



DIVISION OF FISHERIES & WILDLIFE

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MASS.GOV/MASSWILDLIFE

COMMONWEALTH OF MASSACHUSETTS DIVISION OF FISHERIES AND WILDLIFE FISHERIES AND WILDLIFE BOARD BUSINESS MEETING MINUTES

PRESENT: Steve Sears/Chair, Bob Durand/Vice Chair, Ernie Foster/Secretary, Sasha Dyer, John Organ, Matthew Sisk, Ron Amidon/Commissioner/DFG, Mark Tisa/Director, Jon Regosin/Deputy Director, Mike Huguenin/Assistant Director/Wildlife, Eve Schlueter/Assistant Director/NHESP, Trina Moruzzi/Assistant Director/Operations, Nicole McSweeney/Assistant Director/Outreach and Education, Todd Olanyk/Central Wildlife District Manager, Pat Huckery/Northeast Wildlife District Manager, Jason Zimmer/Southeast Wildlife District Manager, Andrew Madden/Western Wildlife District Manager, Joe Rogers/Conn. Valley Wildlife District Manager, Kevin Chaffee/CVWD Land Agent/DFG, Jennifer Sulla/General Counsel/DFG, Christine Smith/Assistant General Counsel/DFG, Lieutenant Mark Brighenti/OLE. PUBLIC: Steve LaRivee, Tony Schuko, Peter Bernard, Marion Larson, Susan Smiley, Jeff Miller

DATE: December 21, 2022

LOCATION: MassWildlife Field Headquarters, Westborough

Chair Sears opened the meeting at 9:05 a.m.

Acceptance of Minutes

A motion was made by Vice Chair Durand to accept the minutes from the November meeting as presented. The motion was seconded by Secretary Foster; the minutes were unanimously approved.

Chair's Comments

Chair Sears asked the Director to arrange half of the Board meetings in the coming year in each of the five districts, with one also at the State House, if possible. The Chair also stated that he wants to hold separate meetings of the Board for Board members to be able to talk about their goals and have a public dialogue. He stated that the additional meetings would most likely be held the same day as the monthly business meeting, and that he wants to start the process to improve the Board's work together as a team, noting that the business meeting is not the kind of setting for roundtable discussions. His goal is to learn how to work together in the best way possible.

Chair Sears also reported that he has received a request from hunters in Western Mass. to have bear included in a Youth hunt and asked staff to investigate the possibility.

Chair Sears then proposed a draft letter of welcome and congratulation to Governor-elect Maura Healey and presented copies to the Board members. He stated that the purpose of the letter is to invite Ms. Healey to engage with the Fisheries and Wildlife Board and MassWildlife staff and the work that it does. A discussion followed in which Mr. Durand opined that sending such a letter later, after the new administration has taken office, would be better; Mr. Sisk stated that the sooner the letter was sent the better. Mr. Durand explained that, with the change in administration, all the appointments that needed to be made, etc., it would be best to wait for February or even March. Mr. Sisk noted that being one of the few oversight boards in the state, it would be better to get in ahead of the rest.

Mr. Foster noted that the letter as drafted is already long and proposed that the Chair could send two letters, a short welcome letter now, then a longer letter in February or March, including information about the Cronin Building, given the increasing emphasis on climate and climate-change impacts. Mr. Durand reported that the governor-elect had already appointed a new climate czar and perhaps a similar letter could be sent to invite the new person to visit the Cronin Building, learn more about it, and encourage their engagement with the Board and the staff. Commissioner Amidon agreed and advised that the Chair send a congratulatory letter first, then an invitational letter later.

Mr. Foster so moved; Dr. Organ seconded; the vote in favor was unanimous.

Chair Sears reported a very interesting experience the previous week. He had been hunting behind his home in Dalton and came across an old moose bed. He continued to hunt and a half-hour later saw an enormous horn through the brush; the animal stood up and it was a moose. Chair Sears was within 30 feet of the animal, videoed it, and took pictures as it fed on hemlocks. He found it an amazing, once-in-a-lifetime experience.

The Chair then thanked the MassWildlife staff, the Commissioner, and the whole Board, stating that he was looking forward to working together in the coming years. He also offered his best wishes for the holidays and the new year to the meeting attendees.

