



New Hampshire Association of Conservation Commissions

SERVING NEW HAMPSHIRE'S COMMUNITIES SINCE 1970

55th Annual Meeting & Conference
November 1, 2025
Pembroke Academy

Conference Presenter Biographies

Keynote: Ethan Tapper

Ethan Tapper is a forester, digital creator, and the bestselling author of *How to Love a Forest: The Bittersweet Work of Tending a Changing World*. For more than a decade, Ethan has been recognized as a thought-leader and a disruptor in the worlds of forestry, conservation, and ecosystem stewardship, winning multiple regional and national awards for his work. His message of relationship, responsibility and hope reaches millions of people each year through his writing, his social media channels with tens of thousands of followers, and the dozens of walks, talks and keynotes that he delivers across North America each year.

In his personal life, Ethan works, writes, hunts, birds at Bear Island, his 175-acre working forest, homestead, orchard and sugarbush, runs three small businesses – Bear Island Forestry, Bear Island Consulting and Bear Island Maple – and plays in his 10-piece punk band, The Bubs.

Arvidson, Brea

Brea is an accomplished aquatic biologist with a decade of experience in water resource monitoring and management. She designs and implements comprehensive lake monitoring and management programs, fosters community engagement, and collaborates with communities for innovative solutions to preserve and protect local water resources. Her role at NH LAKES as Director of Programs connects her with individuals and communities across the state and allows her to do more of what she loves! With certifications, achievements, and a native understanding of New Hampshire's water resources, Brea is personally and professionally committed to NH LAKES' mission. In her free time, she enjoys kayaking, playing music, and exploring with her two German shorthaired pointers.

Bader, Fran

Fran Bader is a lifelong gardener and completed the UNH Extension Master Gardener training program in 2023. With 38 years of experience in the floral and plant industry, she brings a deep passion for horticulture, a love of learning, and a commitment to sharing her knowledge with others.

Beck, Jennifer; Wilton Conservation Commission, NHACC Board

Jennifer recently retired from a marketing job where she cajoled corporate executives into consensus on complicated issues. She is chair of the Wilton Economic Development Team and serves on the Wilton Conservation Commissions. She has served on the NHACC Board since 2019 and is chair of the marketing committee.

Bennett, Karen; UNH Cooperative Extension Forester, Emeritus

Karen retired in 2019 after a 40-year career with UNH Cooperative Extension helping landowners and foresters care for their land, first as a County Forester and then as the State Extension Forester. She specialized in private lands management, providing education to landowners, land managers, conservation volunteers, and public decision-makers. She is pleased to be the project manager and editor for *Good Forestry in the Granite State*. She's served on the boards and committees of many conservation and forestry organizations. She lives with her husband, Andras Lazar, in Antrim and joined her conservation commission this year. Her favorite activities are tending her gardens, and spending time outdoors with her grandchildren, Milo, Hazel and Ari.

Berger, Emma; NH DES, Inland Wetland Permitting Section Supervisor

Emma Berger is the Inland Wetland Section Supervisor in the Wetlands Bureau at the New Hampshire Department of Environmental Services. She supervises and reviews applications for work in wetlands and surface waters as well as oversees the issuance of permits, denial letters, and other permitting documentation. Emma is nationally certified as a Certified Professional Soil Scientist and a certified Professional Wetland Scientist. She holds a Master of Science in Soil and Water Science from University of Florida and graduated Summa Cum Laude from Florida Gulf Coast University with a Bachelor of Science in Marine Science. Emma has been working as a regulator for the past 6 years, but also enjoys working part time as an adjunct professor at the Community College of Vermont and previously taught at Florida Gulf Coast University.

Brohinsky, Zak; Resilience Planning & Design

Zak Brohinsky is the GIS Analyst at Resilience Planning & Design. He has more than 15 years of conservation experience including direct land protection and conservation planning. With a foundation in applied land conservation and stewardship, Zak understands the motivations driving private conservation and the realities of making it happen. Zak has worked with federal and state agencies, land trusts, and municipalities on conservation planning initiatives to understand the state of existing conditions, identify conservation priorities, and develop plans to actualize project goals. A passionate advocate of the natural world, Zak uses his knowledge with GIS to provide data-driven solutions to the complex world of conservation planning.

Callaghan, Sara; UNH Cooperative Extension

In her role as Community Conservation Field Specialist for UNH Cooperative Extension, Sara educates and supports municipalities, conservation commissions and community volunteers on land conservation and stewardship. She assists communities in identifying conservation priorities based on local natural resources and encourages community awareness, engagement and protection of meaningful places. Before UNH Extension, Sara worked in land conservation and stewardship for land trusts and then in private consulting. She received her M.S. in Natural Resources with a concentration in Wildlife Biology from the University of New Hampshire.

