

Association of National Park Rangers

Board of Directors Meeting

MINUTES

February 23, 2021

Time of BOD Meeting – 5:30 PT, 6:30 MT, 7:30 CT, 8:30 ET
ZOOM Video Conference

Attendance (Secretary)

- Members Present: Bill, Tim, Paul, Jeanette, Lauren D., Lauren K., Tom, Jan, Elsa, Rebecca, Jonathan
- Members Absent: Reghan
- Others: Meg Wessner, Chris Reinhardt

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

- Motion to approve Jan. Minutes - Bill, Second - Rebecca; passes unanimously

Treasurer's Report:

- With reference to the financial documents distributed a couple weeks ago. As of end of January:
 - Balances:
 - Cash in bank = ~\$50,390
 - Vanguard = ~\$180,110
 - P&L:
 - Net loss for the month was \$3800+. Biggest expense (\$4500) was wages.
 - Budget: still looks positive, projected \$16K actual over budget; primarily because donations and sales actual income is significantly over budget.
- Draft budget for FY22 (April 1, 2021 - March 31, 2022) will be prepared for discussion at the next board meeting. **Any anticipated revenue or expenses from BOD members or committees need to be submitted to Treasurer by March 15.**

Old Business (President):

- None

New Business (President):

- (Wade): We currently have a restricted fund that we've been calling the "World Ranger Congress and International Ranger Federation Fund." The purpose is to provide scholarships for US and Latin American rangers to attend the World Ranger Congress, and to provide periodic contributions to the families of Latin American rangers killed in the line of duty.
 - Motion by Wade: Rename this fund "The Rick Smith Honorary International Fund."

- Discussion: Rick was the second President of ANPR and went on to become President of the International Ranger Federation and continues to be very supportive of Latin American rangers.
 - Second by Jeanette
 - Discussion: Is and will be an ANPR fund (vs. CSPRA foundation fund we have contributed to in the past)
 - Money reaches International Fund from specified donations like Supernaugh or Rick Gale, etc. - large chunk of current balance from WRC Estes profits
 - Vote passes unanimously - Paul will notify Rick Smith
- (Jeanette): Spring fundraising dates need to be set. We discussed at the February fundraising meeting beginning the drive before April 15 so people might contribute in time to count towards 2020 taxes. Last year's spring fundraiser was April 15 - May 31. What does the BOD think?
 - (Chris) Unless I'm mistaken, donations are calendar year. So regardless of when this starts, all donations would be in 2021
 - (Chris) The CARES Act allows for a further \$300 above the line deductions for charitable giving in 2021 per "tax unit" which for some reason is different from 2020. So I'm seeing that couples filing jointly can deduct \$600 in 2021.
 - <https://www.aarp.org/money/taxes/info-2020/how-to-deduct-2020-charity-donations.html>
 - Discussion: April 15- May 31 is good time frame to use tax refund and possible stimulus check time, ties in with National Park Week
 - Chris working on updating Donations webpage to reflect new Ways to Support ANPR, buttons, and new recurring donation option
 - Last year successful so let's try to repeat
 - Jeanette and committee will work up wording/advertising for fundraiser - encourage donations for General Operations (unrestricted), but designated funds will be options
 - Next fundraising committee meeting on March 9th
- Fundraising: Start soliciting donations for Super Raffle again, live on May 1st
- (Paul): Discussion/Decision: Should ANPR draft a letter to the Congressional representatives regarding the USA Hire Assessments that each of our concerned members could modify and send to their respective representatives? Should we post it on the website or email to our members for their action?
 - Letter has been sent to NPS/DOI
 - (Chris): DRAFT PAGE: <https://anpr.org/release/2021/0219.php>
 - (Rebecca) Recommend that ANPR post letter sent to DOI/NPS regarding this issue, then individual members can adapt with their own individual experience with the assessment for their members of Congress. Commenting on issues of concern to constituents is easy now on Congressional members websites.
 - Discussion: Order from OPM to use assessment and issue is how NPS/DOI implementing it with USA Hire - so not legislative issue/resolution, but hopefully congressional members, maybe even oversight committee, can weigh in to avoid these flawed assessments making hiring more difficult

- Paul suggest Bill and Rebecca write letter template that people can use to write members of congress for Chris to post to website, link on social media/newsletter
 - Jonathan suggests ANPR compile comments rather than encouraging individuals letters?
 - Either way, BOD should move forward with issue
 - Clarify: Secondary Assessment ok, USA Hire at issue - other acceptable secondary is subject matter expert (ANPR qualifies) or add 6 relevant question mode
 - Form letter should be tailored to/added to by individual with personal details about how it negatively impacts them
 - Connect issue link on website for people to add comments, use our letter to NPS/DOI, use form letter to write Congress
- Decision: No opposition to posting letter
- (Wade and Shafer): Review of original plan for RR 45 in 2023 and approve or modify.
 - Consider plans for whether to take Rendezvous to the upper midwest or to Bar Harbor/Schoodic Institute
 - Discussion: Maine/NE still supported, fall color season competition?, rooms available at Schoodic but limited number and style
 - Upper midwest? - Travers City (SLBE) or Cleveland (CUYA)
 - Motion to Focus on Bar Harbor/NE - Tom, Second - Rebecca; passes unanimously
 - Jackson WY target for 50th anniversary

