

DRAFT

Association of National Park Rangers
Board of Directors Meeting
Ranger Rendezvous XXV
Miramonte Resort & Spa
Indian Wells, California
Oct. 28 – Nov. 1, 2012

The Annual Board of Directors Meeting took place in Florentine I

Board Members Attending: Stacy Allen, Alison Steiner, Paula Alexander, Jamie Bertram, Jeremy Kaufman, Amy Gilbert, Scot McElveen

Board Members Absent: Jason Allen, Jessica Korhut, Tod Underhill, Liam Strain

Other Attendees: Teresa Ford, Barry Sullivan, Lee Werst, Jeannie Nguyen

President Stacy Allen called the annual board of directors meeting for ANPR to order on October 28, 2012 at 8:30 a.m. Pacific Time.

Welcome by President Stacy Allen. There are concerns and issues throughout all like organizations. At a recent meeting experienced people from these organizations expressed the need to deepen employee centered organizations within the agency.

Concerns and issues addressed:

- Need to work together and partner with these organizations to accomplish goals and desires of each.
- ANPR has, over the past 5-6 years, pushed for constructive change on behalf of the organization to champion issues that confront employment.
- ANPR advocates all job classifications and all who are in the agency. Inclusive to all who hold a job in the NPS. This makes our organization meaningful and one that people want to join.
- Youth is critical and more pronounced as baby boomers retire. Vacancies will be filled by the next generation.
- ANPR is on the threshold of a challenge – World Ranger Congress in 2016
- Will need to coordinate our activities to avoid stepping upon other 2016 activities
- Inviting Rangers from the World to the US.
- Will begin creating our organizing committee and craft our key players and those from other organizations.
- IRF has sponsored 7 World Ranger Congress' so far – Deanne Adams and Tony Sisto are very involved. Deanne is running for president this year.
- ANPR is strong in its membership with roughly 1100 members. Other organizations have seen a dip in membership. The youth of the organization keeps it viable through hard work. Stacy recognized all board members for their hard work. We are here for this Ranger Rendezvous because of those sitting here.

New Business:

I. Discussion of the organization and scheduling of Ranger Rendezvous, with focus on perhaps revising the agenda and program of future gatherings.

A. Scot posed the question about molding all like organizations into one since some are similar. Scot referenced the meeting that Stacy went to in June.

Discussion: Stacy commented that combining organizations was talked of at the meeting. Some organizations line up together but all are somewhat unique. We exist because we have a niche that we occupy in structure and focus. There are opportunities and needs where partnering will accomplish what we can't do separately. All organizations provide a voice on how they put out publications. Mentioned at the meeting was that the "Arrowhead" will be going digital. ANPRs "Ranger" magazine is a quality product in print format and people like the magazine. Stacy hopes to create sessions at our various gatherings to talk about what was discussed in June. Other organizations were unable to attend this Ranger Rendezvous but these talking points will be relayed at the panel session. David Harmon is also planning on having a breakout session at George Wright Society meeting.

B. Scot: Different organizations have a different focus. When discussing future Ranger Rendezvous and locations we might want to consider scheduling one at the same time and place as one of the other groups meetings.

Discussion:

- Stacy: ANPR biannual meetings? George Wright Society has theirs biannually and many of our members are a part of both. Need to talk about maybe developing a smaller Ranger Rendezvous (social/business) that link into Geo. Wright activities on the year they meet and a larger Ranger Rendezvous commitment on the off year.
- Amy: This would need to be discussed and supported by members of ANPR. The organizations coming together would be really big. How many members also support other organizations? What do our members want? How many people want to go to having biannual meetings?
- Barry: ANPR has peripherally discussed it. We could lose our independence of voice. Other organizations might not be as willing to advocate for our position. Joining other organizations would change our mission, and would require a bylaw change. ANPR might not be ready for this type of change.
- Stacy: Certain members want ANPR to continue so they are asking about the possibility of having biannual meetings to benefit ANPR and not alter our advocacy vote. Having Ranger Rendezvous in conjunction with George Wright Society would benefit the people wanting to attend both, i.e. meeting at same

location and time frame and planning our activities around that other organization. Full Ranger Rendezvous on the off year.

- Amy: Since the George Wright Society meeting is in the spring, would we be looking at 2015 for this to take effect?
- Barry: tried this a (10 years ago) few years ago then decided to go back to one year cycle.