Fleury, Tim

Tim is the University of New Hampshire (UNH) Extension Forester in Merrimack County and has been fortunate to pursue a career in forestry for almost 40 years. He graduated with a BS in Forestry from the University of Massachusetts in 1983 and a MS in Forestry from the University of Minnesota in 1995. Throughout Tim's education, he spent time working in diverse forests from the Dominican Republic while serving in the Peace Corps to working in Alaska with the US Forest Service, and many places in between. Tim has been the Merrimack County Forester since 1996 where he has become well acquainted with many of the working farms, woodlots, and special features in New Hampshire. He welcomes the opportunity to help conserve these many and wonderful places.

Gagnon, Mike

Michael is the UNH Cooperative Extension County Forester for Hillsborough County. Through this role, Mike works primarily with private landowners and communities to help assist and educate them on forest resource issues to help them better meet their stewardship goals. Mike's work within Extension's Forest Stewardship team also focuses on upland invasive nuisance vegetation control and management. Mike is a NH Licensed Forester and holds a NH Supervisory Pesticide License. Mike has an associate degree in forest technology from the Thompson School of Applied Sciences, a bachelor's degree in forest science, and a master's degree in natural resources & forestry from the University of New Hampshire.

Govatski, David

David is chair of the Jefferson Conservation Commission and a retired forester and silviculturist. The US Forest Service employed him for 33 years. He has visited old-growth forests in all parts of North America and has a particular affinity for Alaska's Tongass National Forest's old-growth forests. David works as a Naturalist and lives with his wife in Jefferson, NH.

Hotz, Brian; Society for the Protection of NH Forests

Brian serves as the Vice President of Land Conservation. He oversees the Land Protection and Easement Stewardship Departments. Brian joined the Forest Society in 1998 as a Land Protection Specialist and has completed over 275 projects conserving over 60,000 acres. He has a master's degree in Science from the University of Wisconsin's Land Resources Program and completed a master's thesis on implementing conservation easement programs. Brian previously worked for the Wisconsin Chapter of The Nature Conservancy and was the Executive Director of Gathering Waters, Inc., Wisconsin's education and technical assistance center for land trusts.

Johnson, Emily; Director of Operations, NH Healthy Climate

Emily graduated from Colby-Sawyer College in 2016 with a Bachelor of Applied Science in Public Health & Environmental Studies. She began her career in advocacy for climate solutions as an intern for the New Hampshire Sierra Club. She has since gained nearly ten years of experience managing political advocacy campaigns and volunteer programs across New England, working for Save the Children Action Network and the American Cancer Society Cancer Action Network. She previously served on the Executive Committee of the New Hampshire Sierra Club, and she is currently a member of the board of Mount Washington Valley Eaters & Growers. Emily joined NH Healthy Climate in 2025, and she oversees: the development of our volunteer working groups, community outreach, organizational administration, and project management.

Johnston, Mickayla; NH Fish and Game Wildlife Action Plan Coordinator

Mickayla is the New Hampshire Wildlife Action Plan Coordinator, helping to lead the 2025 update and revision of the New Hampshire Wildlife Action Plan. Mickayla has been coordinating revision efforts, including updates to the Species of Greatest Conservation Need list, threats assessments, and conservation action development with partners including NH Audubon, NH Natural Heritage Bureau, and The Nature Conservancy. In addition to these updates, she is collaborating with partners at NH Listens, UNH Cooperative Extension Community and Economic Development team, and Taking Action for Wildlife to develop public outreach and engagement opportunities as a part of the Wildlife Action Plan revision process. Mickayla previously worked as a Conservation Biologist for the Massachusetts Department of Conservation and Recreation. She received her Bachelor's degree in Biology and Environmental Studies from Keene State College and earned her Master's in Environmental Biology from the University of Massachusetts Boston.

Kennedy, Jordon; Beaver Institute

Dr. Jordan Kennedy is an interdisciplinary researcher and engineer specializing in beaver behavior and strategies for human–beaver coexistence. As Tribal Partnerships Liaison and Beaver Behaviorist at the Beaver Institute, she works to deepen understanding of beaver engineering and decision-making in order to inform coexistence practices, ecological restoration, and policy. Her research combines field studies on beaver damming behaviors, GIS and photogrammetry mapping, and hydrodynamic experiments with broader investigations of biomimetic design and animal-inspired robotics. With a Ph.D. and M.S. in Materials Science and Mechanical Engineering from Harvard University, she also serves as a Postdoctoral Researcher at Harvard's Graduate School of Design, where she applies insights from beaver behavior to the design of distributed robotic platforms for landscape construction.