Commissioner's Comments

Commissioner Amidon reported a meeting with the Central Mass. Chapter of Trout Unlimited (TU) and representatives of the DCR at the Quinepoxet Dam. The meeting discussed improving access between the dam and basin and the river. The partners agreed to apply for a TU Improve the Stream grant to create a fishing platform and remove invasive plants that choke that side of the river. Noting that the Central Mass. Chapter is enthusiastic, the Commissioner stated that the project should work out very well. He also reported that he has asked for a trust account for forestry proceeds at Birch Hill to fund continued work on habitat in the same place at a later date.

Director's Comments

Director Tisa stated that he was sorry to report that RAWA had failed in Congress. Director Tisa was pleased to share some good news about a \$5 million America the Beautiful grant and an \$800,00 National Fish and Wildlife Foundation grant for the work in the Great Marsh that MassWildlife had recently received. He stated that these were highly competitive grants and MassWildlife staff has done the Board proud.

At the end of the extended discussion that followed the Director's remarks, Vice Chair Durand moved that the Chair draft a letter with the Director to thank the Massachusetts delegation for its support of RAWA, despite its failure to pass, to express goodwill and keep the lines of communication open on its great importance to conservation in the state, and send it out on behalf of the Board, which would be carbon-copied. Dr. Organ seconded the motion; the vote in favor was unanimous.

Law Enforcement Comments

Lieutenant Mark Brightenti of the Office of Law Enforcement (OLE) offered a welcome to the new Board members and reported that this was the first meeting of the Board that he had attended. He reported 38 vacancies in the OLE across the state and noted that he himself was responsible for patrolling 50 cities and towns.

Lieut. Brightenti reported that hunting over bait, issues with proper tagging, and trespass are the main issues that officers are addressing and noted that OLE doesn't have enough officers to cover the known

baiting sites. He then provided the Board with a brief report on calls for service to which Environmental Police officers had responded over the previous month.

Personnel Report (Michael Huguenin and Eve Schlüter)

Assistant Director of the Natural Heritage and Endangered Species Program Eve Schlüter presented the Board with the hiring managers' recommendations for the positions indicated below, including highlights of the candidates' qualifications and experience.

New Hire

<u>Employee</u>	<u>Position</u>	<u>Location</u>
Timothy McGuire	Endangered Species Review Biologist	Westborough
	Conservation Biologist III	
Ryan Williams	Conservation Data Specialist	Westborough
	Conservation Biologist II	

Assistant Director for Wildlife Mike Huguenin presented the Board with the hiring manager's recommendation for the position of Habitat Biologist, including highlights of the candidate's qualifications and extensive experience.

New Hire

<u>Employee</u>	<u>Position</u>	<u>Location</u>
Patrick Conlin	Habitat Biologist	Westborough
	Game Biologist III	

Vice Chair Durand moved to accept the personnel report as presented. Dr. Organ seconded the motion. The vote passed unanimously.

Depredation Working Group Final Report and Recommendations for a Vote of the Board (Bob Durand)

Vice Chair Bob Durand reported that the Board had received comments from the bear and deer damage committee of the Massachusetts Sportsmen's Council (MSC) earlier in the year and he noted that Peter Bernard of MSC was present at the meeting. The Chair at the time had formed a working group of Board members and staff to examine the issues and possible remedies. Mr. Durand reported that the working group had consisted of Ms. Booth, Mr. Sears, and himself. With the reconstitution of the Board, Ms. Ellsworth had joined; the Director and Commissioner had also participated.

Mr. Durand stated that the working group did not want to overemphasize the problem beyond the reality. He reported that the report from the MSC had listed 200 incidents, of which 20 were farm-related. The working group found that most of the incidents can be taken care of by existing permits and other remedies and that it came down to 5-6 farms in the Commonwealth that have an issue.

Mr. Durand reported that the working group identified three options: increased farm-community outreach, by both consulting and coordinating with agriculture agencies like the Mass. Department of Agriculture Resources (MDAR) and communicating directly with the farming community via email and in the MassWildlife newsletter, and by using SEO [search engine optimization] to get better exposure for the relevant web pages. The working group also recommends providing links between the MassWildlife website and the MDAR website; connecting the county leagues, the MSC, and the MCA to the MassWildlife website, for better synergy; and connecting to the farm bureau, blueberry farms, etc. Mr. Durand explained that the land must be open to hunting for the owner to secure a depredation permit. The working group also stressed optimizing the number of hunters that would know about and have

access to the problem areas by informally connecting hunters to farmers. He reported that staff has found that farms with consistent hunting pressure can minimize damage significantly in the long term.

