



The State of New Hampshire
Department of Environmental Services



Robert R. Scott, Commissioner

October 18, 2024

Nicholas Needle
Fellowship Coordinator
Contractor in support of NOAA Office for Coastal Management
2234 South Hobson Ave.
Charleston, SC 29405

Re: 2025-2027 New Hampshire Coastal Management Fellowship Proposal

Dear Mr. Needle:

I am pleased to submit, in partnership with New Hampshire Sea Grant, New Hampshire's proposal for a 2025-2027 NOAA Coastal Management Fellowship project, entitled: *"Flood Ready Neighborhoods – Enabling a Principled Approach to Resilience in Coastal New Hampshire."*

The 2025-2027 New Hampshire NOAA Coastal Management Fellowship will grow the Flood Ready Neighborhoods (FRN) pilot into a sustainable program that provides direct support and services to neighborhoods experiencing impacts from coastal and stormwater flooding and erosion. Through this project, the Fellow will work closely with staff at the New Hampshire Department of Environmental Services Coastal Program, New Hampshire Sea Grant/UNH Extension, and a growing interdisciplinary network of technical assistance and service providers in the region to (1) build flood resilience at the neighborhood-scale and (2) enable purposeful operation and growth of Flood Ready Neighborhoods. This project offers a unique opportunity for a Fellow to contribute and grow their technical expertise and adaptive mindset to support and resource residents who stand to be most impacted by flooding in the development of locally relevant, meaningful solutions.

We are excited about our proposal, its connections to NH and NOAA priorities, our strong partnership network, and the opportunity it will provide for a fellow.

Please let me know if you have any questions and we look forward to hearing from you.

Sincerely,

Steve Couture
Administrator
New Hampshire Coastal Program

Flood Ready Neighborhoods

Enabling a Principled Approach to Resilience in Coastal New Hampshire

Executive Summary

The 2025-2027 New Hampshire NOAA Coastal Management Fellowship will grow the Flood Ready Neighborhoods (FRN) pilot into a sustainable program that provides direct support and services to neighborhoods experiencing impacts from coastal and stormwater flooding and erosion. Through this project, the Fellow will work closely with staff at the New Hampshire Department of Environmental Services Coastal Program (NHCP), New Hampshire Sea Grant/UNH Extension (NHSG/UNHCE), and a growing interdisciplinary network of technical assistance and service providers in the region to (1) build flood resilience at the neighborhood-scale and (2) enable purposeful operation and growth of Flood Ready Neighborhoods. This project offers a unique opportunity for a Fellow to contribute and grow their technical expertise and adaptive mindset to support and resource residents who stand to be most impacted by flooding in the development of locally relevant, meaningful solutions.

1. Background and Introduction

The New Hampshire coastal watershed is a vibrant region for all who work, live, and play here. The 828-square mile area encompasses two nationally recognized estuaries – Great Bay and Hampton-Seabrook – which include diverse habitats and ecosystems. Salt marshes, mud flats, oyster reefs, sand dunes, and eelgrass beds provide critical flood protection and ecosystem functions. It is also home to 22% of the state’s population and an economy that employs [30% of the state’s workforce](#). Residents who live here share profound connections to place, maintain durable social networks, hold intergenerational knowledge about the area, and aspire to create a livable future for their children. They lean upon these assets in the face of coastal risks and hazards such as flooding associated with sea-level rise, storm surge, and extreme precipitation. The [2019-2020 NH Coastal Flood Risk Summary](#), to be updated in 2025, provides a robust and localized synthesis of historical and projected coastal risks and hazards along with guidance for taking action. In addition to these projections, recent storm events during extreme high tides have started to illustrate future climate conditions and impacts. In January 2024, two major storms exceeded Major Flood Stage (13 feet MLLW in Hampton, NH), [inundating state and local roads and bridges, cutting residents off from critical services, flattening seawalls, and requiring 20 home rescues](#). In conjunction with available technical and scientific resources, residents carry an experiential awareness of the region’s changing coastline and waterways. They observe, document, and report high tide flooding, coastal dune erosion, stream bank destabilization, impaired water quality, and groundwater intrusion.

