

ANPR Board Meeting

Wed, Oct 21, 2015

Meeting came to order at 10:20am.

Board Members Present – Erika Jostad, Tom Banks, Ken Bigley, Cadence Cook, Lauren Kopplin, Colleen Derber, Seth Tinkham, Katlyn Grubb

Board Members Not Present – Scott Warner, Kate Sargeant

Others Present – Alison Steiner, Nick Mann, Liam Strain, Isaac Galvez, Ed Rizzotto

Transition – Erika

- In Estes Park, ANPR was experiencing change. We were looking at resumes, in the process of hiring an editor and a business manager.
- Ann Dee Allen has taken on Ranger. Still familiar and provides the information we want.
- Alison has stepped in as business manager.

Finances – Erika

- Income – fall fundraising campaign (\$6-8K typical, end of year donations), membership, Rendezvous (\$10K)
- Expenses – employees, publishing (costs about \$12K annually), Rendezvous expenses (bus, contracts, etc.)

Rendezvous – Erika

- This Rendezvous is not as profitable as last year's. We don't have a lot of membership in southeast. Two thirds of our membership is in the west.
- We had thousands in savings that allowed us to help provide funding for WRC. We're running in the red right now.
- **Discussed selecting 3 or 4 places to have Rendezvous to save time/effort.** Board agreed that Estes Park will be a permanent venue.
- **Discussed whether we can we host World Ranger Congress and Rendezvous in same year.** Can't afford not to as Rendezvous is significant part of our income. Different audiences for WRC and Rendezvous. WRC is bringing in new members since you have to be a member to be a delegate. Seth – Concerned as appeals to donors are starting to overlap, serving on both fundraising committees, spending lots of time on fundraising.
- **TASK – Request help with fundraising from board – Seth.**
- **Discussed other possible venues** – Port Townsend, WA; Portland, OR; San Francisco; Santa Fe.
- **TASK –Work with Erika to help find future venues – Kat and Lauren.**

Outreach

- Nick Mann, student at University of Tennessee, expressed concerned about lack of outreach to college students.
- Enewsletter is free.
- Every job announcement on usajobs.gov has link to ANPR website.
- **TASK – Reach out to universities and colleges, outdoor clubs, archaeology, history, and local major clubs – Cadence.**

Mentoring Program – Kat

- Huge growth in mentoring program. Announced on Facebook and received lots of emails. Have made 7 matches.
- Need to encourage members from different backgrounds, such as biology, geology.
- **TASK – Reach out to people we know to find mentors – All.**
- Proteges have to be members, but mentors do not.
- Alison suggested sending digital copy of Ranger to mentors that are not members
- **TASK – Reach out to mentors that aren't members and encourage them to become members – Kat.**
- **TASK – Send information on career academies to Kat – Seth.**
- Let Kat know if you see something that stands out on InsideNPS, and send these things to Cadence so she can post on Facebook.
- Lots of training courses out there
 - Wilderness training – Carhart Center, University of Montana, WMI – wilderness medicine institute, NOLS, Wilderness medicine
 - Interpretation – Epley
 - NAU – Flagstaff
- **Discussion about charging organizations that we are linking to on our website.** Costing ANPR time to put these links on our website. Can we charge?
- **TASK – Talk to Rick Mossman about paying for link to his site – Kat.**

WRC Delegate Selection

- Thanks to Colleen, Kat, and Scott for participating in first 2 rounds of WRC delegate selection. There are 2 more rounds.
- ANPR has 38 delegate spots, and we may end up with more. Bob Krumenaker will come by to discuss this afternoon. Strong interest in those who haven't been delegate before.
- Delegates are expected to go to the sessions and actively participate in coming up with resolutions and moving forward with things that are important to rangers.

Land Management Workforce Flexibility Act

- One of most amazing things that has happened in NPS.

