

4 - April 22, 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: Apr 22, 2025

Time of meeting called to order: 5:33 PM PDT

Member calling meeting to order: President Mossman

BOD Attendance:

Absent/Present

Rick Mossman, President	Present
Demmy Vigil, Secretary	Absent excused
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
Mark Ruggiero, Membership Growth	Present
Greta Ketchner, Internal Communications	Present

Jenn Cook, Fundraising Activities	Present
Mike Pflaum, President Elect (non-voting)	Absent excused
Bill Wade, Executive Director (non-voting)	Present
Melissa DeVaughn, Business Manager (non-voting)	Absent excused
Other	
Other	

Link to previous meeting minutes: [3 - March 25, 2025 Agenda](#)

- Motion to Approve by: Margie
- Second by: Troy
- Discussion: None
- Vote: Passed unanimously passed

Action Items from Last Meeting:

Rick Mossman

- **Send Roy Wood's contact information to Margie for ranger museum volunteering (19:29) Done**
- **Continue efforts to contact Roy Wood about ranger museum updates (19:16) Done**
- **Finalize the fifth member of the Yount Award committee (22:36) Still waiting for a response**

Bill Wade

- **Work with Melissa on implementing Emergency Relief Fund improvements on the website (01:33:13) Done**
- **Send email to Melissa in the morning with ideas for the relief fund website placement (01:52:25) Done**

Melissa DeVaughn

- **Set up ANPR email account for Mark Ruggiero (25:53) Done**
- **Meet with webmaster to discuss website improvements including relief fund visibility (01:52:25) Done**

- Add dedicated link for Emergency Relief Fund under Membership and Support section (01:50:00) Done
- Schedule meeting with Mark Ruggiero to go overboard access (01:55:41) Done
- Submit board reports for summer issue by April 30 (01:40:30) Sent reminder to BOD

Lauren DeGennaro

- Finalize work plan with goals and action steps by end of month (57:31) Done
- Add numbering to strategic plan goals (53:17) Done
- Meet with remaining board members to discuss their strategic plan goals (57:40) Will send reminder to members
- Update April agenda format to make it easier to insert board reports (57:31) Done

All Board Members

- Submit 300-word board reports to Melissa by April 30 for summer issue (01:40:30)
- Continue sharing ANPR media information through personal networks (01:25:11)

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

- International Liaison: [Shields] - submitted report; talked with IRF North American Representative - awaiting further instructions from Mossman.
- Yount Award: [Mossman] - waiting for confirmation of one more committee member.
- Ranger Museum [Mossman]: As reported last month, it will be closed for summer.
- Investments: [Wade] - Committee agreed with withdrawal of interest from Fidelity account.

Business Carried Forward from previous meeting:

- Mossman: Discussion on current action and what more could we do with the current chaos of the government. [Discussion of actions \(some listed below\) took place.](#)
- Ongoing media events - [update provided.](#)
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New Business:

- Wade: We've received several recent requests about the availability of "logo items." Should we investigate getting back into the "sales" business? [Tabled until the next meeting so members can think about it. Troy mentioned that some companies will produce small numbers and provide shipping for orders.](#)
- Cook- Requesting formation of Fundraising committee. Just need 2 or 3 (long shot) folks to help me with duties. [Suggested a "vacancy announcement" to go in member newsletter.](#)

Progress Reports - Annual [Work Plan](#) and other Activities:

- President:
 - Media requests continue. Working with Seattle Times on summer seasonal ranger in regards to seasonal academies
 -
- Secretary:
 - 1.1:
 - 2.6:
 - 2.7:
 - Other:
- Treasurer:
 - 2.1: Reviewed monthly financials
 - 2.2: Passed along a suggestion for a new membership benefit similar to Outdoor ProLink for discounted gear.
 - 2.11: Endorsed to new Supernaugh fund account and the updated emergency relief fund.
 - Other: Been spreading the ANPR message at Grand Tetons.
- Strategic Planning: *filled in below as an example for April BOD meeting*
 - 1.4: Teaching in person yoga class at Zion 2x per month. I would be willing to do one class a month virtually, via Zoom, if the Board supports it.
 - 2.4: Attended RR48 planning meeting and program planning meetings. Jamie is workshopping themes over email, and I can update with the most popular idea the week of the April BOD meeting.
 - 2.6: Please reach out to schedule work plan meetings. Updated the agenda template, hopefully this helps us track progress on our strategic plan.
 - Other: Met with a group of students at Southern Utah University (SUU) in Cedar City. Collaborating with the professor about resume workshops and navigating USAJobs.
- Professional Issues:
 - 2.2 Received email from Linda Young, YELL, re: Ranger Museum Update for 2025 stating that the park has decided not to open the Ranger Museum this summer due to lack of staffing and a highway construction project at the Norris junction that is likely to close off access to the Museum temporarily.