In New Hampshire, these coastal risks and hazards are deeply intertwined with converging issues of housing insecurity and public health. Specifically, recent studies completed by the [Rockingham Planning Commission](#) and the [Strafford Regional Planning Commission](#) indicate that communities in the coastal watershed face a housing crisis, an aging population, and higher rates of substance misuse than the national average. Hispanic and Black households [are most likely to live in rental housing, most likely to live in substandard housing, and four times more likely to experience homelessness than the state’s white population](#) – reflections of historic and ongoing discrimination and inequity which increase exposure to the impacts of climate change. Manufactured home communities are also acutely vulnerable to flooding and erosion as many parks in [New Hampshire](#) were developed before land use regulations were in place, are often sited in low-cost but often unsuitable and hazardous locations, and in approximately 50% of these communities, residents own their home but not the land. Moreover, the [2019 Community Health Needs Assessment](#) completed for coastal watershed communities highlighted

the lack of transportation, basic care, and support services for aging adults and adults living with mobility challenges, food insecurity, mental health, and substance misuse disorders. These conditions directly affect community members' ability to cope with external stressors, including impacts from climate change, and deserve targeted intervention.

Within this context, staff at the New Hampshire Coastal Program (NHCP) and New Hampshire Sea Grant/UNH Extension (NHSG/UNHCE) created [Flood Ready Neighborhoods](#) (FRN). The goal of FRN is to build the resilience of neighborhoods experiencing impacts from coastal and stormwater flooding and erosion by supporting the implementation of strategies identified and led by residents. FRN intentionally uses a neighborhood-scale approach, focusing on strategies that transcend individual property boundaries and rely upon shared decision-making. FRN further prioritizes support for low-wealth neighborhoods and neighborhoods with non-traditional forms of land tenure, such as an investor or resident-owned manufactured home community. This prioritization concentrates services and support among residents and neighborhoods who have knowledge, ideas, and assets to share but have been unable to access resources and benefits because of the inequitable design of existing programs.

FRN currently operates as a pilot with funding from a NOAA Adaptation Sciences Grant, NHCP, and NHSG. Working in pairs, seven coastal resilience practitioners from NHCP, NHSG/UNHCE, Great Bay National Estuarine Research Reserve (GBNERR), and Piscataqua Region Estuaries Partnership (PREP) serve in the role of Neighborhood Support Staff (NSS). NSS have built relationships in and provide technical assistance support to six neighborhoods across the cities and towns of Portsmouth, Hampton, Exeter, and Seabrook. These neighborhoods include a Housing Authority community experiencing sea-level rise induced groundwater rise and stormwater flooding, a neighborhood surrounded by salt marsh that is at risk of road access loss, a 55+ manufactured home community, a rapidly gentrifying beach neighborhood, and two neighborhoods experiencing chronic high tide flooding. As relationships grew over the past two years, NSS have worked with residents to plant and protect sacrificial dunes, provided educational programs for kids, conducted site walks to discuss and understand permitting implications of flood mitigation strategies, engaged in participatory mapping to identify neighborhood assets, conducted flood water quality testing, applied for shoreline stabilization grants, and designed stormwater best management practices.

Beyond these tangible accomplishments, the FRN pilot provides an educative space for NSS to hone mindsets, build relationships, and experiment with a principled approach to flood resilience. NSS lean upon a series of [Guiding Principles](#) that articulate the group's shared values and provide a critical framework for decision-making. These principles challenge traditional models of technical assistance by emphasizing humility among practitioners, local knowledge, community assets, and self-determination. Following these Guiding Principles, NSS continue to un-learn and re-learn frameworks, language, and competencies that are different from, and complementary to, western scientific knowledge. NSS operate as a cross-organizational team that cultivates a collaborative environment for shared reflection, discussion, and problem-solving.

When the pilot phase ends in August 2025, NSS will continue providing technical assistance toward residents' self-determined, flood resilient futures with additional funding. In this transition, a NOAA Coastal Management Fellow will bring critical capacity, creativity, and competencies to help build a successful pilot into a sustained program. The Fellow will provide support to two existing FRN neighborhoods, identify and initiate relationships in 1-3 new neighborhoods, communicate the impact of FRN through storytelling, support development of a programmatic vision, and facilitate a Community of Practice among a growing network of organizations working with FRN or interested in incorporating FRN approaches into their respective work.