- Ken – The law passed on Aug 7th, and the next step is implementing guides from OPM.
- **What it means** – If someone has been in a seasonal position for 24 months, eligible to apply to merit promotion announcements. Still competing, but opens up number of jobs you can apply to. However, permanent jobs are still going to be hard to come by.
- 2 types of announcements
 - Merit promotion – current employees in the government (Peace Corps, VUA, etc)
 - All US Citizens – open to all (preference eligibles – hard to get a job)

Welcome to Ann Dee Allen – new *Ranger* editor

- She and Kendall are looking for suggestions for upcoming editions. Looking to plan themes farther out.
- Planning to do a survey to get member input on content and design of magazine.
- See Ann for advertising information.
- Spring issue – Centennial.
- Summer issue – WRC.

Internal Communications – Cadence

- Thank you to all for sending information for enewsletter and Facebook, feel free to post what you want on Facebook or send to Cadence.
- Facebook – 4,500 likes, 10-15 new likes every week.
- **Discussed advertising in enewsletter.**
 - T-mobile paid \$85 to advertise. Not a great fit.
 - Cadence didn't love it, didn't work with the flow. Less obtrusive if we have ads on the website.
 - Seth suggested potential vendors here that might want to advertise in enewsletter.
 - Alison suggested that the DOI credit union would be a better fit.
 - More profitable to advertise in Ranger.
 - We'll follow through on commitments that we made, but not focus any more time on advertisers in enewsletter.
- Cadence set up a group page for ANPR. Idea is to post to group, no one has posted yet. See left side of Facebook. Personnel news would be great to post.

Professional Issues – Ken

- Worked on setting up connections with Mike Reynolds last year and didn't have luck. Will try again now that he is in Washington, DC area.
- Enewsletter – People want to know about HR issues. Since HR is not speaking up about various issues (e.g., term, subject to furlough positions), ANPR needs to help.
- OPM issues can't be ignored. There is a reason why the system works the way it does, and we can't put those kinds of changes in place.

- **TASK – Follow up with Pat Casey (HR Specialist in WASO) about writing a letter or newsletter on Mike Reynolds' behalf – Colleen.**

Seasonal Issues – Lauren

- Interested in helping Kat with mentoring and Ken with professional issues, since these both overlap with seasonal issues.
- Interested in helping with Facebook posting.
- **TASK – Work on getting information for seasonals to feature on the website this week (rotating featured members) – Lauren.**

Fundraising – Seth

- Fall fundraising drive is coming up.
- DOI credit union has approached us with possibility of partnering.
 - Have hinted that they may be willing to advertise more if we partner with them.
 - Erika made motion to move forward.
 - **TASK – Follow up with DOI credit union contact, Lionel Turner, to write something for Ranger or newsletter about possible partnership – Colleen.**

Membership – Alison

- Increase in membership this year.
- 887 total, 407 annual, and 480 life members. Used to have calendar year only membership (Jan-Dec), and now we offer full year, no matter when you join.
- Reasons people are joining – visiting national parks, looking for information on jobs, former members, usa jobs.
- August and September – 16 memberships paid for by NPS (from supervisors as gifts for good work).
- We are coming up to our renewal season. Wild apricot will send reminders. Alison may ask for help to test out.

Business Office – Alison

- Sherry helped quite a bit in getting website set up. Alison would like for Sherry to remain on retainer. It would be good to have someone who could make professional materials (Rendezvous poster, program). Suggested \$500/year.
- Lauren motioned, Tom seconded.
- Looking at ways to reduce credit card fees.
 - Eliminate master account.
 - We are going through Paypal now, not as easy to track, but cheaper, and preferred as we don't have to deal with people's credit card information.
 - Square – can type numbers on the phone, rates are low, 2.5%
- To reduce administrative costs, we are trying to push work out to board members.

- Tom and Alison are working on getting taxes done, deadline extended to Nov 15th.

