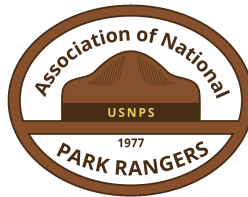


March 25, 2025 - ANPR Meeting Minutes



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: Mar 25, 2025

Time of meeting called to order: 6:33 MT

Member calling meeting to order: Rick Mossman

BOD Attendance:

Absent/Present

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

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
Claire Shields, International Liaison (non-voting)	A
Other	

Link to previous meeting minutes: [2 - February 26, 2025 Agenda](#)

- Motion to Approve by: Margie to approve w/amended Second by: Crystal
- Discussion: Correction from last month minutes: Internet Account will be designated to support Supernaugh Account. \$5k from the internet account will move to Bill Wade Acct.
- Vote: motion passes.

Action items from last meeting:

Melissa DeVaughn

- Update the website to change the name of the disaster relief fund to 'Ranger Emergency Relief Fund' (44:02) [DONE](#)
- Create a process for displaced employees to sign up for free membership (52:15) [Bill created this, Melissa published](#)
- Add information about the new Bill Wade Award to the website and fundraising campaign (20:10) [On website, will be story in summer issue](#)
- Send the original list of ANPR achievements to the board (01:23:12) [DONE](#)
- Remove the seasonal hiring bullet point from the letter to the Secretary and send to Bill (01:50:20) [N/A](#)

Rick Mossman

- Write a paragraph about the new Bill Wade Award and send it to Melissa (01:20:42) [Sent to Melissa, but I held it for lack of space in Spring issue- will be in Summer issue](#)
- Call Mike to finalize details about the letter to the Secretary (01:43:50) [Done](#)

Bill Wade

- Respond to people interested in donating to displaced members with information about the new Emergency Relief Fund (01:08:55) [DONE](#)

- Get the final agreed text of the letter to the Secretary and arrange for its delivery (01:48:59) **DONE**
- Initiate the transfer of \$25,000 to the ANPR account for the Bill Wade Award (01:21:38) **DONE**

Todd Johnson

- Start working on copy for video content over the weekend, to be ready by Monday (44:02)

All Board Members

- Review position descriptions and propose revisions as appropriate (22:58): Rick H. - done Crystal m. - done, Demmy - done (I can clean up final version with contributed edits for approval, just let me know when.)
- Think about potential candidates for the membership growth position (21:37)
- Try to save and collect any printed articles from Bill's media interviews (01:35:10)

Committees and Task Groups:

- ❖ [Shields] International Liaison: Sent email to Mario Santamaria from the Ranger Association of Panama to let them know that ANPR has paid their IRF dues. Had a call with Mark Caughlan, IRF North America representative. As requested by Rick, discussed inviting other U.S. Ranger Associations to RR.
- ❖ [Mossman] Ranger Museum: Was able to communicate with Joe Beuter at Yellowstone. Joe referred Rick to Roy Wood (Interp chief). Museum may not open this year with road construction and general chaos. Margie will be following up on this situation.
- ❖ Investments [Wade]: See item in new business.
- ❖ [Mossman] Yount Award: 4 appointments; Mike Phlaum, Dick Martin, Marin Karaker, Mark Foust to be on the committee, waiting to hear from one more person. Received info from Bill on one nomination. There is one nomination for Yount Award so far. We will be meeting soon.

Business Carried Forward from previous meeting:

- [Mossman] Status of recruitment for Membership Growth BOD position. I have appointed Mark Ruggerio to the position. He expressed an interest and is eager to fill it. Introduction to Mark at this time to the rest of the Board. Mark retired from DOI International Affairs. He continues to work helping YOSE, especially on emergency projects. Melissa will set him up with ANPR email. Bill will help Mark too.

