

Association of National Park Rangers
Board of Directors Meeting
MINUTES

MAY 26, 2020

530pm PT, 630pm MT, 730pm CT, 830pm ET

Zoom Video Conference

Backup:

- Phone number: 605-313-4812
- Password: 873615#

----- AGENDA TOPICS -----

Attendance (Secretary)

- Members Present: Bill, Paul, Jan, Kayla, Rebecca, Lauren D., Jonathan, Chris, Elsa, Jeanette
- Members Absent: Lauren K., Reghan, Tim;
- Others: Meg (late)

Approval of Minutes from the previous BoD meeting(s) (President):

- Motion to approve the April 28, 2020 BOD meeting minutes by Jonathan; seconded by Bill. No discussion; unanimous approval.

Treasurer's Report:

- Financial reports for the month of April distributed to BOD. No unusual activity or issues to be discussed. Bill stated there would be a quarterly report for April, May, June after July 1.

Old Business (President):

- Amendments to By-Laws (with reference to proposed changes distributed to BOD on 5/16/20) (Wade):
 - Wade moved to lift the motion from the table on Article IV, Section B (Membership) and vote on the original motion. Lauren D. second. Motion approved by unanimous vote to lift the tabled issue on membership and vote on the original motion.
 - The original motion of what defines an ANPR "Active Member" of NPS employees (current, passed or retired) and volunteers was defeated 2-7 with no abstentions.
 - Vote to retain the language that defines an ANPR "Active Member" as "any person interested in the purposes and goals of the ANPR. Active Members include both members who pay annual dues and life members" and changing "Sustaining member" to "Supporting member" passed 7-1 with one abstention.

- Wade moved to accept the proposed language removing references to the Past President position in Article IX, Section A-3 (Duties of the Board) and associated “housekeeping” changes. Jonathan second. Discussion followed about reasoning for this change. Current policy requires a “President/Past President” to commit to six years of service on the BOD. This is a huge commitment to ask of anyone and has hindered recruitment efforts for candidates.
After discussion, motion carried unanimously with the understanding that a past president would still work with the in-coming President for a smooth transition.
- Wade moved to accept the proposed language pertaining to the qualifications of the BOD added to Article XI, Section B(3)(a). Lauren D. second. Proposed motion defines who can serve on the ANPR BOD. Motion passed unanimously.
- Wade moved to accept the proposed “succession” provision added to Article IX, Section L.: Rebecca second. Motion is that the BOD for Strategic Planning will assume the duties of the President in his/her absence. Motion passed 8-0 with one abstention.
- Wade moved to accept the deletion of the last section in Article X (removal of members of the BOD) because it is already covered in Article VIII, Section D(8). Jeannette second. Motion passed unanimously.
- Wade moved to accept the proposal to revise the election process deadlines in Article XI. Lauren D. second. Motion would shorten BOD elections from 30 to 15 days so that a new BOD could be seated by January 1. Discussion followed concerning getting mail-in ballots to members in remote locations like Alaska. Recommended that voting move to on-line. Motion passed 5-4 with no abstentions.
- Wade moved to accept any other “housekeeping” changes associated with any of the above Amendments that are approved by the BOD. Rebecca second. Motion passed unanimously.
- Next month the Membership work group will make recommendations regarding up-dated membership dues.
- Status of super-raffle (Wade):
 - Ree Nancarrow will donate a quilt wall hanging (worth \$600)
 - Paul will donate a stained glass rendition of the NPS Arrowhead (worth \$500)
 - Jeanette’s sister will donate 3-4 night stay at her New Orleans Airbnb; Jeanette may throw in dinner for two at an amazing Cajun restaurant
 - Discussion followed about the lack of a “Big Ticket” item to draw-in participants. Bill proposes a possible “roll-your-own trip” which ANPR would purchase. Winner could opt for the trip or cash. This type of prize has been successfully offered before during Super Raffles. Two thousand dollars has been budgeted for the Super Raffle. Paul made a motion, Rebecca second, that the committee move forward with this “roll-your-own-trip” idea, not to exceed \$2000 of ANPR funds. Motion passed

unanimously. Bill will follow-up with a travel contact. Would like to start promoting the Super Raffle by early June.

- The Ford Ranger pick-up truck prize is still being pursued by the Fundraising committee. Super Raffle items can always be added so keep looking for prizes. Super Raffle will occur regardless of Ranger Rendezvous status.