Kidd, Crystal; Resilience Planning & Design

Crystal Kidd is a professional planner with a background in environmental policy and municipal planning. She specializes in compiling and synthesizing existing conditions research and coordinating public engagement for conservation and comprehensive planning projects. Crystal develops outreach strategies, helps facilitate meetings, and creates project communications that encourage residents and stakeholders to actively shape their local communities. Her work and passions support efforts to protect natural resources while fostering broad participation and enhancing resilience and livability. Crystal also volunteers as a Conservation Easement Monitor for the Squam Lakes Conservation Society and at the Squam Lakes Natural Science Center.

Lamond, Steven; Conservation Ecologist, Moosewood Ecological

Steven Lamonde is a New Hampshire-based ecologist, naturalist, and educator with a lifelong curiosity for all things wild. He has a broad range of teaching experience, from helping elementary grades learn about biodiversity to instructing graduate-level courses on wildlife inventory methods and GIS. In addition to teaching, Steven works as an ecologist with Moosewood Ecological LLC, helping landowners and communities better understand their natural resources and how to steward them in face of mounting pressures. Steven also serves on the boards of two local land trusts and volunteers as a data reviewer for eBird and iNaturalist. He holds a M.S. in Conservation Biology from Antioch University New England, where his current academic projects explore wildlife habitat, distribution, conservation, and community science.

Littleton, Jeffry; Conservation Ecologist, Moosewood Ecological

Jeffry Littleton is very enthusiastic about exploring our natural world. He is the principal ecologist with Moosewood Ecological LLC, having more than 30 years of experience in ecological studies and environmental education. He specializes in conservation planning, land management and stewardship, habitat restoration/enhancement, and native plantings to promote biodiversity and ecological resilience on multiple scales. Moosewood Ecological offers ecological services for a wide range of entities, including private landowners, federal and state agencies, and municipalities, as well as land trusts and other non-profit organizations. Jeffry employs a systems approach to understanding the spatial dynamics of the environment, blending conservation biology with the ecology of landscapes. He uses a GIS to analyze natural resources to help guide conservation and restoration planning efforts. Jeffry serves as an adjunct faculty member at Antioch University where he provides course instruction on forest community ecology and interpreting past land use histories from clues remaining in our forested landscape. In addition, he is a member of the Cheshire County Cooperative Extension Advisory Board.

Ntourntourekas, Peter; New Futures

Peter Ntourntourekas serves as training manager at New Futures. His responsibilities include engaging, mobilizing, and training individuals and organizations that advocate for a healthy New Hampshire. He previously served on the New Futures Community Engagement team, working directly with advocates as they took their first steps into advocacy at the State House.

RobbGrieco, Sarah; Old-Growth Forest Network

As Northeast Regional Manager for the Old-Growth Forest Network, Sarah works throughout the region to preserve, protect and promote the remaining old-growth forests of New England and has facilitated the inclusion of over 40 forests in the Network over the last 5 years. She has 15 years' experience in nonprofit leadership including running a watershed partnership in Philadelphia to clean up some of the city's most severely urbanized waterways and co-directing a national, intergenerational dance/theater company. She holds a B.A. in Biology from Vassar College and an M.F.A. in Dance Performance and Choreography from the University of Colorado, Boulder. A Massachusetts native, Sarah lives with her family just south of the New Hampshire border in Andover, Massachusetts.

Roberge, Steven; UNH Cooperative Extension

Steven Roberge is the UNH Cooperative Extension's State Extension Forester. In this role he oversees the system of county Extension foresters, coordinates outreach to forest owners and professionals, and implements the State's Forest Stewardship Program. His primary role is to transfer research to forest owners and natural resource professions. Steve earned a B.S. in Forest Science from the UNH, a Masters of Forest Science from Yale University, and a graduate of the Northeast Silviculture Institute for Foresters in 2017.

Scribner , Wendy, UNH Cooperative Extension

Wendy is a Natural Resources Field Specialist with UNH Cooperative Extension. She works in Carroll County and provides research-based natural resource information and assistance to a wide range of clientele including: private landowners, licensed foresters, members of the logging and

forest products industry, municipalities, schools and organizations. She specializes in forestry and wildlife. She provides assistance and information on topics including: managing woodlots, selling timber, enhancing wildlife habitat, controlling invasive plants, and improving forest health and productivity. Wendy is a licensed forester in both NH and Maine and holds a Bachelor's and Master's Degree in Forestry from UNH.