C. Report of this years' Ranger Rendezvous

Discussion:

- Stacy: Fall fund campaign has been successful. Helps make ends meet for RR needs.
- Alison: Takes a lot of work.
- Teresa: program coordinator quit in May. We need board members to step up!

D. Possible location and time for Ranger Rendezvous 2013.

San Antonio, TX. Possible meeting places not favorable.

St. Louis. Central location.

Austin, TX

YMCA Estes Park in the Rockies

- Alison: End of October is a bad time for families. 4 days is a long time and it makes it difficult for people to come, especially since people are not traveling on the Government dollar. Recommend that we look at a Wed.-Sat. Rendezvous next year.
- Barry: First 2 weeks of October is busy at many locations due to fall foliage. Historically had a longer RR. Used to go through the whole last day with an evening event that last day. Historically there has been lots of discussion on avoiding weekends. May need to revisit that.
- Stacy: 3 days is probably the maximum amount of agenda time frame that could be filled.
- Jamie: Need to tell why it is important to attend!
- Amy: Calendar change suggestion to open options for ANPR to connect with GWS:
 - 2013 Board meeting in person.
 - 2014 Spring Ranger Rendezvous (Jan-March).
 - 2015 Fall Ranger Rendezvous (or align with Geo. Wright Society).
 - 2016 World Ranger Congress - IRF getting everyone together.
- Scot: Once switched from fall to spring. Barry: once had 2 RR in 3 years.
- Stacy: Asked Wendy and Vaughn to check on the possibility of having the 2013 Ranger Rendezvous at the YMCA at the Rockies. They are looking at a three day time block anytime from mid Oct. to mid Dec. This would give ANPR the opportunity to check out the location before 2016.
- Amy: Suggests sticking with the past suggestion of having the board meeting at the Rockies in 2013 instead and not going there 2X in 3 years. Location is not going to bring people to the congress.

- Stacy: Wants to still consider having a Ranger Rendezvous every year.
- Barry: Since 2016 will be in the Rockies – as well as many other future meetings in the West – we need to still consider having some in the East as well.

E. Focused team to plan for Ranger Rendezvous 2013

Discussion:

- Who will plan it? The Board as a core organization group?
- Recommendation: Co-chairs for a program committee – 2 people who know each other and really want to do it.
- Board liaison that works with the program committee – involved in all conference calls. Conference calls need to be weekly. Amy would be good to inspire future members. Having conference calls continuously is a necessity. Need to find someone who is *really* interested. Focus on building leadership, getting good people and having honest communication.

II. The co-sponsored NPS Oral History Database Project really kicks off this year at Rendezvous. Coordination needs and general discussion on how to proceed and enhance upon this meaningful and compelling project. Now that we have viable oral history products in hand the project team will be able to record and produce at Rendezvous.

Jeremy presented report on the Oral History Project at the 2012 Ranger Rendezvous: Lu Ann Jones and Rebecca Harriett are helping this year. Eleven to twelve people are being interviewed at this Ranger Rendezvous.

Interviews are worthless unless transcribed. We need to discuss who is doing the transcription and budget it out. The transcriptions will be archived at Harpers Ferry. This could be an attraction to attend future Ranger Rendezvous.

Discussion:

- Scot: Suggestion: Do an interview as a session at Ranger Rendezvous. Alison: Interviews will generally last 1 ½ to 2 hours. Many times they will be reinterviewed – cannot get their whole history.
- Write an article about the project for the Ranger magazine. Use transcriptions and feature someone who has been interviewed.
- Identify who to interview – good list from coalition, good diversity. Possibility: Print up list and make notes. Barry will look at list and note good contributors.
- Barry: partnership with the George Wright Society – ANPR is doing oral history project and work through partnership with David Harmon and interview folks from the GWS – ANPR is taking a leadership role toward this project.
- Alison: Oral history in the NPS is underfunded. ANPRs project is serving a critical function and is coming at a good time. Stacy: NPS should own these interviews. We are assisting the agency. Going the direction JT Townsend wanted it to go. Alison: Capture NPS and ANPR history.

- Stacy: Train people with skills to practice these skills. Win/Win for the agency and for those who can use these skills. ANPR is a partner in obtaining human history for the NPS. Successful program ANPR has developed. Right people have been working on this program.
- Interviews and transcription cost and where to go to get this accomplished?
- Scot: ANPRs membership – ½ are Life members. There is value in interviewing the old timers and maybe some who haven't been in too long as well. Old timers have forgotten early years. Is there value in this? Alison: Interesting idea – usually interview those who have been in the NPS longer.