- 2.4 Participated in two Zoom meetings for the RR48 Program Planning Committee (4/3/25 and 4/13/25).
- 1.2 Continued to stay informed on the dynamic situation faced by NPS employees including Fork in the Road, Valentines Day displacement of over 800 probationary employees, VERA/VSIP offers, GSA lease terminations, and RIF notice with 30% payroll reduction targets, as well as 2 lawsuits requesting immediate reinstatement of the 800+ displaced probationary employees, and most recently the “consolidation” efforts at WASO with DOI. The situation is very dynamic and requires frequent updates from within the agency.
- 1.2 Planning to attend local protests of DOGE activities in Ventura on 4/19/25. Photo/video on my Instagram: @msteigs27
- 2.8 Coordinating with Dirk Wiley request for retirees to interview for a pro-bono film on the current situation with NPS layoffs and likely budget cuts. Interviews with myself and Russell Galipeau are planned for 4/27/25.
- Other:
- Government Affairs:
 - Link to Sec Order reference consolidation of services
 - [SO 3429 - Consolidation, Unification and Optimization of Administrative Functions](#)
 -
- Membership Services:
 - 2.2: Was able to connect with Expert Voice Pro Deal on how members can gain access to prodeals on the website. Also requested a digital flyer for members explaining benefits.
 - 2.2: Still doing email bounce around with All Trais program benefits.
 - 2.2: Looking into another Pro Deal/Benefits opportunity with the [“IPA Collective”](#)
 - 2.2: Created a draft template to be used to verify ANPR membership and Pro Deals/Benefits programs.
 - Other: Sharing the ANPR Ranger Magazine with my current NPS staff and NPS Volunteers.
- Membership Growth:
 - Spent time with Melissa via Zoom, going over admin requirements and how to access various sites and understand our business principles and operation.
 - Spent time with Bill Wade via conf call getting history on ANPR, and how membership has been handled in the past and issues we need to improve on. Kind of got my marching orders sort of speak!
 - Reached out to Tom Banks and Ed Rossatto in regards to a task force on membership retention they were working on. Tom sent me a copy of the retention initiative he drafted in 2024. We did not verbally connect due to a family issue on my end and having to go back east. I have attached the document so we can visit it on the April 22 call. I found the initiative very good for future growth. Although the paper calls for a committee in part, I believe most of this falls into my position. This document was introduced in Feb 2024. Should be in the drive share point.

- Spent time with Greta Ketchner on some membership items.
- Seasonal Perspectives:
 - Continued monitoring and commenting on resources to seasonal employees, referencing resources as appropriate
 - Continued planning of RR48
 - Prepared the application for Supernaugh Scholarship which will go live June 15 and close on Aug 1, 2025
- Internal Communications:
 - 1.2: Engaged with ANPR Facebook group members about career advice on Facebook. Primarily directed them to the ANPR website career page.
 - 1.4: Implemented wellness Wednesday on ANPR Facebook and Instagram with first post set for 4/9/25
 - 2.4: Attended RR planning meeting on 3/16/25.
 - 2.6: Support the advocacy work of the National Parks Conservation Association and the Coalition to Protect America's National Parks through engaging with these agencies on social media and sharing their postings to ANPR
 - 2.8: none as of now.
 - Other: Created Social Media Community which will be holding its first meeting on April 10th. Will be creating a social media strategic plan for ANPR.
- Education and Training:
 - 1.2: continue to stay abreast of all the events impacting the National Park Service. Especially monitoring the recent announcement of DOI being turned over to DOGE - who will have total authority. Hi hey Karen NPS is one of the agencies impacted by this most recent event.
 - 2.4: participated in two program meetings for RR48. Continue to reach out to prospective presenters and potential trainers. Will provide update as responses come in.
 - Other: responded to mentorship request. Set up schedules to meet with the new manatees and follow up with existing Menees.
- Fundraising Activities:
 - Continuing to see funds come in for Relief Fund, thank you letters going out on a weekly basis still.
 - Been very busy with "real life"!
 - 2.4- Drafting and sending letters to possible Super Donors
 - 2.8- Coordinate with Troy about merch?
 - 2.9- Merch for previous donors?
- Executive Director and RR Manager:
 - 1.2:
 - 2.1:
 - FY26 budget submitted to BOD and approved.
 - Employment agreements with Melissa for magazine and business manager updated for FY26.
 - 2.2:

- Membership increased by 42 with free for displaced employees.
 - Two sources are working on brochure/handouts for recruitment and other uses.
- 2.4:
 - RR48 management team well underway planning RR at Virginia Beach.
 - Registration will open May 1, 2025 .
- 2.5: Working with Mike Ruggiero to establish membership growth committee or other ways of increasing membership.
- 2.6: Working very closely with NPCA, CPANP and PEER on issues resulting from actions by current administration.
- 2.8:
 - Have responded to over 200 media inquiries and distributed three media Media inquiries continue and it's clear that ANPR is now a "go to" source for what's happening in the NPS and especially to NPS employees.
- 2.11: Fund balances as of April 1 for Supernaugh, Relief Fund and Wade Endowment are being transferred from WF to First Internet Bank money market account to earn 3.9% interest. Balances will be:
 - Supernaugh Fund = \$41,387
 - Ranger Emergency Relief Fund = \$38,253 (we have awarded six grants from applicants; total amount = \$5072.00
 - Wade Award Endowment = \$30,000
 - Other account balances as of 4/20:
 - Wells Fargo Checking = \$59,400
 - Fidelity Investment = \$206,100
- Other: Working with PEER, CPANP, NPCA and several individuals to schedule a strategic planning meeting to develop a report on "values at risk of being lost" relative to NPS, the national park system and employees from actions by the current administration. Outcomes would be letters to the DOI Secretary and key members of Congress; and media releases to inform the public.
- Business Manager: (*and Ranger Editor)
 - 2.3*: Working with a new author to gear her article to the value of resource officers to also align with a book she has written (and that we also will be reviewing). Trying to focus content on work that is actively being done to support rangers at this time and to underscore their value in a time when they are not being fully appreciated.
 - 2.4: Attended our monthly RR planning meeting, launched RR 48 preliminary information on the website, and connected with area CVBs to acquire content for publicity of RR 48. I am working on a download file of photos that I will be moving to the shared drive after magazine publication.
 - 2.6*: I have sent a board email reminder for each to provide a 300-word synopsis of board accomplishments since the beginning of the year.
 - 2.8*: I have not done anything specific myself toward this goal; but I have provided feedback to a volunteer, Brandon Pisani, who is working on a trifold

brochure for us to be handed out at opportune times. We can share this brochure for discussion / board input if needed.

- Other: 2.10: I met with Mark Ruggiero over Zoom and we went over how the board shared drive works, how to navigate membership, and I provided him access to our membership database.

➤ President Elect:

- 1.4: Have continued near daily monitoring of emails, news reports, and input from current employees, retirees and park partners related to current challenges to NPS and park employees, as well as frequent correspondence with ANPR Executive Director, President and others to analyze information and strategize responses. I have talked with employees in several park areas to gather information and to offer as much support as possible. I visited in person with more than 5 employees at one particular park to gauge levels of concern.
- 2.6: In frequent conversations and correspondence with many employees, retirees, and partners, I have continued to mention all of the things that ANPR is doing to support employees and parks. I have referred a number of people to take a good look at the ANPR website.
- 2.10: I have tried to encourage several current non-members to consider becoming members of ANPR, especially at this critical time. I have not yet encouraged anyone to consider being nominated for the board.
- Other: Facilitated communications with a graphic artist to potentially design a logo for RR 48. I am currently tentatively scheduled to participate in a “roundtable discussion” on tourism and park issues with a small panel for South Dakota Public Broadcasting (television) in the near future, not quite yet confirmed. Garnering frequent input from a retired past Deputy Director / SES level on analysis of and suggested responses to current challenges. Took a phone call from a Life Member on how to make a donation for the Supernaugh Scholarship Fund. I am not certain if I will make the meeting on April 22.

Announcements:

Adjournment and date of next meetings:

Next meeting: May 27, 2025 - same time.