Oral History – Alison

- Last year, we reached our goal of conducting 50 interviews. 25 were conducted last year.
- LuAnn Jones was able to get Centennial funds (\$5K) to transcribe ANPR interviews. They have all been transcribed. Erika sent thank you to Stephanie Toothman for giving this money.
- About 6 interviews will be conducted during this Rendezvous. Intern working for ANPR, Annalisa Skeen, conducted interviews, transcribed, wrote excerpt in most recent Ranger. Working on putting things online.

Personnel Changes – Erika

- Craig Obey – NPCA for 12 years, good friend of ANPR, taken a job with American Families.
- Jeff Ohlfs is finishing his term as representative to IRF. ANPR is largest member of IRF. Andrew Mizesak has volunteered to take on that role. He'll be on the advisory group, involved in planning. His primary task is to be communication arm between IRF and WRC

Elections – Erika

- President-elect
- Fundraising
- Membership
- **TASK – Reach out to others – ALL.**

World Ranger Congress – Bob Krumenaker and Bruce McKeeman

- Thank you for \$6K loan last year.
- Planning is going very well. We have 20-30 people on planning committee.
- Program fairly well established.
- Jon Jarvis finally agreed to attend.
- *Shelton Johnson* has made commitment to speak on first morning, perhaps sharing platform with Secretary Jewell.
- *Harvey Locke* gave keynote at George Wright. He emphasizes the need to save 50% of planet to save humanity.
- *Terry Tempest Williams* will speak on the last day of the Congress. She's writing a book on national parks. It won't be published in time, but we are working with her agent to see if we can buy advanced copies or provide an insert that she could sign.
- Meg Weesner and Rebecca Harriett are looking at 75 conference proposals, 1/3 of those from North America.

- Contracted with George Wright to handle conference registration.
- Break even number is 200, and we are targeting 310-400. We're optimistic that we'll get that number.
- 17 of 38 ANPR slots have been filled.
- We don't know how many delegates we're going to have. It depends on how many delegates the other North American ranger associations are planning to send. After Jan 1st, we'll get a better sense if the other North American associations will use their quotas.
- Film *Virunga* has agreed to sponsor WRC. (Trailer showed last year at Rendezvous). We received an inquiry from the State Department about what they can do to help those rangers.
- USFWS – Heroes in the Forest are providing money to families of those rangers who were killed in line of duty.
- \$96K cooperative agreement with Colorado State. 17.5% is overhead for agreement. Other money will go toward scholarships for combined CSU training for international delegates and WRC. Won't off-set costs, but will be used toward direct scholarships and buying equipment (4 LCD projectors, simultaneous language translation).
- Possible that Thin Green Line Foundation will fund. Interest from lots of potential funders but no commitments yet.
- Ultimately, we will not lose money. ANPR will have lots of money after all the bills have been paid. Money may be used for future ranger conferences or providing scholarships. We have no further financial obligations to IRF, but we could choose to provide money to IRF.
- **Looking for helpers.** Helpers will get 50% off of registration fee. Translators will get 100% off as it will be a full-time job. To apply to be a translator, email Yvette.wrc8@gmail.com
- List of volunteer opportunities is not exclusive. Work in progress. Let us know if you have other ideas.
- Delegates will pay about \$1,000, not including travel.
- Not yet an approved conference so can't use travel authorization or go on work time. It would be great if we could be paid for being there. At beginning and ending of conference, there will be a chance for everyone to wear their uniform.
- **What is a delegate?** This is a Congress, not a conference. Each delegate is a representative of ANPR and expected to participate in discussion that leads to a resolution at the end of the Congress.
- Encourage as many ANPR members, and especially board members, to participate. Great opportunity to find commonality in what we do, even with different political regimes, different wildlife, etc. Really puts things into perspective.
- World Wide Conservation – build a network worldwide, build friends worldwide, least expensive way to get involved internationally.

