



New Hampshire Fish and Game Department

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Stephanie L. Simek, Ph.D.
Executive Director

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September 11, 2025

Her Excellency, Governor Kelly A. Ayotte
and the Honorable Council
State House
Concord, New Hampshire 03301

REQUESTED ACTION

Pursuant to MOP 1301, VI (D), authorize the New Hampshire Fish and Game Department to allow the Wildlife Division Chief, Dan Bergeron and Supervisor of Marine Programs, Renee Zobel to travel over 300 miles, one way, in a state vehicle in the amount of \$7,727.36 to Shepherdstown, WV to participate in the Northeast Conservation Leadership Program from October 5 through October 11, 2025 upon Governor and Executive Council approval. Funding is 100% Revolving Funds.

Funding is available in the following account:

03 75 75 750020 FISH AND GAME COMMISSION-Gifts and Donations

20-07500-21130000-Gifts-Donations Account	<u>FY26</u>
080-500710 – Out of State Travel Reimbursement	\$7,727.36

EXPLANATION

New Hampshire Fish and Game is requesting permission for the Wildlife Division Chief and Supervisor of Marine Programs to attend the Northeast Association of Fish and Wildlife Agencies: Northeast Conservation Leadership Program for the first of two residencies held in Shepherdstown, WV, via state vehicle; a request for the second residency in Andover, NJ will be submitted at a later date for the anticipated March 2026 travel, via state vehicle. These staff are accepted nominees in this leadership program, which accepts only 13 members from state agencies each year. The program provides conservation professionals with an extraordinary leadership learning experience and brings together a diverse group of conservation professionals from across the region to learn how adaptive leadership approaches can enhance wildlife and habitat management. The knowledge gained will help graduates manage their respective divisions in a more effective and efficient way and better address emerging conservation issues in the state and across the region.

We are requesting that staff be allowed to drive instead of fly 533 miles, one-way. The total cost for flying, including staff time, would be \$3,127.57 versus \$2,401.90 for driving, resulting in a savings of \$725.67. Please see attached cost comparison spreadsheet and meeting agenda.

Respectfully submitted,

Stephanie L. Simek, Ph.D.
Executive Director

Kathy Ann LaBonte
Chief, Business Division

REQUEST FOR AUTHORIZATION FOR OUT-OF-STATE TRAVEL

Date: 9/11/2025

TO THE HONORABLE GOVERNOR & COUNCIL:

The Department of Fish and Game requests permission for 2 employees or their designees to travel to Shepherdstown, WV for 7 days of out-of-state travel status 10/05/25 to 10/11/25 between the dates of _____

Conference/Workshop/Seminar Title

Northeast Association of Fish and Wildlife Agencies: Northeast Conservation Leadership Program

Purpose of Travel

The Fish and Game Department requests a waiver from MOP 1301, VI, D, which requires travel outside a 300 mile radius by tourist class air passage and authorization for two Department staff to travel to Shepherdstown, WV. These staff are accepted nominees in this leadership program which accepts only 13 members from state agencies each year. Each individual was identified by the Department as a leader within the Fish and Wildlife manager space to invest in and had to complete an extensive application process. In natural resource agencies it's not uncommon for field biologists who are good at their job to be promoted into supervisory and leadership positions. This is an intensive leadership program to grow participants skills to help manage their respective divisions in a more effective and efficient way. The benefits of a strong and skilled leader are more productive teams, higher quality work products, better office cultures/morale, and less turnover. The program consists of two residencies. A 7-day residency in Shepherdstown, WV (which this request is for) and a 4-day residency in Andover, NJ. Costs are divided out based on the total cost of the course and associated per diem rates. The "registration fee" consists of the remaining program cost and represents the fee for the extensive training course.

Attendees and their Titles

- | | |
|---|----|
| 1. Dan Bergeron, Wildlife Division Chief | 3. |
| 2. Renee Zobel, Supervisor of Marine Programs | 4. |

Fiscal Information - Summary

<u>Objt</u>	<u>Description</u>	<u>Amount</u>		<u>Amount</u>
0710	Common Carriers	\$ _____	Appropriation of Out-of-State Travel	\$ <u>12,000.00</u>
0711	Per Diem in Lieu	\$ _____	Amount Expended to date	\$ <u>0.00</u>
0712	Meals	\$ <u>952.00</u>	Available Balance	\$ <u>12,000.00</u>
0713	Hotel	\$ <u>1,320.00</u>	Amount requested this authorization	\$ <u>7,727.36</u>
0714	Mileage	\$ _____	Estimated Balance Available	\$ <u>4,272.64</u>
0715	Operation State Car	\$ _____		
0717	Miscellaneous	\$ _____	Appropriation Code	<u>20</u> - <u>075</u> - <u>2113</u> - <u>080</u>
0719	Registration Fees	\$ <u>5,455.36</u>	Source of Funds	<u>100% Revolving Funds</u>
	Total	\$ <u>7,727.36</u>		