In conclusion, Mr. Durand stated that unfortunately depredation has and will always continue to happen; that research and experience show that fences and other deterrents are sometimes the best options; that lethal removal through hunting can also be helpful; that Chapter 131, Section 37, allows landowners to protect property and safety; that depredation permits are issued in rare circumstances to allow them to reduce damage on their own land in extreme cases. For cases where the problem is not so severe, the working group recommended using the various tools and online and social avenues available to get the word out better about areas that need additional hunting pressure. He noted that the Board's vote will grant the District Managers more leeway to lower acreage minimums where necessary, especially given that deer density has tripled since regulation and permit were created. The District Managers may also add other species besides deer. Finally, he reported that the vote will allow the staff to make necessary changes to existing policy, and that no statutory or regulatory changes are recommended.

When Mr. Durand had concluded, Chair Sears called for a motion and Mr. Sisk moved that the recommendations be adopted as proposed; Vice Chair Durand seconded the motion. After a brief discussion in which some of the Board members affirmed their support for the proposals, the vote in favor was unanimous.

Natural Heritage and Endangered Species Program Overview (Eve Schlüter)

Assistant Director for Natural Heritage and Endangered Species (Heritage) Eve Schlüter provided the Board with a brief history of the Heritage program, including its timeline, mission, current staffing level, and organizational structure. She reported that the mission of the Heritage program is to protect the state's native species and the habitats upon which they depend, with a special emphasis on the rarest and most imperiled species. Assistant Director Schlüter reported that this is in direct alignment with the implementation of the State Wildlife Action Plan (SWAP) and that Heritage staff works closely with all agency staff, including colleagues in Fisheries, Wildlife, Habitat, District, and Outreach and Education, because MassWildlife's mission is truly about all wildlife in the Commonwealth.

Dr. Schlüter briefly described each of the major functions of the Heritage Program, which are proactive conservation actions, regulation implementation, and outreach and education. She stressed that all Heritage work is based on data, large amounts of which are carefully collected and maintained on everything from species observations to detailed information on habitats and certified vernal pools. The Massachusetts Endangered Species Act is one of the most robust state endangered species laws in the country and is an important piece of the puzzle for protecting native biodiversity.

Dr. Schlüter also discussed a number of the projects and efforts NHESP staff conducts, including the Heritage Hub data collection portal, ongoing species monitoring and populations assessments, coastal waterbird conservation, and spadefoot conservation. In addition, because at-risk fish and wildlife populations cross political boundaries, their recovery requires range-wide (i.e., across state boundaries) coordinated and collaborative conservation, and Dr. Schlüter detailed examples of multi-state projects for freshwater turtle conservation and freshwater mussel conservation. Land protection is another important tool, and NHESP staff participate on the Lands Committee and assist other conservation partners by identifying critical lands and habitats for protection. Habitat restoration and maintenance is yet another piece of the conservation puzzle, and vital to meeting the Board's goals for young forest and grassland habitat. Dr. Schlüter discussed the Frances Crane WMA restoration effort as a prime example of this work, integrated across the agency, to restore sandplain grasslands and pitch pine—scrub oak communities.

MassWildlife also partners with numerous other entities to achieve its mission. Dr. Schlüter pointed out that conservation often needs to be collaborative and happen at multiple scales, such as local, state, and regional levels. MassWildlife works closely with several conservation partners on species recovery efforts. Partners include NGOs such as Mass Audubon, The Trustees, and The Nature Conservancy, as well as various land trusts, municipalities, and other state agencies. Examples here included a very fruitful collaboration with the Mass. Department of Transportation (MassDOT).

In 2008, MassWildlife established a formal agreement to streamline the regulatory review process pursuant to MESA and to allow for early coordination on MassDOT projects. This partnership has funded a liaison position, and also funds the Linking Landscapes project, which is a long-term volunteer-based monitoring program and a collaboration to reduce wildlife-vehicle collisions to improve public safety and enhance, protect, and restore habitats impacted by roads. Over the years, this program has provided funding for projects with a transportation nexus, such as radio collars for tracking bears, research on wildlife passage structures, invasive species management along roadways, and maintaining and monitoring peregrine and kestrel nest boxes. This model partnership has been recognized nationally and has won awards. The strengths of this partnership have been many but primarily it leads to the development of projects that can benefit both fish and wildlife species and their habitats, as well as support the development of critical transportation infrastructure.