Fundraising for WRC – Bruce

- Sharon Stevens is now our fundraiser. We are paying her \$50/hour. Sharon will focus time on outdoor retail winter market, professional product expo in SLC in January. Will have folks talk to these vendors (173 conversation groups and friends groups) to look for donations and sponsorships
- Social media campaign in November.
- Brought in \$45K, available in working capital, \$7K is avail funds for scholarships, plus \$13K avail from CSU. So \$20K available to help bring others.
- Donation of stock, 2 apple shares, and 3 Disney shares
- Registration form has tick box to donate to help bring delegates to the Congress (\$1,400 so far)
- One Percent for the Planet – Bruce is working on the application. If accepted, ANPR would be one of the organizations that people can choose to donate to.
- Alison and Tom requested access to WRC account. With exhibitor money coming in, it will be easier to have account in same bank.
- Jody Mabery interested in supporting the Congress. Interviewed Pete Clary, a ranger in Australia, full 10 minutes on WRC (Jamie Richards working on getting this on social media).
- Exploring partnerships. One possibility is National Parks Traveler, run by Kurt Repanshek.
- Jamie is working on developing content for youtube. We could use more thinking on social media. We're open to suggestions.
- WRC will operate under a modified incident command structure. Still looking for 1) *Planning Section Chief* – documentation, check in, report that we owe IRF, and 2) *Deputy IC* – run meetings so Bob can be more strategic.
- Bob – date of next applicant deadline for delegates is Nov 30, and the final deadline is March 1st. If you want to go, apply now!
- **TASK – Apply for WRC – All.**

Finances – Tom Banks

- **Cash accounts total** – \$65k (\$77k including World Ranger Congress). Details follow:
- Savings – \$42k
- Rick Gale Fund – \$2k.
- World Ranger Congress \$12k
- IRF dependents fund – \$6k
- Wells Fargo checking – \$22k
- **Profit loss statement** from April 1 through Oct 21.
 - 24K income last year.
 - About ½ that this year.

- Expenses from same dates.
- **Please see Tom's Powerpoint attached for exact figures.**

Additional Finances – Alison

- Last year we made a profit, and this year we're in negative, but we could be just about even after fall fundraising campaign and Rendezvous raffle.
- We've switched printers twice. We now have a printer in Wisconsin.
- Emphasized the importance of getting members and donations.
- Fall fundraising campaign – We made more last year than in the past, perhaps because Teresa was leaving, and people may have been making a donation in her honor.
- Ann has put together a rate sheet for advertisers in Ranger. Advertising is where we might be able to see more profit.
- Let Seth know if you have suggestions for the fall fund campaign. Let's keep ANPR strong so we can support the NPS into the next century.

Talk to Tom or Alison if you'd like additional details on ANPR's finances.

Possible Initiative – Tom

Funding for Firefighting too high?

- Idea is to get Forest Service, NPS, peer group, alumni, etc. together and discuss how to re-allocate money. Could we come together and advocate for priorities of the National Park Service?
- ANPR could write a position paper.
- Proceed cautiously because of political sensitivities. Firefighters are afraid of losing their jobs. Wades into the area of a legislative solution.
- Not about pitting people against firefighters, but we're living in world of shrinking budgets at same time that Congress is allowing separate account for fire.
- Advocacy role – Jobs are being cut, and then lots of money wasted on firefighting.
- This is a huge issue, involving Congress and the public. We should be on the leading edge of this thing. We would support Congress allocating money to the land agencies.
- Ability to speak as an association to what we think might be good.
- Erika said that what we're really concerned about is that there are cuts in employees, and want to talk about the needs of the parks. More positive spin.
- Ed Rizzotto said that the Coalition is spending lots of time writing position papers. They are in better position as they are retired.
- **TASK – Work with Coalition and write an article to submit for peer review – Tom.**

Wrap-Up – Erika

- Reviewed schedule for the week.

- Requested that we each meet 5 new people while we're here. Make a point of meeting new people.

Seth motioned to adjourn.

Cadence seconded the motion.

Meeting adjourned 5:16pm.