Authorized Signature



Stephanie L. Simek, Ph.D., Executive Director

**COMPARISON OF AIR TRAVEL VS. STATE VEHICLE
TO SHEPHERDSTOWN, WV**

AIR TRAVEL		STATE VEHICLE TRAVEL	
(Boston to Shepherdstown, WV and return)		Concord, NH to Shepherdstown, WV	
Airfare	\$1,019.44	533 miles one-way	
Baggage fees	\$160.00		
Airport parking	\$240.00		
Travel to airport (state vehicle)		State vehicle operation cost:	
140 mi x \$0.70 =	\$98.00	1,066 mi x \$0.70 =	\$746.20
CAR RENTAL (Included with airfare fee)		TOLLS (Estimate)	\$15.00
Rental car gas (Estimate)	\$15.00		
TRAVEL TIME FLY (INCLUDES TRAVEL TO/FROM AIRPORT, ROUNDTrip AIRPORT TIME, LAYOVERS, FLIGHT)		TOTAL DRIVE TIME	
17.5 Hrs. x \$91.15 =		9 hours one-way	
	\$1,595.13	18 Hrs. x \$91.15=	\$1,640.70
TOTAL TIME COST =	\$1,595.13	TOTAL TIME COST =	\$1,640.70
TOTAL AIR & RENTAL CAR TRAVEL COST =	\$1,532.44	TOTAL VEHICLE OPERATION COST =	\$761.20
TOTAL:	\$3,127.57	TOTAL:	\$2,401.90

Total Savings to State: \$725.67

The Fish and Game Department requests a waiver from MOP 1301, VI, D, which requires travel outside a 300 mile radius by tourist class air passage and authorization for Dan Bergeron and Renee Zobel to travel via State vehicle to Shepherdstown, WV.

Northeast Conservation Leadership Program

Purpose

Purpose Statement: To elevate conservation in the Northeast by building extraordinary leadership within our agencies & organizations. Through high-trust, shared learning experiences, program participants gain adaptive leadership skills, forming a network of professionals ready to tackle the region's conservation challenges.

Sunday 10/5/25 Welcome & Dinner

3:00pm Peer Coach Meeting

5:15 PM Peer Coaches and Staff at Commons/Gallery to set up

6:00 PM - 7:00 PM **Welcome Reception and Social**, Gallery / Commons

7:00 PM - 8:00 PM **Dinner**, Gallery / Commons

Monday 10/6/25 Adaptive Leadership Framework Day 1

Themes: Mindfulness, Technical Problems vs Adaptive Challenges, Distinguishing Leadership & Authority

7:15 AM Coach/Faculty Meeting

8:30 AM 8:45 AM **Welcome**
Deb, Elena?

8:45 AM 9:00 AM **Opening remarks & Mindful Leadership**
Deb Schlafmann

9:00 AM 10:00 AM **Introductions / Creating the Container**
Jill Hufnagel & Dale Caveny

Jill and Dale demo the introductions:

Individuals develop a long list of what they've changed their minds about and how we would see that mind change in action. Then have pairs diagnose what generated those changes. Intros in plenary after this: name, paid to do, 1 thing you have changed and a lever that generated that change

10:00 AM 10:30 AM Break

10:30 AM 12:00 PM **The Nature of Adaptation : Technical Problems & Adaptive Challenges**
Patterns of Nature of Adap

Jill debrief intros: what patterns did you notice during the intros?

Northeast Conservation Leadership Program

Teach piece on what generates adaptation & begin to scaffold the idea of adaptation as central to our work together and to the leadership framework we will learn and practice throughout the course

Tech vs Adaptive

Dale Caveny teaches T/A distinctions (Jill on balcony)

12:00 PM 1:00 PM **Lunch** : encourage peer groups to eat lunch together

1:00 PM 2:30 PM **Peer Group Meetings: Connection and Making Sense**, Dale

Breakout rooms

- What are we facing—as a community, a field, a region, that has adaptive elements?
- What are you personally facing that has adaptive elements?
- What are you facing that's adaptive inside this room?
- How do we begin our work here? What's our challenge(s) here?

2:30 PM 3:00 PM Break

3:00 PM 4:25 PM **Untangling Leadership & Authority**

Jill Hufnagel and Dale Caveny

CIP session that may open with: What do you want from me? OR This is a course in leadership, how would you like to use this last session together?