Reports:

- President:
 - The North American Rangers Forum (an informal subgroup of the IRF) is holding their second quarterly meeting on April 1 at 4pm CDT. Anyone on the Board who is interested is welcome to attend. Let me know if you want to be included and I will get you a zoom invite.
 - Worked with Rebecca Harriet and Bill Wade on a letter to the DOI regarding the hiring assessments.
 - Wrote an introduction to the memo from the AD Workforce and Inclusion regarding retaining Park Ranger LE's in the GS 0025 job series.
 - Worked with *Ranger* Editor to finalize a number of articles for the Spring issue.
- Secretary:
 - January Retreat minutes from ZOOM recording - thanks Bill!
 - Will forward FLEOA email to BOD asking for 0025/1800 comments
- Treasurer: Nothing additional.
- Past President: Nothing to report.
- Business Manager:

- Rolled out the renovated ANPR.org, a more organized and mobile friendly site!
 - It would be a huge help if you could get impressions from new people on the layout. Having been the one putting it together it's incredibly difficult to find out if anything on it is laid out in a non-obvious way.

- Added a number of new pages to the site:
 - Homepage
 - <https://anpr.org>
 - **There are three text boxes on our homepage. These ideally won't stay static. If anyone can provide new content for these spaces at any time, that would be great!**
 - An **About Us** Landing Page
 - <https://anpr.org/about/>
 - Archives
 - <https://anpr.org/about/archives.php>
 - Bill Pierce's Leadership Column
 - <https://anpr.org/media/lead/>
 - Member portal users can access with the email tied to their ANPR Account
 - <https://anpr.org/members/>
 - Currently this page is pretty spartan. What sorts of things do you think we can add that would create more value here?
 - I'd like to get a page like this together for members of the board as well with things like direct links to the member list etc
 - Recurring Monthly Donations Page:
 - <https://anpr.org/donate/recurring.php>
 - *Thank you to everyone who's provided content and I hope we can continue to post more going forward!!!*

- RR44 Manager:
 - Management team met on 2/20 and planning has begun. Still looking for a few people to fill certain "slots" in the team.
 - Contract for RR44 in Tucson has been signed as discussed during the last Board meeting.

- Education and Training:
 - Training survey is ready to be posted to Facebook
 - Met twice with Demmy Vigil regarding outreach for RR44 trainings
 - Chris has updated the mentor page on ANPR.org
 - Met with Bill Wade regarding leadership training webinars between now & RR44

- Fundraising:
 - Led a fundraising meeting on Feb. 9

- Followed up with NPF in getting the \$2500 check mailed to Chris (for helping to fund spring issue of *Ranger*)
 - Drafted a thank you letter which will be sent to all donors - dual thank you/receipt
 - Sent thank you emails to all donors
 - Going to attend zoom RR planning meeting on Feb. 20
- Internal Communications: Nothing additional.
- Membership Services:
 - Connected with five members regarding renewing memberships/pro-deals
 - Updated content for the website
- Professional Issues:
 - Reviewed ANPR statement regarding cancellation of 0025/1801 conversion
 - Reached out to Melissa regarding assisting with *Ranger* author recruitment
 - Contacted HR rep who provided training on USAHire about contributing to an article for the Summer issue
 - Created a survey regarding NPS Housing to add to Tom's training survey
- Seasonal Perspectives:
 - Responded to inquiries about seasonal hiring timeline
 - Looked into LE Direct to FLETC hiring initiative. Does anyone have more information?
 - Discussion: Janet Kelleher (COLM) coordinating effort to direct hire 24 diverse candidates, mostly border parks
- Government Affairs:
 - Researched Executive Order 13932 on Modernizing and Reforming the Assessment and Hiring of Federal Job Candidates, June 26, 2020 and DOI Supplemental Guidance to E.O. 13932 and Personnel Bulletin 20-21 for implementation being Dec. 24, 2020.
 - The main point of concern is the USA Hire secondary assessment being used to evaluate applicants. It appears to be a general cognitive test instead of one that validates skills and abilities to do the job.
 - Drafted a letter in consultation with Paul, Bill and Chris to be sent to DOI and the NPS expressing concerns about the implementation of this secondary assessment.
 - Researched H.R. 1256 - First Responders Fair RETIRE Act - Introduced 2/14/19; This bill "allows federal first responders to remain in the accelerated retirement system if they are placed in another civil service position outside of that system after returning to work from a work-related injury or illness"
- Strategic Planning:
 - Assisted Chris Reinhardt with web development by editing and providing new content.

- Reviewed releases regarding 1801-0025 conversion, USAHire, and Presidential Transition.
- Met with RR 44 planning committee led by Bill Wade.
 - Shafer will serve as operations section chief.
- IRF Liaison:
 - Have established an International Committee with four members to start and more potential members - thanks to Rick Smith (former ANPR and IRF president), Claire Shields (Ranger Relief program), and Rebecca Harriett (former IRF Liaison for ANPR).
 - Working to schedule a Zoom meeting to set goals and priorities for International Committee.
 - Planning to recruit 2 to 6 additional volunteers for the International Committee - I have a few ideas and would welcome others..

Adjourn: 8:05 PM MT

Next meeting: March 23, 2021