

# February 25, 2025 - ANPR Meeting Minutes

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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:** February 25, 2025

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**Time of meeting called to order:** 6:30 MT

**Member calling meeting to order:** Rick Mossman

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## BOD Attendance:

## Absent/Present:

Rick Mossman, President	P
Demmy Vigil, Secretary	P
Rick Harwell, Treasurer	P
Lauren DeGennaro, Strategic Planning	A
Todd Johnson, Government Affairs	P
Rae Emerson, Education and Training	P
Margie Steigerwald, Professional Issues	P
Crystal Muzik, Membership Services	P
Troy Hunt, Seasonal Perspectives	A
Greta Ketchner, Internal Communications	P
[Vacant] Membership Growth	

Jenn Cook, Fundraising Activities	P
Bill Wade, Executive Director (non-voting)	P
Melissa DeVaughn, Business Manager (non-voting)	P
Mike Pflaum, President Elect (non-voting)	P
Other: Claire Shields (new International Liaison) and Jonathan Shafer	P, P

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Link to previous meeting minutes: [1 - January 28, 2025 Agenda](#)

- Motion to Approve by: Demmy
- Second by: Harwell
- Discussion: thanks to Bill for adding action items
- Vote: approved

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#### Action Items from Last Meeting (from Fireflies Recording Summary):

##### Claire

- Follow up with Mark Caughlan (North American Representative on IRF Board) about IRF continental meeting at Rendezvous (01:35)
- Support to another country with Rangers (looking into Panama)

##### Bill Wade

- Send out revised strategic plan with Demmy's input for review (39:06) - **DONE**
- Sign contract for 2026 Rendezvous at Westward Look resort (48:00) - **DONE**
- Add confidentiality clause to Yount award criteria (51:12) - **DONE**
- Draft bylaw changes for new Membership Growth board position (58:54) - **DONE**
- Update board position descriptions document (01:03:23) - **Awaiting input from BOD members**
- Respond to Bible distribution offer, declining the proposal (01:41:13) - **DONE**
- Pay IRF dues and additional donation (01:48:09) - **DONE (Additional Donation pending)**

##### Crystal Muzik

- Investigate and correspond about enhancing [www.parkhousingreviews.com](http://www.parkhousingreviews.com) (01:24:00)- **Still in Progress**
- Check if NPS disaster relief PDF is available outside the firewall (01:28:51) - **DONE**
- Look into improving and advertising parkhousingreviews.com website (54:32) - **Still in Progress**

##### Lauren

- Start signing up people for annual work plan (07:53) - **3 remaining board members to meet with, see report below.**

##### Rick Mossman

- Contact Joe Bueters about Yellowstone Museum volunteer program (01:36:45)
- Executive Meeting Discussion

#### **Melissa DeVaughn**

- Add park housing website link to ANPR website (01:24:59) **DONE**
- Send reminders for board report submissions (01:17:30) **DONE**
- Include strategic plan in spring issue of Ranger magazine (09:09) **DONE**

#### **All Board Members**

- Submit quarterly reports for Ranger magazine (01:16:32)
- Review and update position descriptions (01:04:44)

#### **Claire**

- Ask IRF to recommend a Latin American ranger association for sponsorship (01:46:05)
- Forward IRF dues invoice to Bill (01:18:40) **DONE and PAID**

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#### **Committees and Task Groups:**

- International Liaison [Shields]:
  - Ranger Museum [Mossman]: Need Joe Bueters contact info.
  - Investments [Wade]: Minor adjustments made in the investments account to meet the IPS ratios.
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#### **Business Carried Forward from previous meeting:**

- [DeGennaro]: Approval of 2025 Strategic Plan (tabled from last meeting)
    - o Motion by: Harwell
    - o Second: Margie
    - o Discussion: none
    - o Vote: Approved
  - [Wade]: Approval of amendments to By-Laws.
    - o Motion by: Demmy
    - o Second by: Harwell
    - o Discussion: none
    - o Vote: Approved
  - [Mossman]: Status of appointment to Membership Growth BOD position.
    - o We are looking for someone interested in working in this position. This would be an appointed position until the next election. BOD should look at people to put forward.
  - [Wade]: Status of updates to "position descriptions" for BOD positions. Link: <https://docs.google.com/document/d/1095TuvXldXpBWEwBeknnZ8YYYYDJGt2Ly/edit>
    - o BOD should review especially your position to make recommendations to doc.
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#### **New Business:**

- [Wade]: Any discussion on request for collaboration with the EPA Alumni? Maybe refer to EPA Alumni to the Coalition group and maybe USFS, and FWS Alumni group. This doesn't seem to be our priority at this moment.
- [Wade]: Any discussion on Todd's suggestions about increasing information to our members? What are we (ANPR) doing in reaction to the administration's downsizing the feds? Right now there is a huge viewership on our website etc. 3 New Press Releases

are posted. Walt Dabney's message has been great. There is an informal meeting with Bill, Walt Dabney, Rick and Frances to discuss tomorrow's actions we have been doing and could be doing. Post to the Secretary's letter on our website. Todd suggests creating Youtube short videos about who we are and what we are doing. We will start with a script and we will start videos with retirees to buffer employees. Employee wellness is critical in our strategic plan at the moment. We want to reach our members, the general public (people who are not our members yet), and our partners (concessionaires, Interpretive associations...). We can look at internal and external messaging.