New Business:

- [Wade]: Authority to investigate and open a money market account for ANPR. Possibly earn 3-4% interest. Balance of relief fund could be in this account with no penalty in withdraw when needed.:
 - Motion to Approve by: Mike Pflaum Second by: Rick Harwell

- Discussion: none
- Vote: Approved.
- [Wade]: Motion to withdraw \$25,000 accrued interest for the previous year from the investment account to operating account (money market account). Dividends have been taken monthly but we have not taken any interest. Interest can be obtained with this transfer into the Money Market account. In one year The interest earned was approximately \$30k. By moving some funds we would have more “liquid funds” v current investment account.
 - Motion to Approve by: Harwell Second by: ?
 - Discussion: above
 - Vote: approved
- [Wade]: Approval of FY2026 budget: Based on last year’s actuals and included emergency relief funds.
 - Motion to Approve by: Harwell Second by: Troy
 - Discussion: Budget sent out.
 - Vote: approved
- [DeGennaro]: New “goal” to focus on which will result in the progress reports, based on the strategic plan with numbers for identification. We want to hold the board accountable with goals/report out to our membership. Goal (tied to Strategic Plan) - Actions - Progress Reports. Lauren will circulate the Work Plan document by the end of the month.
- Mossman clarification about newsletters-all members get the email newsletter.
- Mossman Discussion on current action and what more could we do with current chaos of the government. -hold for now
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Progress Reports - Annual Work Plan and other Activities:

- President: As part of all the chaos the last few weeks with the government. Did Interviews with NPR radio Albuquerque, Seattle Times, Skagit Valley Herald,. Did a podcast with the National Park Traveler. Have been meeting with Bill, Mike, Walt Dabney, Bob Krumenaker, and Einar Olsen with PEER to discuss. Strategy on dealing with government cutbacks and firings.
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- Secretary:
 - Have been talking with NPS employees from Carlsbad, Guadalupe, and Petroglyphs about ANPR and assistance to displaced employees.
 - I’ve heard (in USFS) displaced employees have been “rehired” and given back-pay but told not to come to work..yet. Very strange administrative behavior.
 - Demonstrated in front of Petroglyphs NM on March 22 (national protest day). We had a lot of public and park support. Picture on my instagram.
 - Displaced employees that were illegally fired were offered to come back yesterday (Monday March 24, 2025). If someone didn’t want to come back they were released from duty. Performance reviews are from 2024 but all DOI Talent

reviews have been removed from the system. The “fire-accomplishments each week” may be used to evaluate employees. The five-accomplishments cannot be sent due to the mailbox being full. The situation is very complicated especially if you lost housing/health benefits. VERA= volunteer early retirement, VISA = volunteer buy-out. The buy-out considers time in service, leave, by the VERA or VISA. 700 Fork-in-the-road (½ of leadership); 800-1000 illegally fired...

➤ Treasurer:

- Reviewed all financials and saw no issues.
- Followed up on the transfer of funds as approved in the last BOD meeting.
- Encourage all to vote yes to approve the Budget prepared by Bill.

➤ Strategic Planning:

- I will share the 2025 Strategic Plan and the 2025 Work Plan by the end of the month.
- Attended RR planning and program planning meetings.
- Working through emails after returning from vacation - thank you to everyone that has been vocally supporting rangers during this time!

➤ Professional Issues:

- Wrote Joe Beuter, VIP Coordinator YELL, to request an update on 2025 summer operations at the Ranger Museum. Also asked if they needed help selecting volunteers for the museum. So far no response. Will send another email this week.
- Participated in 2 zoom meetings of the RR48 Program Planning Committee.
- Participated on panel to select from among applicants for the newly established ranger emergency fund program. 3 applicants were approved for cash grants of \$500-\$1200. A 4th applicant was asked to provide additional information.
- Stayed 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. The situation is very dynamic and requires frequent updates from within the agency.
- Organized protest at Fort Matanzas NM for March 22, 2025. 6 people attended and 2 joined the group. Several honking cars went by and a few Trumpers made silent gestures. Photo/video on my Instagram: @msteigs27
- Responded to Dirk Wiley request for retirees to interview for a pro-bono film on the current situation with NPS layoffs and likely budget cuts.