Stacy: Interviews start tomorrow. Stacy has offered use of his room. Venetian Ballroom I and II is the hospitality room. Jamie has signs to put up marking the various locations. Alison: Interviews terminate Wednesday. Debrief that night and then will discuss next steps.

III. Needs from BOD members in conjunction of making Rendezvous XXXV a great success

- Registration table needs.
- Colleen – photo contest.
- Sales – John.
- Silent Auction.
- Raffle. 11 scholarship winners this year and are eager to help.

All set up in regards to rooms and reducing AV charges. Borrowing some AV equipment from our members. Med. I: Screen will be set up for the entire time. Dividing Med. I and Med. II rooms the entire time. Exhibitors in the hallway. Likes the set up here. Registration starts at 3:00 today.

IV. Discussion of the current organization of the ANPR board and innovative and effective recommendations for improving roles and functions of individual positions. Upcoming board elections.

BOD positions open at this time: President Elect, Fundraising, (potentially) Education and Training, and Membership Services.

Stacy will send a letter to Tod to see if he is interested in continuing as Education and Training board position – if not, we will need to fill position to finish out the term. Need answer from Tod by close of business Wednesday – a message will be sent via Facebook. If no response Stacy can appoint.

A. Structure of the Board:

- Non functioning board members will occur, happens occasionally. Might need to try to get them off the board. Structure of the board has been in place since the mid 90s. (under Deanne's administration)
- Might need to look at restructuring the board.

- Some positions make sense but fundraising and strategic planning don't make sense. Title doesn't always fit what member does.
- Additional board position for running Ranger Rendezvous? Planning coordinator
- Board members need to step up and help. Candidates have expressed interest in helping to planning the World Congress, 2016. Will be discussed at this Ranger Rendezvous. Board members should communicate with organizing committee their contribution.
- Show we are making an impact across the board. Talk to members and show how what we are working on that is pertinent to their life. Talk about past accomplishments. Ongoing projects, i.e. oral history, health insurance.
- Need diversity of experience for the future Ranger Rendezvous team. Specific sessions for Interpretation/Law Enforcement, etc. Different perspectives will encourage different sessions.
- Stacy: We are doing something that has meaning – World Congress. (Desirous event and experience that a lot of people have desired to come about. It is happening but it a large undertaking. This is a powerful, meaningful activity. An opportunity to showcase North American national parks. International dialog - Creating effective relevant relationships.)
- Keeping ANPR alive is also a huge accomplishment.
- Find value – there's your selling point. Touch on and sell what you have accomplished when talking to others.

Break for Lunch

Note: World Ranger Congress' that take place in the Northern Hemisphere are in the spring. So, the World Ranger Congress 2016 will be in the spring! Need to really look at the weather situation at Estes Park in the spring.

V. Business and financial matters, with the proposal of implementing an annual budget and work plan. Publication needs with *Ranger*, the website, etc.

- A. As Treasurer Jamie created a budget for ANPR. (See attached.) Several graphs show revenues, expenses and donations, as well as membership \$ acquired this year.

Annual Budget based on the last 5 years. Jamie began working with the numbers she was given. She needs more information and will get with Teresa on the numbers and continue to work on the budget, determining the cost to manage our membership.

Discussion:

- As President, Scot was just concerned with the question, are we taking in more money than we spend?
- Through the generosity of our members we are able to improve.
- Creating a budget is daunting. Increase and decrease in membership affects the bottom line. Fundraising could focus at certain times of the year for what we need from the membership. Example: This is what we have done from the Gale

- Fund/Supernaugh and we need money to do more. Focus on the value of the product, i.e. oral history project.
- Teresa: IRF has a large part of our overall finances and has been shifted into a separate savings account. Cannot count it as “our” money.
 - Jamie wants to have a budget for this year by March. If not, will continue to work on the budget so it is in place by the end of her time as Treasurer.
 - Stacy: Do we need to develop a new fund for 2016? Ask our members for money.
 - Teresa: We are at a loss right now – cannot dedicate a fund now. Our net income at this time is -\$537.16. Asking for donations would be good – open a savings account for it - but it might affect our donations for other things.
 - If we get corporate interest in the WRC we’ll need to have a dedicated account. Will know more about how the Congress conducts business in the future.