- [Ketchner]: Propose that BOD meetings have a 5 minute break out session with one other BOD member or staff or committee member in the beginning of the session to have a check in conversation, I can provide a prompt or it can be a spontaneous catch up. Greta is suggesting a one on one break out to get to know each other better. Look at starting informally 15 min early to get to know each other and break-outs set up after the formal meeting to get to know each other and maybe even work on small tasks.
- [DeVaughn and Wade]: Proposal to provide a gift membership to employees who were recently terminated. Memberships include a digital Ranger Magazine.
  - Motion by: Margie "extend a gift membership to displaced NPS employees upon application"
  - Second by: Harwell
  - Discussion: Put the word out to "displaced" NPS employees for a free membership. Seasonals may be included. Mentoring opportunities between retirees and employees. Demonstrating help to displaced employees with a Grant from the "emergency relief fund" <see below>
  - Vote: approved
- (Mossman) Discussion of New ANPR award. Recent Executive session discussed the new Award by Bill Wade to an endowment and \$1000 per year for significant contributions to ANPR for 10 years... Rick Mossman will share the written award. This Award was passed during the Executive session.
- (Mossman) Flyer status with Farabees' info. Butch Farabee has reviewed all Ranger magazines to collect information about the accomplishments as an organization. This document is rather large but will be sent out to BOD. We would like to look at this information (shorten) into a Rack Card. Stephen F Austin communication dept will be putting this info together.
- [Wade and DeGennaro]: Proposal to modify our "Disaster Relief Fund" to "Ranger Emergency Relief Fund" and include considering applications for grants to help members who have been terminated or otherwise affected by government actions. View proposed description link. In summary, Displaced employees must request membership (we can grant membership for free) then they can apply for emergency relief. Keep in mind there are more "firings to come".  
[https://docs.google.com/document/d/1dEqCQK\\_m4Ayla4o4Obk53K01JWHJmkdo/edit](https://docs.google.com/document/d/1dEqCQK_m4Ayla4o4Obk53K01JWHJmkdo/edit)
  - Motion by: Harwell
  - Second by: Margie
  - Discussion: change name of disaster relief fund to "ranger emergency relief fund".
  - Vote: Approved

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### **Progress Reports - Annual Work Plan and other Activities:**

- President:
  - Met with Wade and Pflaum to strategize next steps regarding the NPS employee terminations. Summary of the meeting at this link:

<https://docs.google.com/document/d/1NlgrktfxaSkmpUbyfhgWDUlmw8Eze5Go/12222edit>

- o Met with Wade, Pflaum, Phil Francis of CPANP, and Einer Olsen and Tim ..Whitehouse of PEER to strategize collaborative efforts moving forward regarding the NPS employee terminations. Summary of the meeting at this link: <https://docs.google.com/document/d/1MZ-ww2hCVJfdh2xXCKux-8OadSzLSCHBYL1vpQSpsJI/edit?tab=t.0>
- o Did an interview with NPR radio station in Albuquerque along with the U.S. House member who is on the DOGE committee in Congress.
- o Interview with USA Today affiliate in Palm Springs, FL.
- o Speech to the South Carolina State Park Managers Conference in South Carolina. Invited them to Rendezvous and offered to help them start a Ranger organization.
- Secretary:
  - o Plan to meet with Lauren in March
  - o
- Treasurer:
  - o Reviewed financials and all seems to be in order. Suggest closing out internet bank account, and moving those funds into our general account and designating them for Supernaugh scholars.
  - o Met with Laurn re: Strategic Plan and goal setting.
    - Motion: Harwell Take \$5k out of internet account to move into Bill Wade Acct, \$5k to move into Supernaugh account.
    - Second: Mike
    - Discussion
    - Vote: approved.
- Strategic Planning:
  - o Met with all but 3 Board members (will schedule remaining for mid-March when I return from travel).
  - o Finalizing the work plan - my shared draft is [here](#). But I'm working on a reformatted version, so that the first column "Goals" is a direct tie to a goal from the strategic plan. In future board reports, each Board member will report on their progress toward the specific goals identified. I will share that updated version by the March BOD meeting.
- Professional Issues:
  - o Met with Lauren (2/12/25) to draft 2025 work plan
  - o Attempted to follow news and social media comments on Fork in the Road (deferred resignation offer from DOGE/OPM), federal hiring freeze (especially seasonal hiring and impact to parks in news media). This is a rapidly changing situation. Civil servants are clearly under assault from the administration. A supportive response for the NPS workforce is warranted.
- Government Affairs:
  - o Continuing to monitor the directives from the administration.
  - o What is our relationship with the other national park advocacy groups?
    - National Parks Conservation Association
    - The Coalition to Protect America's Parks
    - National Park Foundation

