:
  - As part of the work of the Membership Growth Committee, I emailed all ANPR members recently to thank them for their membership, ask for their help recruiting new members and for their involvement. I got thanks from a number of members who responded.
  - Advertised RR49 on Facebook. Meeting with RR49 management team monthly.
  
- Education and Training:
  - On site at HPTC and taking opportunity to discuss state of training at NPS.
  - Seeking funding sources to provide training at reduced cost or free for NPS staff.
  
- Fundraising Activities:
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- Executive Director and RR Manager:
  - Working with CPANP on Ad Campaign leading up to the mid-term elections and implementation of an “action alert” system to generate petitions to targeted officials.

- Attended the joint strategic planning session hosted by NPCA in DC on March 9 and 10. Excellent discussion and ideas exchanged. Waiting for final report and action plan.
  - CPANP will be having their annual Executive Council meeting with us at the RR49. We will have a couple joint meetings with them and some of their members will enjoy our additional RR programs.
  - RR49 planning is moving forward and we will soon be inviting presenters and getting the associated functions set up.
- Business Manager and Ranger Editor
- Completes spring issue of Ranger
  - Completed reconciliations and Life member updates
  - Posted to website as needed with news and information
  - Working with illustrator on RR49 logo
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**Announcements:**

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Adjournment and date of next meetings: 7:23 p.m. MT by Mike Pflaum

**Next meeting April 28, 2026, 8:30 p.m. ET, 7:30 p.m. CT, 6:30 p.m. MT, 5:30 p.m. PT, 4:30 p.m.**

**AKT**