B. Fundraising:

- Get creative in how we get resources
- Think through our accounting practices – how the \$ is coming in and how it is spent.
- Advertise as matching funds – you put in ___ amount and we’ll match it.
- Amy: Introduced a children’s book titled Ranger Baldy – its creators are park supporters. They are creating a book series about a Bald Eagle that solves mysteries in National Parks. This could be a possible session at a future RR. If ANPR is interested in supporting this project some of the proceeds from the sale of this book would go to support ANPR or World Ranger Congress. Benefit for them: provides credibility. For us this could be a good thing to support. We could promote through our social networks. This could be an avenue for a connection with park rangers. This money would go toward the ANPR projects and a little excerpt in the book.
- Amy: This next idea is outside the box: An organization called “Causora” – the members provide a service and money they raise goes toward supporting a cause (ANPR). Sign up through website – 6% website fee – paypal account set up and \$ will be sent to us. Example: I’ll provide 3 hours of some type of service and you’ll give \$ to this cause. Younger members of the organization could contribute toward ANPR. Scot: could be a future problem due to the need to open a business permit. Stacy: It’s worth looking into. Amy: Great way to market your skill.

C. Internal Communications: Connecting the organization – what do we need to do it better.

Jeremy, Board Member for Internal Communications: ANPR has a Facebook page. Plans on setting up a twitter account. Twitter is the future. Amy: part of the revitalization. So many young members and college students want to do social media. This could be a possible internship position.

Discussion:

- Alison: scholarship winners might be a good start on finding the right fit.

- Amy: if this group does not have a good fit might be able to post on another site for possible intern possibilities. ANPR needs to over communicate with its members. Need to get to the right level of communication. People aren't hearing from us as much as they should.
- Stacy: Board members need to have business calls and then discussion calls in between. Need to look at best time to have meetings. Individual board members take the lead on these discussion calls. Send discussion notes out to all members. Send an email once a month.
- Amy: Sunday evenings not good.
- Discussion meeting in November.
- Stacy: ANPR Ranger Rendezvous debrief in November.
- Alison: Meetings need start and end times.

D. Topics for future Ranger magazine themes (Teresa):

- Effects of Climate Change
- Social Media and the National Parks
- The Next 100 Years, Volunteers and National Parks
- NPS and International Affairs
- NPS Superintendents,
- The Future of Interpretation
- Life After the NPS
- Oral History (excerpts from RR interviews)
- Youth in the National Parks
- Visitor Risk Management/Eliminating Visitor Injuries

Membership Numbers: 400 Annual , 193 new members = 593 484 (Life) = 1077 total

- E. New insurance program going along fine. Jonathan Gilmour will discuss the program at Ranger Rendezvous and hand out flyers. Transamerica transitioned over on July 1. Around 140 people getting insurance through us. A third party handles it. Have 3 health plan options. Lost some younger people who were able to get back on their parents insurance. Jonathan talking about what's in the future. Companies might need to change to keep in compliance.
- F. Mentors – need more people to sign up. Great benefit and a good selling point for our organization. Need coordinator. Put out matching request on e-list.

4:45 p.m. – Business meeting suspended

Business Meeting Continues October 30, 2012

Members in attendance: Jeremy Kaufman, Paula Alexander, Stacy Allen, Amy Gilbert, Jessica Korhut

Members Absent: Jamie Bertram, Alison Steiner Jason Allen, Tod Underhill, Liam Strain

Other Attendees: Teresa Ford (open to all Rendezvous attendees)

Meeting called to order at 10:30

Special Presentation by Cory Jeal (from Australia). Cory, an IRF presenter from Victorian Rangers Association, addressed the board. He talked about challenges facing the charity called the *Thin Green Line*. He had also recently traveled to Africa and introduced African rangers on the support offered by the organization. Will be attending the WRC in Tanzania.

I. Board Member Positions Open:

This is an ANPR Election year – two board positions are open at this time: 1. Fundraising Activities, and 2. Membership Services. An information and nomination form is available on our website. Other election position is President-Elect. President position is a 6 year commitment. Voice nominations will be taken on Thursday, and will remain open one week following Ranger Rendezvous. Elections will take place by mid-December. Members have 30 days to vote.