2. Goals and Objectives

1. **Build Flood Resilience at the Neighborhood Scale:** The Fellow will support two existing FRN neighborhoods by providing programming and resources that are responsive to residents’ lived experiences, perspectives, and priorities. As a result of the Fellow’s engagement, these neighborhoods will identify and implement two new strategies that increase flood resilience. Additionally, through the Fellow’s work, 1-3 new neighborhoods with non-traditional forms of land tenure will join the program. The Fellow’s leadership to identify and build relationships will help to respectfully expand FRN’s reach. And finally, by August 2027, the Fellow will create an equity-centered storytelling project to communicate at least 5 neighborhood histories and goals as well as the impact of FRN.
2. **Enable Purposeful Operation and Growth of Flood Ready Neighborhoods:** At the end of the first year of the Fellowship, a visioning process will clarify and codify shared values and long-term goals for FRN. Additionally, the Fellow’s leadership to create and facilitate a new Community of Practice will enable at least 5 technical assistance providers in the region to learn, experiment with, and employ principled approaches to flood resilience.

3. Milestones and Outcomes

| OBJECTIVE 0: PROJECT COORDINATION | |
|---|--------------|
| Milestones/Outcomes | Timeframe |
| Task 0.1: Finalize Fellowship work plan | Months 1-3 |
| Task 0.2: Participate in professional development opportunities | Months 1-24 |
| OBJECTIVE 1: BUILD FLOOD RESILIENCE AT THE NEIGHBORHOOD-SCALE | |
| Milestones/Outcomes | Timeframe |
| Task 1.: Serve as Neighborhood Support Staff in existing Flood Ready Neighborhoods <ul style="list-style-type: none"> • Activities documented in Progress Journal & Principles Log (Months 1-24) • Principled support provided to two Flood Ready Neighborhoods (Months 1-24) | Months 1-24 |
| Task 1.2: Guide expansion of Flood Ready Neighborhoods <ul style="list-style-type: none"> • Methodology to identify potential neighborhoods updated (Months 7-12) • Relationships initiated in neighborhoods with non-traditional form of land tenure (Months 13-24) • Consent or refusal assessed, and support provided to new neighborhood(s) as appropriate (Months 13-24) | Months 7-24 |
| Task 1.3: Lead a storytelling project to share Flood Ready Neighborhoods voices and progress <ul style="list-style-type: none"> • Storytelling project ethics, narrative, and design scoped with neighborhood residents and support staff (Months 12-16) • Digital tools (e.g., oral histories, videos, interactive maps, art, photography, etc.) used to communicate neighborhood histories, goals, and impacts (Months 17-24) | Months 12-24 |
| OBJECTIVE 2: ENABLE PURPOSEFUL OPERATION AND GROWTH OF FLOOD READY NEIGHBORHOODS | |
| Milestones/Outcomes | Timeframe |
| Task 2.1: Contribute to the creation of emergent programmatic materials <ul style="list-style-type: none"> • Public-facing website enhanced (Months 1-3) • Supportive guidance and decision-making tools developed (Months 4-24) | Months 1-24 |
| Task 2.2: Support development and implementation of programmatic vision <ul style="list-style-type: none"> • Vision developed with change management consultancy (Months 3-9) • Guidance, protocols, structures of support for new Community of Practice partners created with change management consultancy (Months 3-9) | Months 3-9 |

| | |
|---|--------------------|
| <p>Task 2.3: Facilitate Flood Ready Neighborhoods Community of Practice</p> <ul style="list-style-type: none"> • Partnerships formalized with growing network of partners (Months 7-10) • Quarterly Community of Practice meetings held (Months 10-24) • Community of Practice impact and connectivity evaluated, guidance documents updated respectively (Month 22) | <p>Months 7-24</p> |
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4. Project Description

Flood Ready Neighborhoods (FRN) offers a unique opportunity for a NOAA Coastal Management Fellow to contribute to and shape a community-centered and principled approach to technical assistance in several flood prone neighborhoods in New Hampshire’s coastal watershed. The Fellow’s workplan combines what FRN describes as “the work of head, heart, and hands”; the Fellow will contribute a combination of technical, social-emotional-cultural, and strategic thinking competencies. Together these skills will directly support neighborhood priorities and assets in resilience-building and will enable an impactful program to grow deeper and wider among adaptation practitioners in the region.

OBJECTIVE 0: PROJECT COORDINATION

Task 0.1 Finalize Fellowship work plan

Timeframe: Months 1-3 | Time Commitment: <1%

The Fellow and their Supervisor will finalize a work plan that combines the objectives, milestones, and outcomes of the project with the skills, knowledge, and interests of the Fellow. Development of the work plan will allow the Fellow to become familiar with proposed activities, FRN partners, and communities engaged in the pilot. A final work plan will serve as a tool for weekly check-ins with the Fellow’s Supervisor, while ensuring the Fellow is successfully completing tasks and fulfilling their professional goals.