Spencer, Larry; Holderness Conservation Commission- past member

Larry Spencer is Professor Emeritus of Biology at Plymouth State University where he started teaching in September of 1967. His areas of interest there were vertebrate and invertebrate zoology, ecology and evolutionary biology. Since the 1970's he's been chair of the Holderness Conservation Commission. He serves as the NHACC representative to the NH Rivers Management Advisory Council where he is the vice chair of the group. Until a few years ago, he ran many races going from 5k to marathons and did triathlons.

Thompson, Charlotte; UNH Cooperative Extension

In her role as the Stewardship Outreach Program with UNH Cooperative Extension, Charlotte helps organizations and communities across New Hampshire manage their conservation land. Charlotte leads communications for Nature Groupie, which helps groups recruit outdoor volunteers and provides technical assistance about volunteer recruitment, invasive plants, and stewardship projects related to people and conservation land. She received her Bachelor of Arts in Sociology from the University of New Hampshire and is currently working towards a Masters of Science in Natural Resources and a Masters Certificate in Citizen and Community Science from the University of New Hampshire.

Tilton, Mary Ann; NH Department of Environmental Services

Mary Ann Tilton, serves as the Assistant Wetlands Bureau administrator and has worked on compliance, permitting and program development. She has been with the wetlands bureau for more than 30 years. She has a Master's of Science from URI (in wetlands ecology); a BA from Connecticut College, and a JD from UNH Law School.

Tutein, Emma; UNH Cooperative Extension

Emma has worked at UNH Cooperative Extension for over 15 years in a variety of roles. In her current role as Community Conservation State Specialist, Emma works with conservation professionals and volunteers to support their work in protecting New Hampshire's natural resources. She coordinates educational and professional development opportunities for land trust staff, conservation commissioners, landowners, and others with interests in land conservation and land stewardship. With a background in Wildlife Ecology, she developed a passion for wildlife track and sign many years ago and loves sharing this passion with others as a way to connect people with nature and build support for land and wildlife conservation.

Rick Van de Poll, PhD, Principal, Ecosystem Management Consultants

Dr. Rick Van de Poll is the principal of Ecosystem Management Consultants (EMC) of Sandwich, New Hampshire, which has conducted natural resource inventories for the public and private sector of New England since 1985. Dr. Van de Poll has completed ecological assessments and mushroom surveys on over 300,000 acres of land, and has recorded over 1800 mushrooms in New

Hampshire, including a number of undescribed species. With a Masters in Mycology and Environmental Communications, he taught Mycology at Antioch University New England and Plymouth State University for many years. He co-founded the Monadnock Mushroom Club in 1988, and founded the local Sandwich Area Mushroom (SAM) Club in 2001.

Voss, Stephanie

Stephanie Voss began training in title examination and boundary research in 1986. She was very fortunate to become a student of Donald A. Wilson, a surveyor and expert in the field of boundary research who is also an ardent student of law pertaining to land and boundaries - the perfect teacher! Over the past four decades she has worked primarily in Rockingham County.

Wainwright, Paul; Atkinson Conservation Commission, NHACC Board

Paul Wainwright has been a member of the Atkinson Conservation Commission since 1998, and has served as its Chair since 2018. Photography is one of his passions (he is the administrator of the NHACC Photo Contest), and he finds many innovative uses for Photoshop in his conservation work. Paul is also on the NHACC Board of Directors, where he currently serves as the Board's Vice President. And he loves golden retrievers.

Watkins, Lindsay

Lindsay Watkins has been Extension's Forest Resources Field Specialist in Strafford County since September 2023. Before joining Extension, she worked as a consulting forester and arborist in the San Juan Islands in Washington, but she has long considered New Hampshire her "chosen home state." Prior to her detour to the upper left corner of the country, Lindsay worked for the Appalachian Mountain Club, the Nature Conservancy, and the US Forest Service. She has an M.S. from the Field Naturalist Program at the University of Vermont and a B.S. in Natural Resources from Cornell. She is also an ISA Certified Arborist and TCIA Certified Tree Care Safety Professional and considers herself a well-rounded "Professional Tree Nerd."

Youzwak, Kathy; Pollinator Pathways

Kathy Youzwak is the current vice chair of Pollinator Pathways New Hampshire. Pollinator Pathways NH is a community effort to restore habitat one yard at a time, through community partnerships, education and engagement. Kathy is also a Certified Pollinator Steward and is in the process of turning her yard into pollinator habitat. She resides in Danville, NH.