- National Park Friends Alliance
  - National Park Trust
- Membership Services:
  - Met with Lauren on 2/12/25 to go over Strategic Plan for 2025
  - Phone call with past BOD Membership Services - Reghan Tank Hendrick for ideas and support
  - Reached out to All Trails, Expert City, and Starr Wright Professional Liability Insurance to gather information
  - Plan on printing out a few of the current brochures to take to NPS Fundamentals Training at Albright Training Center that I will be attending next week Reached out to Melissa to obtain a member database. In review of past
  - members, current members, and compiling a list of those that can be reminded to renew their membership this year, etc
- Seasonal Perspectives:
  - Have been trying to support seasonal employees through this tumultuous hiring debacle in the social media realm. Have worked to help people look for seasonal work with state parks and conservancies.
  - Worked with Lauren to update the work plan
  - Continue to monitor the situation.
- Internal Communications:
  - Working to monitor communication and share information on ANPR social media with recent events impacting Rangers.
  - Met with Lauren to review the Strategic Work Plan for 2025- created 3 goals to focus on
  - Propose the creation of a social media committee for ANPR. It would meet via zoom bimonthly, or as needed if pressing matters arise. Please let me know if you are interested in joining this team. I am proposing that the first meeting be in March 2025.
  - Working on creating a session for resume tips and tricks for June 2025 prior to seasonal jobs going out.
- Education and Training:
  - Updating mentor/mentee participation
  - Monitoring challenges impacting NPS and other land management parks and staff.
  - Met with Lauren to review Strategic Work Plan for 2025
- Fundraising Activities:
  - Met with Lauren to review Strategic Work Plan, revise goals and position expectations
  - Familiarizing with fundraising duties (and writing SOP for current and future use)
  - Researching “swag” for new members/RR attendees/donors
    - Tiered? \$15 gift vs \$50 gift etc. Similar to other non-profits who offer incentives
- Executive Director and RR Manager:
  - January financials were sent to BOD members.
  - I plan to transfer the accumulated interest for the past year (we are authorized by By-Laws to do this) from the investment account to the operating account. To date, we’ve taken out the dividends, but not the interest.
  - Contract with Wyndham Westward Look Resort and Spa for RR49 in Tucson has been signed.
  - [Wade] As of 3pm today (Tuesday, February 25, I have fielded over 75-80 media inquiries about the NPS firings. Over 20 just today. Several more are already

scheduled for this week. Conducted interviews. Discussed impacts to displaced employees, impacts on employees, impacts to visitors, impacts to seasonals, and most recently the OPM weekly achievement request. Talking points have been used. Rick M is also doing interviews. Any interviews should request permission to copy the pdf for our website. NPR Albuquerque radio interviews are important to save too. CNN has been doing digital stories too.

- o Media requests have to go to WASO. EPAPs are being revised.
  - o Letter to the DOI Secretary should be ready to send out. Rea can hand deliver.
  - o I have received “offers to help” from several people, and have started work with one person on a project.
  - o I have been contacted by several people about how they can donate to help those impacted by the firings. I’ve asked them to check back after this meeting to see the outcome of the proposal to expand our current fund.
  - o I have contacted retiree organizations for USFS and USFWS about some joint collaboration. No responses yet.
  - o I did sign ANPR onto a joint letter initiated by NPCA that will go to Senators and Representatives protesting and asking for reversal of the termination of 5700 employees from the land management agencies.
  - Business Manager:
    - o Met with Lauren to go over Strategic Plan for 2025
    - o Rewrote and re-organized Ranger magazine following the passing of Bill Halainen, to make space for the tribute —AND to re-prioritize the content of the spring issue given the current events regarding federal employment.
    - o Worked with Tom at Tundra to update pages of the website that needed review
    - o Sent out request to board for help auditing pages of the website
    - o Was able to post three news releases regarding the current situation. More news releases in the month of February than all of my other months working here combined.
    - o Posted park housing link to the website
  - President Elect:
    - o Mostly working on response to current events related to terminations of NPS employees and associated concerns
    - o Have talked by phone or in person with about 40 people to garner input, including current employees, retirees, and park partners
    - o Contacted NPCA regional representative about current issues and ongoing communications and coordination
    - o Have prepared a DRAFT proposed letter to the Secretary of Interior
    - o Participated in zoom meetings with Bill Wade, Rick Mossman, and others to coordinate and strategize
    - o Participate in two zoom meetings with Bill Wade, Rick Mossman, PEER, and Coalition to strategize about response to current issues
    - o Communicate with VP of Coalition about information sharing and coordination
    - o Met with Lauren by phone to review 2025 strategic plan / work plan
    - o Met with prominent NPS retiree for perspective and advice on current issues
    - o Confidential phone meeting with a terminated employee
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**Announcements:**

Employees shared what is happening in their park. Seasonal jobs are being “offered” again after “recendings”. Deferred resignations will start in March. Remember NPS employees work for the people and continue to do the best they can.

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Adjournment and date of next meetings:

**Adjourn: at 8:38 MT**

**Next meeting: Mar 25, 2025- 8:30pm EDT; 7:30pm CDT; 6:30pm MDT; 5:30pm PDT; 4:30pm AKDT.**