Do some teaching around authority, the role of authority, the connection to technical work—and then distinguish this from the activity of leadership

Give the work back to the group—disrupting their expectations for protection/order/direction from the front of the room

Coaches and balcony take notes about what happens in the group

4:25 4:30pm **Reflection practice** - where did you notice scarcity and abundance today?

Northeast Conservation Leadership Program

Tuesday 10/7/25 Getting on the Balcony Day 2

Themes: Getting on the Balcony, OII, Purpose, Holding Environment, Case Consultation Intro

7:15 AM Coach/Faculty Meeting

8:30 AM 8:45 AM **Mindfulness**
(Remind group, why might it be important for a mindfulness practice this morning after yesterday)

Peer coach

8:45 AM 10:00 AM **Getting on the Balcony & Exploring Factions**
Dale & Jill
Distinguish between leadership & authority from yesterday

Debrief using the group as the case and continuing to learn about authority/leadership based on what the group tried and learned during the final session of day one

10:00 AM 10:30 AM Break

10:30 AM 12:00 PM **(Observation, Interpretation, Intervention)**
Jill live model O-I-I
Public Case: Large Group Case Consultation demo(diagnostic)

Dale

12:00 PM 1:00 PM **Lunch**

1:00 PM 1:15 PM **Cohort Picture**

1:15 PM – 2:30 PM **Peer Groups Case Consultation Rounds (diagnostic x 2)**

2:30 PM 3:00 PM Break

3:00 PM 4:55 PM **Immunity to Change, Part One**

Jill

4:55 PM 5:00PM **Reflection practice**

Northeast Conservation Leadership Program

Wednesday 10/8/25 Immunity to Change Day 3

Themes: Immunity to Change

7:15 AM Coach/Faculty Meeting

8:30 AM 8:40 AM **Mindfulness**
Fellow

8:40 AM 10:00 AM **Immunity to Change II**
Jill Hufnagel

10:00 AM 10:30 AM Break

10:30 AM 12:00 PM **Immunity to Change III**
Jill Hufnagel

12:00 PM 1:00 PM **Lunch** (Jill says goodbye)

1:00 PM 2:30 PM **Immunity to Change: Reflections**
Peer Groups - use the group to exp and hold each other accountable on Immun. to change;
column 1 &3
Breakout rooms

2:30 PM 3:00 PM **Break**

3:00 PM 4:30 PM **Peer Group Case Consultation Round (diagnostic x 2)**
Breakout rooms
Reflections

Northeast Conservation Leadership Program

Thursday 10/9/25 Teambuilding, Case Consultation Day 4

Themes: Teambuilding, Emotional Intelligence

7:15 AM Coach/Faculty Meeting

8:00 AM 10:00 AM **Teambuilding**
Moose (Greg Cronin) and Team
Gymnasium

10:00 AM 10:30 AM Break in gymnasium

10:30 AM 12:00 PM **Teambuilding**
Moose and Team
Gymnasium

12:00 PM 1:00 PM Lunch

1:00 PM 2:30 PM **Emotional Intelligence**
Dale

2:30 PM 3:00 PM Break

3:00 PM 4:00 PM **Emotional Intelligence con't.**
End with **Reflection** -

4:00PM+ **Final Case Consultations - Diagnostics (x2)**
Peer groups schedule time at 4 or anytime they choose that evening
Breakout rooms

Northeast Conservation Leadership Program

Friday 10/10/25 Teambuilding, Case Consultation Day 5

Themes: Storytelling, Transitioning into the System

7:15 AM Coach/Faculty Meeting

8:30 AM 8:40 AM **Mindfulness**
Fellow

8:40 AM 10:00 AM **Storytelling**
Dale Caveny

10:00 AM 10:30 AM **Break**

10:30 AM 12:00 PM **Storytelling**
Dale Caveny

12:00PM 1:00 PM **Lunch**

1:00 PM 2:30 PM **Peer group mtg** - REFLECT + identify what's next (set up 4-8 meetings between residencies, knowing that these meetings will be a mix of intervention consultations and continued personal leadership capacity development based on their I2C experiments)

2:30 PM 3:00 PM Break

3:00 PM 5 PM **The Dangers of Leadership, Navigating Loss / Compassion**

Productive Zone of Disequilibrium

Dale

Staying Alive/Next Steps - Reflections!

Deb - Reflection - I used to think, now I think. At the beginning of the week I thought... now

OR perhaps to mirror the opening: What have you changed your mind about this week? Or relative to the work of leadership?

Northeast Conservation Leadership Program

7:00 PM 9:00 PM **Campfire / Coming to Circle**
Campfire Ring

Saturday 10/11/25 Travel Day

Safe travels!

Shuttle departs lodge at 8:30am. ??