Task 0.2 Participate in professional development opportunities

Timeframe: Months 1-24 | Time Commitment: 5%

The Fellow will be encouraged and supported to seek out professional development opportunities that contribute to their project and professional interests. These opportunities may include conferences, workshops, or retreats enabled through the Fellowship. Existing NSS have also pursued deep listening training, collective governance facilitation training, ethical storytelling and community engagement panels, and trauma-informed care resources, to complement scientific and technical expertise.

OBJECTIVE 1: BUILD FLOOD RESILIENCE AT THE NEIGHBORHOOD SCALE

Task 1.1 Serve as Neighborhood Support Staff in existing Flood Ready Neighborhoods

Timeframe: Months 1-24 | Time Commitment: 20%

The Fellow will serve as part of NSS teams in two existing Flood Ready Neighborhoods, working directly with residents and neighborhood leaders to build flood resilience. This team environment allows staff to make sense of their work together through shared reflection, discussion, problem-solving, and implementation. In communities, the forms NSS support takes are unique to each neighborhood’s priorities and strengths to enable responsive assistance. Nonetheless, NSS are generally responsible for initiating, building, and sustaining relationships with neighborhood leaders and residents; facilitating and participating in neighborhood meetings or events; providing decision-making support to residents; summarizing scientific or technical reports; connecting residents with relevant service providers and resources to address questions or work toward shared goals; and stewarding compensation for residents and services provided to the neighborhood. The Fellow will also participate in bi-weekly NSS team coaching meetings. These meetings serve as a vehicle for collaborative problem solving, professional development, program updates, and neighborhood discussions. The Fellow, along with NSS team members, will maintain a progress journal, document the use of Guiding Principles in day-to-day

decision-making, and develop a positionality statement to raise awareness of individual perspectives, beliefs, and underlying assumptions that affect each team member's approach to work.

Task 1.2 Guide expansion of Flood Ready Neighborhoods

Timeframe: Months 7-24 | Time Commitment: 15%

In 2022, NHSG/UNHCE staff used existing geophysical and socioeconomic factors to identify potential neighborhoods for the FRN pilot. Results from this mapping exercise largely guided where NSS began developing relationships and assessing a neighborhood's willingness to participate in FRN. Upon reflection, there are several limitations of this approach. Census tract data in the Social Vulnerability Index are not of fine enough resolution to identify opportunities for FRN at the neighborhood-scale, and data alone do not constitute what residents know to be true about a place from anecdotal and experiential knowledge. An updated approach is needed as FRN looks to expand and offer support to additional neighborhoods, with a focus among neighborhoods where residents have non-traditional forms of land tenure. With guidance from the Leadership Team, the Fellow will be tasked with designing and documenting an updated methodology using community-based participatory research to identify potential neighborhoods for FRN expansion. Once identified, the Fellow alongside another member of the NSS will spend time building and nurturing relationships in emerging neighborhoods and identifying consent or refusal from residents to determine continued involvement.

Task 1.3 Lead a storytelling project to share Flood Ready Neighborhoods voices and stories

Timeframe: Months 12-24 | Time Commitment: 20%

The Fellow will develop the ethics, narrative, and design of a storytelling project with FRN residents and NSS to share the histories, goals, and impacts of the program. Potential project formats could include Photovoice, oral histories, art installations, or storytelling gatherings. This work will be underpinned by equity-centered storytelling frameworks and FRN's Guiding Principles which state that "People have a right to their own story." The final storytelling product will cultivate trust among and provide benefits to participants, elevate neighborhood assets and capacity, and communicate the approach and impact of FRN. The Fellow will have access to the NHSG Communications Office staff and digital media technologies and will receive guidance from the Leadership Team throughout the process.