New Business (President):

- (Elsa) Does anyone have suggestions for use of ANPR stickers right now? Does anyone desire stickers to be mailed to them? Recommended and approved that stickers be sent to new ANPR members and donors. Elsa will contact Reghan about adding to new member packages that she is currently working on. If anyone needs stickers to help promote ANPR, please let Elsa know and she will mail you some.
- Jeanette reported that the Spring Fundraiser still has a few days left with over \$8000 raised so far, including over \$3000 made from “Couch Ranger/COVID-19” T-shirts & badges. Most funds came in for the Supernaugh Fund and General Operations. Jeanette would like to promote the Rick Gale Fund (oral history project) by posting some photos of women members in NPS uniform since this year’s project (in partnership with NPS) focuses on women employees. She would like those photographs by tomorrow 5/27/2020.
- (Chris) Would ANPR be allowed to use Supernaugh funds to cover the registration fees (not the travel costs) for RR43 for any seasonal whose season was either cut short or outright cut? Historically funds went 100% to the travel costs of attendees and there was no added addition for their registration.
 - Attendance at Rendezvous certainly has a marginal cost so I’m asking if funds from the Supernaugh program could be used to offset this cost to ANPR while also increasing the number of seasonals in attendance?
 - I searched through Google Drive but I don’t have any documents related to the actual
 - Board decided to wait on approving this request until the status of RR has been decided the first of August. Don’t lose this idea for RR gift registration.
- (Lauren DeGennaro) Does the board support offering free digital memberships to all seasonals who’ve been displaced from jobs due to COVID-19?
 - ANPR has received a \$500 donation to support this effort, and we would solicit additional donations that ANPR would “match” in order to make sure everyone who applied would have the opportunity to participate.
 - Bill made a motion to offer free one-year, digital memberships to displaced seasonals due to COVID-19; Rebecca second. Motion passed unanimously.
 - Chris, Lauren, Elsa and Reghan will design the message & mechanism to promote this ANPR offer. Maybe ask from what park they were “jilted”? Keep it simple for both ANPR and the recipients.

Reports:

[NOTE: Reports should be entered by each member or committee **at least 7 days prior to the BOD meeting**. Reports should focus primarily on status related to strategic plan action items. If any decision is needed by the BOD related to the report, it should be so indicated by:

- **DECISION NEEDED:** (with description of the needed decision) which will then be added to New Business in the MINUTES with action taken. See brief example below under President's Report.

All members should read this agenda prior to the BOD meeting. Reports will not be discussed at the BOD meeting except for: 1) any last-minute updates to the report since it was entered, 2) any questions anyone has about the report, or 3) any decisions needed.]

Paul emphasized the above statement and reminded board members to look at their assigned work plans. Up-dates (tasks achieved or delayed) to the work plan should be sent to Jonathan. Any major changes to assignments should be discussed with Paul.

- **President:**
 - Asked Bill Wade to contact Barbara Goodman to identify an entity in Jacksonville that can provide non-profit Board Member training for us at the pre-Rendezvous Board Meeting.
 - (Wade): Barbara has contacted a foundation in Jacksonville that does this kind of training, but has had no recent response (e.g., quote) from them due to everyone being unavailable due to COVID-19. She will continue to monitor.
 - Made several successful contacts for donating prizes for the Super Raffle
 - Provided information and support to John Leonard in producing the YouTube video for the Fallen Police Officers' Memorial Day.
 - Scheduling a meeting with the new Associate Director for Visitor and Resource Protection to discuss our issues.
 - Established the 2020 Election Committee with Bill Pierce as the chair. If you know of any interested, willing and qualified candidates for the upcoming BOD positions, please get Bill their contact information.
- **Secretary:** Rebecca taking minutes for Lauren.
- **Treasurer:**
 - Negotiated contract with new Ranger Magazine editor/publisher. She will "EOD" part-time on August 1 for transition activities involving Fall Issue of Ranger and be paid \$1000 for this transition. She will "EOD" full-time on November 1 to begin work on the Winter Issue of Ranger and stipend will be \$3000 per issue. She will work with Ann Dee and Sherry between now and August 1 as they are available.
 - Initiated action with pro bono counsel to renew the trademark (for another 10 years) on the ANPR logo.
- **Past President:**
- **Business Manager:**
 - Working on fulfilling the Jr Ranger badge and T-Shirt orders. Project will be completed by tomorrow (5/27) and I've removed the order form from our website.