Dr. Schlüter then briefly discussed the Heritage Program's regulatory review functions, which addresses threats to biodiversity through implementation of regulations, primarily by reviewing projects, such as new development, and activities for impacts to state-listed species pursuant to the Massachusetts Endangered Species Act (MESA), The Massachusetts Wetlands Protection Act, the Massachusetts Environmental Policy Act, and the Massachusetts Forest Cutting Practices Act.

Focusing on the MESA, Dr. Schlüter explained that it was modeled after the federal Endangered Species Act and prohibits the taking of a listed species. She noted that 'take' is essentially defined in three ways: it can be the direct take of an individual; an impediment to the biological function of a species; and, related to that, the overall loss and degradation of habitat. The MESA regulations also define Priority Habitat, which is based on the known geographical extent of habitat for all state-listed rare species, both plants and animals. They also outline the delineation process for Priority Habitat, including that it must be updated every 4 years, as well as provide transparency on the review process and filing requirements. Dr. Schlüter reported that Priority Habitat was created as a screening tool to implement the MESA. Unless otherwise exempt as defined in the regulations, projects and activities within mapped Priority Habitat need to be reviewed by the Heritage Program's regulatory review biologists for impacts to state-listed species. Staff conducts an average of 1,800 project reviews per year, most of which do not result in a take.

Dr. Schlüter then briefly discussed Heritage's efforts to communicate with the public about Massachusetts' rich natural heritage and all the work MassWildlife is doing to protect it for generations to come, citing the numerous *Massachusetts Wildlife* articles written over the years and the many publications created by MassWildlife and Heritage biologists to share insights and information about threatened amphibians and reptiles, bats, dragonflies, native and invasive plants, and vernal pools, to name a few. She then focused on the latest iteration of BioMap, launched in November 2022. She reported that the new BioMap is a map, a tool, and a vision for the people of the Commonwealth to come together to strategically protect, manage, and restore lands and waters that are most important for conserving biodiversity in Massachusetts, now and into the future. BioMap integrates current scientific and climate-resilience data into conservation strategies that are grouped into two main Elements: Core Habitat and Critical Natural Landscapes. Core Habitat identifies areas that are critical for the long-term persistence of rare species and a wide diversity of resilient ecosystems. Critical Natural

Landscape identifies large landscapes and habitat buffers that enhance resilience, maintain connectivity, and support ecological processes. Dr. Schlüter discussed the components of the new BioMap, including new local and regional components that allow users to customize BioMap to meet their objectives; climate resilience data from The Nature Conservancy and from MassWildlife's work on climate-change refugia for aquatic resources; supplemental resources such as StoryMaps, Fact Sheets, and the Habitat Restoration Resource Center; and the existing planning, funding, and collaboration aspects of BioMap that bring organizations together and foster robust partnerships.

After a brief discussion, the Chair and the Board members thanked Dr. Schlüter for her excellent presentation.

Northeast Wildlife District Overview (Pat Huckery)

Northeast District Supervisor Pat Huckery introduced the Northeast District by highlighting each staff person, from the longest serving biologist to its newest Wildlife Technician. Ms. Huckery stated that, since her previous District colleagues have already covered the District basics, she would highlight the Northeast District's priority projects, based on the jobs each staff person performs. She detailed some projects to illuminate the depth of knowledge, skill, and effort needed to complete them. Ms. Huckery reported that the District staff works as a cohesive team with inclusiveness, tolerance, and professionalism, and each person is given the opportunity to grow their skill set and advance their interests. She also noted that Northeast District staff assists with important MassWildlife projects where help is needed in the other Districts, and that the Northeast District staff is significantly involved in MassWildlife's Relevancy and R3 work.

John Sheedy is the Northeast Aquatic Biologist and has been with MassWildlife for 33 years. Mr. Sheedy organized, scheduled, and coordinated the stocking of 102,540 trout in the spring and fall of 2022. He also has been an integral part of the Devens paraplegic hunt for 20 years. Ms. Huckery reported that stream restoration projects are a high priority in the Northeast District, where staff identified streams that needed restoration work in the Nissitissit River WMA at Sucker and Gulf brooks, home to at least eight Species of Conservation Concern. Northeast staff partnered on the project with the Squan-a-Tissit Chapter of Trout Unlimited and the Massachusetts Outdoor Heritage Foundation, among many others. She reported that District staff managed the project design, permitting, implementation, and pre- and post-restoration monitoring.

