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| Committee ChairDirector Brian NesvikWyoming Game & Fish DepartmentBrian.Nesvik@wyo.gov307-777-4501 |  | Committee Vice ChairDeputy Director David BessCalifornia Department of Fish & Wildlife David.Bess@wildlife.ca.gov916-718-7713 |

# Wednesday, September 8, 2021 (Note: all meeting times are Eastern Time)

1:00 PM – 3:00 PM AFWA LE Business Meeting

* Roll Call – Colonel Chisolm Frampton (5 min.)
* Approval of 2020 Agenda – C. Frampton (5 min.)
* August 2021 Intelligence Summit Report/Info Sharing – C. Frampton (15 min)
* Turtle Smuggling in the United States – Michelle Christman – USFWS (20 minutes)
* Open Fields Doctrine - Lane Kisonk, Randy Doman, Craig Jones (20 min)
* Accreditation – Lee Ellis, South Carolina (20 Minutes)
* AFWA BMP Trapping – Thomas Decker (10 min.)
* Connecting Heros and Hunters – 1st Hunt Foundation – Rich Cotte (15 min.)
* Other Business

# Thursday, September 9, 2021

10:00 AM – 11:00 AM NACLEC Law Enforcement Meeting

* Treasurer’s Report – Treasurer, Chief Gene Elms (10 min.)
* NACLEC Elections – Chief Rodmen Smith (5 min.)
* Update form AFWA Chair – Director Brian Nesvik (15 min.)
* Recognize Recently Retired Chiefs – C. Frampton (10 min.)
* Other Business (20 min.)

**30 MINUTE BREAK**

11:30 AM – 1:00 PM **Updates, Reports and Upcoming Leadership Development Opportunities**

* AFWA Regional Updates by SEAFWA, MAFWA, WAFWA, NEAFWA Reps (40 min.)
* USFWS Office of Law Enforcement – Wildlife Trafficking Task Forces (20 min.) SAC Phil Land and SAC Dan Coil - USFWS
* Presentation on Illegally Imported Wildlife into US (20 min.)

Senior Wildlife Inspector Ryhan Tompkins - USFWS

* Report – International Wildife Crimestoppers – Lee Ellis (5 min.)

 **30 MINUTE BREAK**

1:30 PM – 2:30 PM

* Report – 2020 Virtual ICL – Randy Stark (5 min.)
* Report - 2021 Virtual Officer Health and Wellness Webnair – Randy Stark (5 min.)
* Report – 2021 AFWA/NACLEC Design Thinking Event – Randy Stark (10 min.)
* Feedback – COVID Zoom Briefings (5 minutes)
* Membership – Leadership Academy (NCLELA) Steering Committee – Randy Stark (10 min.)
* Opportunity – December 2021 ICL – Randy Stark (5 min.)
* Opportunity – 2022 Leadership Academy (NCLELA) (10 min.)
* Opportunity – 2022 International Academy (ICCA) (10 min.)
* Questions

**30 MINUTE BREAK**

3:00 PM – 4:00 PM **Leadership in New Realities - Discussion**

Like most every institution, fish and wildlife agencies are experiencing rapid change in their operational environment.  The pandemic, social unrest, and shifts in social demographics, technological, economic, environmental, and political realms are all converging in unprecedented ways to accelerate the creation of new realities and generate significant adaptive challenges for everyone.  These new realities are creating new conditions that are exposing vulnerabilities and the need for historically successful institutional systems to adapt in response to the emerging context. The institution of Fish and Wildlife Agencies, and conservation law enforcement, is no exception.

For many of these challenges, holding onto the status quo and working to optimize current systems using existing thinking alone will be insufficient.  Going forward, these challenges will require adaptation in some of our thinking, and some systemic change in response to changing realities.  While challenging, these times also present profound possibility.  Times of great change and disequilibrium generate space for thought, reflection, re-evaluation, and an openness to the necessity to change to thrive in new context.

Exercising leadership in these unprecedented times of challenge and possibility requires collectively learning from each other.  To prepare to collectively learn from each other’s experiences in these times, please see the questions below. Please reflect on them with an eye on sharing from your perspective during this session. Our intent is to go around and hear from folks around the country and learn from what you are seeing, thinking about, learning, and doing in your organizations in these challenging times.

1. What adaptive pressures are you feeling? Tell us about what’s happening around you that demands adaptation to be successful in the future context that is emerging?

2. What I find challenging in exercising leadership in trying to adapt to these new realities is\_\_\_\_\_\_\_\_\_\_\_\_\_\_?

3. A question that is emerging for me in these times is\_\_\_\_\_\_\_\_\_\_\_\_? Tell us a little about why this question comes up for you now.

4. A big opportunity I see for us in these times is \_\_\_\_\_\_\_\_\_\_\_\_\_?

5. A leadership capacity my agency needs to develop (is developing) in adapting to these new realties is\_\_\_\_\_\_\_

**15 MINUTE BREAK**

# 4:15 PM – 5:00 PM Call for Additional New Business

#  Adjourn