II. Formation of Organizing Committees for planning, developing agenda, etc. For Ranger Rendezvous and World Ranger Congress:

Chair and Co-Chairs will need to be established for all planning positions. On-site coordinator will need to be decided as well. We will also need to establish an organizing committee for World Ranger Congress. If anyone is interested in helping in any way with Ranger Rendezvous or World Ranger Congress please let the board know which position you would be willing to fill.

III. Possible 2013 RR Location – mid Oct. to mid Dec.:

San Antonio, TX - only one venue will meet our price (\$99/night)

Austin, TX - Helms Briscoe is checking on possibilities there

St. Louis, Missouri

YMCA in the Rockies – Estes Park test run for World Ranger Congress, we will be the host association so this will give us good on-site knowledge. Concerns: will it deter people from attending because we will be going again in 2016. The board will examine possible venues during a conference call when Stacy gets back from Tanzania. Wendy is talking with Vaughn Baker and checking with the Y to see if there is an opening.

IV. Update on other discussion items from BOD meeting, i.e. Communication Outlets

- ANPR will soon open twitter account to keep in better contact with one another.

New Business: (The floor is open to the membership)

V. Locations for Ranger Rendezvous and World Ranger Congress.

- Bob Krumenaker – constraints in regards to cost for potential Ranger Rendezvous locations. Recycling should be a criteria for future sites – be as green as possible.
- Ben Walsh – CA CRV's for recycling. We will get a deposit back on recyclables, so recycle your cans with us and the money will come back to ANPR.
- Mark Christiano – Advance trip for World Ranger Congress planning committee. Would this be a possible additional ANPR cost? It would be a great recruitment opportunity for the World Ranger Congress by having 2013 RR at the Y. Stacy: Any cost will be light. If Ranger Rendezvous will be at the Y the program cost will be manageable. Wishes to have people in position before going to Tanzania.
- Debbie (Grace?) – Is Estes Park the primary concept for the 2016 World Ranger Congress location?
- Amy Gilbert: Understands merits for having the 2013 Ranger Rendezvous at the Y, but 3 years is a short time period of time and younger folks might not be as interested in traveling to the same location.
- Lee Werst: When Australia held the World Ranger Congress there was great concern on how many people from the host country would attend. They put a limit on how many people could attend from their country. We might have to think about limiting who can attend. US could overrun the WRC and 2013 Ranger Rendezvous attendees might not be able to attend in 2016.
- Bruce Reed – Are we planning on having the 2016 Congress and Ranger Rendezvous at the same time or separate activities at different times and different locations? Stacy: might not be in the traditional time frame that RR is held. ANPR will be the host organization for the World Ranger Congress.
- Debbie Grace? - What will be the registration fee? Cost of accommodation and meals are included in one price. We will need to set it up that way for our international visitors. Cost now is around \$1000. These last 3 years the congress has lost money so the cost may have to go up. Cory Jeal – in Africa the Africans could not afford to go. Meg Weisner - Sponsorships from Australians have stepped up to provide opportunities for lots of people from all around the world. Jeff Ohlfs (IRF representative for North America) - Bolivia could not come due to the cost to attend. The current Congress is looking at 200-300 people attending. When the Congress is in the US there will be lots more. Stacy: Need information of potential needs and issues (post 911) for folks traveling here in 2016. Ed Rizzotto – Don't want to make it more expensive than it has to be.

VI. Ranger Careers

- Lee Werst – Re-fighting ranger careers – not seeing advancement opportunities for the GS0025/5/7/9 position. Many people are not aware of career ladder positions. Positions are frozen at lower levels and not being advanced, and managers are ignorant about ranger careers. This is beginning to bleed over into other disciplines. Ranger Careers went into effect in 1994, but seems to be falling by the wayside. Benchmark PDs are available but managers don't seem to care. Managers today seem to think that rangers were hired under a GS 5 appointment but will need to compete for advancement.

Business suspended at 11:30 a.m.

Business Meeting Continues November 1, 2012

Members Present: Jeremy Kaufman, Paula Alexander, Stacy Allen, Amy Gilbert, Jamie Bertram, Alison Steiner

Not Present: Jessica Korhut Jason Allen, Tod Underhill, Liam Strain

(A Quorum is present)

President Stacy Allen called the Business to order 11:04 a.m.

I. Nominations for Board Positions

Discussion:

Alison Steiner: wishes to suspend bylaws and add an additional week to the nominating period.

Motion to suspend bylaws for an addition week of nominating period made by Nancy Ward, and seconded by Seth Tinkham.