Jonathan has requested an article for the website summarizing the project so I will work with him on that. In total we donated \$926.45 to Project C.U.R.E. and raised \$3,886.70 for the Supernaugh Fund which has been added to the Spring Campaign Donations.

- As of 5/26 the Spring Fundraising Campaign has taken in \$8,096.97. I've worked with Jeanette, Reghan, and Jan to ensure that they have the financial info they need to report on the success of this campaign.
- My main project for the remainder of the week will be to set up the Registration form for Rendezvous 43.
- RR43 Manager:
 - At our RR43 Management Meeting on 5/16, we reviewed progress on RR planning. All is progressing well. Still some "open slots" for breakout sessions. We plan to open registration on June 1. We changed the date for the "go-no go" decision on the RR from August 10 to August 1.
 - Proposal being discussed to not open applications for Supernaugh Scholars until August 1 - assuming the RR is a "go."
- Education and Training:
 - Mentor Program follow up emails to applicants who did not respond to introduction email (x4), introduction emails(x2)
 - Emails requesting participation: interview videos with folks in various NPS positions(Maintenance, Dispatch, VRP, Interp/Education, USPP). Use for future ANPR Youtube compilation, Positions reference video etc.
 - Completed interview with Unity College student studying Wildlife Biology for career project
 - Follow up emails: strategic plan (education and training)
- Fundraising:
 - Wrote letter to my U. S. Congressman asking him to support Federal Retirement Fairness Act
 - worked with Bill to update ANPR profile on One Percent for the Planet's website
 - Sent thank yous to everyone who's donated to spring fundraiser
 - Found someone to serve on elections committee
 - Asked several people to donate items for super raffle
 - Researched ford dealerships in Jacksonville, read about Ford Fund (Foundation), drafted a letter to Ford Advertising Board asking for a Ranger pickup
 - Held fundraising committee meeting on 5/12/20
 - listen to fundraising podcasts, webinars
- Internal Communications:
 - Finalized ANPR logo artwork with artist and ordered/received 400 ANPR logo stickers from Sticker Mule.
- Membership Services:
 - Connected three members with Outdoor Prolink prodeals

- Sent out renewal reminder for annual memberships
- Continued creating Facebook posts pertaining to spring fundraiser
- Attended fundraising committee meeting; listened to a grant writing webinar
- Working on finding the owner of a NPS tie pin found in Costa Rica
- Attended bylaws committee meeting

- Professional Issues:
 - Received a correspondence regarding NPS Housing not meeting CDC guidelines
 - Jonathan took it as he had contacts with the park involved
 - Mental Health First Aid: First Responder is confirmed for RR with a \$25 attendance fee for up to 25 students
- Seasonal Perspectives:
 - Campaign to engage seasonals that lost their jobs, or their offer was rescinded, due to COVID-19

- Government Affairs:
 - “Attended” on-line hearing of the House Committee on Natural Resources about DOI’s response to the COVID-19 pandemic. NPS was mentioned briefly for remaining open when other venues were closing. The Secretary was criticized for waiving entrance fees encouraging more visitors to visit national parks during the initial outbreak.
 - Researched H.R. 6733 “Federal Frontline Workers Leave Protection Act” which “would allow federal employees whose work is part of the COVID-19 response effort to roll over all of their unused leave to 2021.” Has been referred to the House Committee on Oversight and Reform. No hearings scheduled.

- Strategic Planning:
 - Worked on by-law committee and shared material with Elsa, Reghan, and Jeannette for sticker production and fund-raising work respectively.
 - Provided training to PIO trainees on strategic messaging.
 - Begun revisiting strategic plan and work plans to ensure we are meeting goals.
 - Coordinated with fund-raising committee regarding appeal to Ford Motor Company regarding possible Ranger donation.
 - Coordinated with Lauren DeGennaro regarding possible appeals to engage seasonal a who've been displaced from jobs due to COVID-19.

- IRF Liaison: I’ve been in contact with Andy Wright, the IRF North American representative. He works for Tennessee State Parks. He reports that IRF will be having an executive meeting soon and he will let me know the plans for World Ranger Day July 31 in this year of the pandemic. Rangers all over the world are affected.

Adjourn: Meeting adjourned at 9:52 pm EDST

Next Reports due: June 16, 2020

Next meeting: JUNE 23, 2020