➤ Government Affairs:

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➤ Membership Services:

- Reached out to about seven members reminding them to renew membership
- Shared recent news media with ANPR to personal media accounts

➤ Membership Growth:

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- Seasonal Perspectives:
 - Monitoring and commenting on seasonal's questions and concerns in social media platforms.
 - Working to help plan RR
- Internal Communications:
 - Planning to hold the first social media committee meeting in April- unfortunately i was unable to do this in March. If anyone is especially interested in helping with social media please reach out. Thanks to Jenn for connecting with me on this- we will be talking more soon.
 - Worked in collaboration with Bill Wade to send out ANPR e-newsletter.
 - We have seen a wave of social media followers in the past month. Over 300 new followers on Instagram.
- Education and Training:
 - Continuing to monitor and respond when appropriate to activities impacting the National Park Service.
 - Continuing to respond to and follow up with association requests and existing mentees.
 - Participating in the rendezvous RR48 program committee and activities.
 - Reaching out to potential presenters and program participants for the RR48.
 - Continuing to explore the possibility of using Zoom or a webinar to expand training opportunities for membership.
 - Drafting recruitment asks for two committee needs: (1), to help with the mentor/mentee activities and (2), explore and create/develop online learning experiences and create data tracking to capture all programs and participation in fulfillment of duties outlined in the strategic plan for training, education and mentoring.
- Fundraising Activities:
 - Sent almost a dozen thank-you letters for \$250+ donations (all of which were either partially or fully towards the Ranger Relief fund)
 - Drafting letters to potential donors for raffle/super raffle prizes, seeking suggestions for any friendly businesses or suppliers!
 - Attended RR48 planning meeting
 - Pushed the Ranger Relief fund on my personal social media to try and get more applicants for the generous donations we have received
 - Considering establishing a fundraising committee, as these committees have been effective in the past.
- Executive Director and RR Manager:
 - Total media contacts since the "Valentine's Day Massacre" now up to over 200.
 - Donations to the Ranger Emergency Relief Fund have significantly increased.
 - Still only 3 applications (all paid) for relief funding.
 - Mossman: Bill has been doing a FANTASTIC job fielding the inquiries.
 - RIF (Reduction in Force) had to be submitted by last week. ANPR has been the go-to group for general inquiries.

- Free membership to displaced employees is at about 39, with only 3 applications to relief. The relief application is not obvious on our website.
- Being “pro-park” or “pro-employee” is not political!
- The website should be our anchor and should be comprehensive. The social media sites are the flashy attention getters.
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- **Business Manager:**
 - **Board Reports are due Apr 30, 2025**
 - Have worked on adding to the member database/newsletter database, and sending welcome letters to all newly requested members from the Valentine’s Day massacre. So far, all new members (33) through 3/19/2025 are updated, in the newsletter, and have received welcome letter.
 - Have posted several news/events and press releases in response to what’s been happening in Washington. It is great to have more activity on our site, although unfortunate as to why.
 - Have identified lapsed members worth following up with and shared that list with Crystal to encourage communication.
 - Have begun preparations for RR48 coverage on the website and worked to set up the 2025 registration page, which is not live yet.
 - Participated in two ZOOM meetings regarding RR48 planning.
 - Completed all monthly duties of Business Manager, including reconciliation.
- **President Elect:**
 - Participated in a lengthy in-person media interview with two other retired NPS Superintendents about current and evolving challenges with employee firings and attendant issues.
 - Have met with and continue ongoing correspondence with ANPR President Mossman, Executive Director Wade, and longtime members Krumenaker and Dabney to gather information about current challenges, analyze, and formulate responses.
 - Have met in person or by phone with a number of current employees, retirees, and partners to gather information about challenges related to firings and associated issues
 - Met in person with a group of NPS retirees in Michigan to listen to their input and to strategize with them about possible future actions related to challenges facing NPS and employees.
 - Have continued contact with key members of the Coalition and NPCA related to recent firings and associated issues.
 - Have forwarded numerous articles and information pieces via email to my mailing list related to recent firings and related issues facing the NPS and employees.
 - Consulted with Badlands National Park Conservancy (a “friends group”) on a Draft letter to SD Congressional Delegation on current challenges facing the parks and employees.

Announcements:

A lot of support from the Public. Employee morale is rough.

Adjournment and date of next meetings:

- **Meeting adjourned at: 8:11 MT**
- **Next meeting: Apr 22, 2025**