OBJECTIVE 2: ENABLE PURPOSEFUL OPERATION AND GROWTH OF FLOOD READY NEIGHBORHOODS

Task 2.1 Contribute to creation of emergent programmatic materials

Timeframe: Months 1-24 | Time Commitment: 10%

As the Fellow builds an understanding of the FRN program, they will be asked to contribute to the development of both internal and external documents and resources. The Fellow will enhance the existing FRN website to better communicate what FRN is and how the program works to several audiences – fellow technical assistance providers, potential partners, and external funders. Additionally, with guidance from the Leadership Team and in partnership with their Supervisor, the Fellow will steward the development of new programmatic materials that guide NSS as they encounter challenges or seek to codify behaviors, norms, or mindsets. For example, NSS created a decision-making resource to navigate circumstances when residents' priorities are inconsistent with FRN Guiding Principles. The need for this programmatic material emerged from a neighborhood where residents wanted to pursue a vegetated berm. This flood resilience solution could mitigate flooding up to predicted 2050 spring tide elevation but also would potentially require a variance from environmental regulations and harm adjacent properties and habitats. Materials developed by the Fellow may include but are not limited to onboarding and training resources for new NSS, best practices for resident compensation, template communication materials, or evaluation and reflection guides. These materials will be not only integral to the ongoing, principled operation of FRN but also support a transfer of knowledge to interested

partners including the Wells National Estuarine Research Reserve in Maine, NOAA Coastal Inundation Community of Practice, and Massachusetts Association of Floodplain Management.

Task 2.2 Support development and implementation of programmatic vision

Timeframe: Months 3-9 | Time Commitment: 15%

Throughout the pilot, FRN has been supported by [Catalyst Collaboratives](#), a small consultancy focused on helping clients cocreate, navigate, and manage change that is rooted in equity and anti-oppression, and driven in pursuit of belonging, justice, and collective liberation. This support has led to transformational changes in how NSS approach community engagement, partnership building, and administrative decisions. As FRN evolves from a pilot into a program, Catalyst Collaboratives has been retained to lead a visioning process that will further define, sustain, and grow the principled work of FRN into the future. The Fellow and their supervisor will work closely with Catalyst Collaboratives to (1) develop a programmatic vision, (2) identify potential funding models and sources for FRN, and (3) provide guidance to develop new partnerships that honor FRN principles.

Task 2.3 Facilitate Flood Ready Neighborhoods Community of Practice

Timeframe: Months 7-24 | Time Commitment: 15%

FRN benefits from an Advisory Team in the region who hold unique knowledge, connections, and resources which allow NSS to offer holistic assistance. Throughout the pilot, this Advisory Team met quarterly and included staff from the Great Bay National Estuarine Research Reserve, Seabrook-Hamptons Estuary Alliance, Seacoast Public Health Network, UNH College of Life Sciences and Agriculture, and the UNH School of Marine Science and Ocean Engineering. The pilot also illuminated opportunities to work in partnership with additional technical assistance providers who can help fill critical service gaps or who may be interested in experimenting with FRN's principled approach to building resilience. Leveraging guidance developed with Catalyst Collaboratives in Task 2.2 and with support from their Supervisor, the Fellow will facilitate and formalize partnerships with a growing network of organizations working with FRN or interested in incorporating FRN approaches into their respective work. The Fellow will create and lead a Community of Practice with these partners, creating a space for experimentation, shared learning, and collaborative problem-solving. After one year of implementation, the Fellow will lead an evaluation of the Community of Practice impact and connectivity to inform network sustainability and will update guiding documents and practices based on that evaluation.

5. Diversity, Equity, Inclusion, and Justice

The concepts of and commitments to diversity, equity, inclusion, and justice are woven throughout FRN's Guiding Principles. These Guiding Principles shape both where and how FRN works – striving for distributional, procedural, and relational justice. The Fellow's workplan includes expansion of FRN to a new neighborhood with a focus on communities with non-traditional forms of land tenure and/or a diversity of incomes. In turn, the Fellow's work seeks to provide resilience benefits and mitigate harms to people who experience conditions that reduce their ability to cope with weather-related disruptions and exposure to coastal hazards. The Fellow's approach to conducting this work will further engender DEIJ and FRN's Guiding Principles by advancing flood resilience in ways that recognize a diversity of thoughts and identities as an asset to solution-building, understand that we all don't start from the same place, and are rooted in respect for local knowledge, humanity, and self-determined futures. In practice, the Fellow will be called upon to reflect on individual identity, positionality, and power in community contexts; lead with listening to become attuned to others' lived experiences; broaden access to information; work through institutional barriers to provide just compensation; and build relationships of trust across difference.

6. Fellow Mentoring

Partner organizations NHCP and NHSG/UNHCE will work closely together to provide the Fellow with a supportive and educative team that provides dedicated staff supervision focused on the Fellowship project objectives and independent professional mentoring. Staff at NHCP and NHSG/UNHCE frequently collaborate on projects within the coastal watershed and have experience successfully sharing supervision and mentoring responsibilities for previous NOAA Coastal Management Fellows.