Teresa: To be finished by 12-31-12, and allowing 30 days for online voting we'll need to start by Nov. 30. Everything will need to be done by 11-20. Stacy – Nomination period will end two weeks from today (November 15). This will offer the remainder of the month to get the nomination ballots ready.

The board positions currently open are:

Fundraising – 3 year term

Membership Services – 3 year term

President Elect – 6 year commitment

Motion passed to suspend bylaws for an addition week of nominating period:

Entertaining nomination for Membership Services

Jin Prugsawan nominated Gannon Frain
Jeremy Kaufman seconded the nomination

Entertaining nomination for Fundraising
Katlyn Grubb nominated Seth Tinkham
Jamie Richards seconded the nomination

Positions will remain open and further nominations may be received by close of business on Nov. 15, 2012.

Entertaining nomination for President Elect
Dick Martin nominated Amy Gilbert – not a concern in regards to not being a NPS employee. Seconded by Mark Christiano.

Mimi Gorman- Member of association but not a NPS employee. Is it in the by-laws that someone outside organization could hold the position? Stacy: Amy has had long service of being NPS employee. Previous presidents have been retired, and so not a member of the NPS.

Position is still open for further nomination for an additional week by close of business on Nov. 15, 2012.

Suspending further nominations at this time.

Open the floor for further New Business:

II. Committee for World Ranger Congress 2016

Mary Martin: Would like to be a part of the organizing and planning committee for the World Ranger Congress in 2016. She would like to suggest Jeff and Tony and Deanne to help. For those interested in being a part of that endeavor, submit interest to Stacy or the BOD to be included in the working list. Need a full range of member experience to properly ensure all interests are engaged when it comes to planning. IRF has co-chairs who will work with the committee when crafting the agenda. Stacy will sign memo of understanding on ANPRs behalf.

III. Youth Advisor

Mimi Gorman – do we have a Youth Advisor position on the board? (Amy: Seasonal perspectives BOD member.) Engaging youth in the NPS is something ANPR needs to work on. This is what we are hearing at these meetings. Who is coming into the organization? As our membership shifts this is something we will need to tackle. We need to continue to work with the youth and bring them in to the organization. Our responsibility as an association is to support and inform and to continue to let them know how important they are. Stacy: We are making some success in our efforts in regards to youth in ANPR. There has been effort to connect and we will continue to do this. New

members on an annual basis has been seasonal and VIPs. This is a positive sign. For whatever reason, we seem to be reaching a large percentage of youth with our message. The folks stepping out of the park service will be replaced. Those positions are key positions and will be filled and the body of employment will be young employees. Jeremy: Comment to question of youth as it relates to this organization. The 11 scholarship winners brought tremendous energy and passion to this year's Ranger Rendezvous. Two of them are running for board positions. The position of Internal Communications keeps up dialog with other members. Jeremy will keep focused on keeping new members involved. Renee Smith: Suggests highlighting in Ranger magazine the programs that are out there and what is being done to engage the youth. Stacy: if you send it we will publish it. We are looking for things to go into our publications and website.

IV. 2013 Ranger Rendezvous

- Possible location sites:
San Antonio, TX
Austin, TX
St. Louis, MO
Estes Park, CO

We will stay away from holidays if possible. Contractual needs are being submitted by Helms Briscoe and we will make the final decision soon.

Lauren Kopplin: Who is planning the next Ranger Rendezvous? She is interested in helping. Stacy: Mark Christiano is co-chair for the planning committee. Mark: starting up on-line presence. Will submit and email everyone to get the word out. Looking for VIPs to organize

Dick Newgren: Would like the Ranger Rendezvous to be in Colorado, not in a big city.

V. Status of Funds

Mark Herberber: What is the status of Supernaugh fund? Stacy: It is always open for donations. Rick Gale money is going toward the Oral History project. Producing transcripts will cost up to \$400 apiece.

VI. Board Position for Education and Training

Amy Gilbert: In regards to the board position for Education and Training, can we discuss action to move forward. Stacy: I want to wait until the end of November to make contact. I will appoint, as president, someone to that position until the remainder of the term if need be.

VII. 2012 Rick Gale President's Award

The 2012 Rick Gale Presidents Award presented to one of our younger members.
Congratulations to Alison Steiner. (SEE STACYs NOTES)

Annual BOD Meeting adjourned at 12:02 p.m.