Ms. Huckery then talked about her own 30-year career with MassWildlife, 13 years as NHESP Chief of Review and the past 17 years as Manager of the Northeast District. She stated that she is passionate about wildlife conservation and believes one of her most important agency relevancy priorities is outreach and education about wildlife to citizens young and old, organizations large and small, and local and regional governmental and non-governmental entities. Noting that outreach has necessarily been curtailed during COVID, she reported that 2023 outreach will be focused on the proposed oak woodland restoration project planned at the Squannacook River WMA and will include exploring vernal pools. Ms. Huckery stated that her major role in the District is to ensure that the biologists and technicians have the resources and support they need to complete the many different projects they are assigned. She then highlighted the habitat restoration projects she has been overseeing, noting that habitat restoration is a high priority for the Northeast District. In addition to the regular maintenance of fields, shrublands, and young forest, Ms. Huckery reported that the District has added the Great Marsh Ecosystem Recovery Project, which benefits saltmarsh sparrows, black ducks, mallards, and over 300 different species of coastal birds.

Travis Drudi is the District Stewardship Biologist and has been with MassWildlife for 15 years. Ms. Huckery reported that he has a science background, police training, and know the Northeast WMAs like

the back of his hand, which can be very helpful in the many boundary enforcement cases he is working to resolve. Mr. Huckery reported that he works with her and the District Wildlife Biologist on the development and implementation of small and medium habitat restoration and enhancement projects and he oversees sign-making and the placement of kiosks, gates, gravel, and boulders at access points. She then detailed an ATV trespass case that involved following fresh ATV tracks to the boundary, installing orange snow fencing to establish and block the boundary, surveillance cameras, and checking many hundreds of photos to get good pictures for law enforcement. Ms. Huckery also detailed a difficult and time-consuming boundary dispute in which Mr. Drudi demonstrated his diplomatic skills in many meetings and consultations, his persistence, and his excellent writing skills. The dispute was finally settled with a formal survey of the boundary.

Derek McDermott has been at MassWildlife for 14 years, starting at the Western District and then transferring to the Northeast. Ms. Huckery reported that his mechanical skills are extraordinary and have saved the agency tens of thousands of dollars in repairs and maintenance. Hundreds of hours are spent by Derek and the other staff fixing, repairing, and replacing parts on all equipment, small and large. Mr. McDermott works with the District Clerk on the needed procurements, he calls vendors to determine the right part or material needed, he writes the specifications for the state procurement system, and then fixes the equipment. When the District needs welding assistance or needs to borrow a mower, Mr. McDermott coordinates with the Central or Western District and arranges an appropriate quid pro quo. Ms. Huckery emphasized Mr. McDermott's encyclopedic mechanical knowledge and his resourcefulness among his many and very valuable traits.

Anne Gagnon is paid by and has worked for the Department of Fish and Game for 10 years as the Northeast Land Agent, and Ms. Huckery reported that she and Ms. Gagnon are in almost daily contact about land protection projects. Recently, Ms. Gagnon closed a very complicated land acquisition on the South Peak of Mount Watatic, and she was instrumental in fulfilling the Great Marsh NAWCA grant, where she negotiated 15 land transactions, one being the creation of the Castle Neck River WMA in Ipswich, one of DFG's first Ipswich land purchases.

Josh Gahagan has been with MassWildlife in the Northeast District for 7 years. Ms. Huckery reported that he is the Northeast's most conscientious mower: for pheasant hunters at Martin Burns WMA, for anglers to access the Merrimack River at the Salisbury Marsh WMA, for monarch butterflies by avoiding milkweed at Delaney and Squannacook River WMAs, and after wood turtles are hibernating at Squannacook. Mr. Gahagan is also the best birder by both sight and ear that Ms. Huckery has ever known. He is always part of Northeast bird surveys and works with State Ornithologist Drew Vitz whenever help is needed on bird inventories. The District conducts long-term bird monitoring surveys associated with salt marsh and oak woodland pre- and post-restoration monitoring. The previous summer, Mr. Gahagan and Ms. Huckery completed an in-depth saltmarsh sparrow survey that entailed a vegetation analysis where Mr. Gahagan improved his salt marsh plant ID skills; it was an all-day, 3-week endeavor. Mr. Gahagan also has an uncanny ability to find reptiles and amphibians, Ms. Huckery reported, whether you need snakes or turtles for a MassWildlife Open House or an Earth Day exhibit in Townsend or the Groton Riverfest.

Chalis Bird has been the Wildlife Biologist in the Northeast for 5 years after starting out as a Seasonal in the Wildlife Program. Ms. Huckery reported that priority wildlife projects received a huge boost when Ms. Bird joined the District, and she is the ultimate professional wildlife biologist and a leader in wildlife conservation. Ms. Huckery reported that Ms. Bird was accepted by The Wildlife Society into its year-long leadership training program. She is instrumental in the pheasant stocking program, bald eagle banding, the suburban black bear project studying their behavior and movement patterns, and in Blanding's turtle conservation. Ms. Huckery explained that Blanding's Turtle conservation is a high priority in the

Northeast District because they occur mostly in Middlesex and Essex counties, extending into the Southeast District, with several populations surviving on WMAs. Ms. Bird works with the State Herpetologist, Zoo New England, and other partners to prioritize the creation and maintenance of nesting areas, and the Northeast currently maintains four nesting areas on its WMAs. She also works with Ms. Huckery and Mr. Drudi habitat restoration projects, large and small. Over the past year they have worked with the Habitat Program on an oak woodland project at the Squannacook River WMA where Ms. Bird handled the Wetlands Protection Act Notice of Intent filings, attended site visits, and reviewed the unit plan. Ms. Bird is also integral to the LART team when necessary in the Northeast; incidents are infrequent but intense, and Ms. Huckery and Ms. Bird work closely with the Deer and Moose Project Leader and the Assistant Director of Wildlife when they arise.

Leslie Gabrilska has been the District Clerk for 3 years, having previously retired with a considerable background in conservation, land acquisition, regulatory review, and legislative processes as an aide to two Colorado representatives in Washington, D.C. Ms. Huckery stated that one of the highest relevancy priorities is answering wildlife calls from the public. They are many, sometimes difficult, can be pleasant, and take patience, kindness, and a bit of humor. Ms. Gabrilska takes time with every caller with thoroughness and a kind voice, referring people who have injured wildlife to rehabilitators in the region. She is wonderful with terrified people dealing with coyote, bear, and turkey in their neighborhoods and in their properties, and knows when to send them to Ms. Bird or Ms. Huckery. Ms. Gabrilska is also adept at making license-buying a pleasant experience for hunters, following the sometimes arcane procurement procedures of the state system, and making sure over 500 people annually receive a target range permit.

After a brief discussion, Chair Sears and the Board members thanked Ms. Huckery for her very interesting presentation.

Chair Sears paused to acknowledge Susan Smiley, a member of the DCR Stewardship Council who was present, and thanked her for attending the meeting.

Confirm January Meeting Date

The members confirmed the date and time of the January and February meetings, which are January 19 at 10:00 a.m. and February 21 at 10:00 a.m. [Secretary's note: these meeting times have subsequently been changed to 9:00 a.m. for both meetings.]

Members' Comments

Mr. Sisk and Mr. Foster wished everyone happy holidays.

Ms. Dyer and Ms. Ellsworth each offered her thanks to the staff for all the information and insights they've been provided since they were appointed.

Vice Chair Durand congratulated Ms. Ellsworth and the Mount Grace Land Conservation Trust, which had received a Land Trust Alliance national award. He reported that the Massachusetts Outdoor Heritage Foundation is the fiscal sponsor for the Hunters Share the Harvest program. Mr. Durand also reported that Rep. Steve Kulik had passed away the previous Sunday. He stated that Mr. Kulik was a dedicated representative and great friend of sportsmen and -women and took great care of his district.

Dr. Organ reported that he had participated in a Massachusetts Conservation Alliance meeting and had attended a meeting of the Ashfield Rod and Gun Club where Gordon Batcheller gave a presentation on his experience with non-lead ammunition for personal and wildlife health. He also reported that Director Tisa had been nominated by out-of-state conservation leaders and has been awarded a membership in the Boone and Crocket Club, a very prestigious honor.

There being no further business, a motion was made by Vice Chair Durand to adjourn the meeting. The motion was seconded by Dr. Organ. The vote was unanimous, and the meeting was adjourned at 12:30 p.m.

Respectfully submitted,

Ernie Foster
Secretary

List of documents presented to the Board in its November meeting packets

December agenda

November minutes draft for review

Draft letter to Governor-Elect Maura Healey from Chair Steve Sears on behalf of the Fisheries and Wildlife Board

Personnel report

NHESP tax-form donation report

Brochure: BioMap: The Future of Conservation in Massachusetts

Tri-fold handout: BioMap: The Future of Conservation in Massachusetts