Supervision: The Fellow will be supervised by Lucy Perkins (former Fellow), Coastal Resilience Project Manager at NHCP. (This position will have transitioned to NHSG by the time the fellowship starts in August 2025.) Lucy will oversee the administrative details of the Fellow's integration into both the NHCP and NHSG/UNHCE offices, leading onboarding and training. The Fellow will be fully integrated into the NHCP and NHSG/UNHCE teams, will be included in staff meetings and invited to participate in staff-related activities. Based on their interests and capacity, the Fellow may participate in relevant programs and projects at NHCP, NHSG/UNHCE and the [New Hampshire Coastal Adaptation Workgroup \(CAW\)](#), including but not limited to the [Coastal Landowner Technical Assistance Program](#), updates to [New Hampshire Coastal Flood Risk Guidance](#), [planning for the 2026 CAW Climate Summit](#), and [salt marsh restoration efforts funded through the America the Beautiful initiative](#). The Fellow is encouraged to join related professional networks including but not limited to the Climigration Network, Coastal States Organization, Northeast Regional Ocean Council, and American Society for Adaptation Professionals. Through these opportunities, the Fellow will gain access to a broad network of coastal management professionals in the Northeast and around the country.

Professional Mentoring: The Fellow will be professionally mentored by Kirsten Howard (former Fellow), Resilience Coordinator at the NHCP. Kirsten will work with the Fellow in regular mentoring sessions to support the Fellow's career objectives and ensure their professional development goals are met. Other NHCP, NHSG/UNHCE, and FRN partners will also be available to mentor the fellow. Previous Fellows have participated in learning opportunities provided by [New Hampshire Listens](#), [New Hampshire CoastWise](#), and the NOAA Office for Coastal Management Digital Coast, as well as substantive conferences related to project topics noted in Section 4 Project Description.

7. Office Environment

The Fellow will work out of the NHSG/UNHCE office located on the University of New Hampshire campus in Durham and the NHCP field office in Portsmouth. The Fellow will be expected to be in-person for one anchor day each week at NHCP (currently Tuesdays) and two anchor days each month at NHSG/UNHCE. During anchor days all program staff are present at each organization. Outside of anchor days, the Fellow will have the opportunity to work full time in-person or set up a hybrid work office/work from home schedule. NHCP staff generally split the five-day work week into 2-3 days in office and 2-3 days from home. The Fellow's Supervisor, with a primary affiliation at NHSG, will also split time between NHCP and NHSG/UNHCE offices. Specific arrangements regarding work schedule and location will be determined in collaboration with the Fellow's Supervisor.

NHSG/UNHCE will provide the Fellow a shared office space, a laptop with email address, software procured under a university-wide Microsoft 365 subscription, and associated computer equipment including a monitor, mouse, headset, and keyboard. NHSG/UNHCE will also provide the Fellow with a University of New Hampshire parking pass and access to the UNH library. Additional equipment or supply needs may be covered with available funds in NHSG/UNHCE Principal Investigator Accounts. At NHCP, the Fellow will be provided with cubicle space and access to all meeting rooms. The Fellow will be compensated for travel to and from meetings with neighborhoods and community members in a personal vehicle.

8. Project Partners

FRN is inherently designed to be a collaborative and interdisciplinary effort. The Fellow will be integrated into several working groups of project partners described below.

FRN Neighborhood Support Staff

A group of Neighborhood Support Staff (NSS) lead relationship building and work with neighborhood residents. NSS meet bi-weekly to share experiences, problem solve together and offer support to one another. This educative and supportive space is critical as the work alongside neighborhood residents and leaders on the frontlines of climate-exacerbated flooding is neither easy nor simple. NSS include Annie Cox, PREP Watershed Resilience Manager; Dr. Alyson Eberhardt, NHSG/UNHCE Coastal Ecosystems Specialist; Kirsten Howard, NHCP Resilience Coordinator; Abigail Lyon, PREP Community Engagement Manager; Lucy Perkins, NHCP Coastal Resilience Project Manager; Lynn Vaccaro, GBNERR Coastal Training Program Coordinator; and Lisa Wise, NHSG/UNHCE Climate Resilience Specialist.

FRN Leadership Team

The Fellow will participate in and be supported by the FRN Leadership Team. The Leadership Team meets weekly and comprises Co-Principal Investigators during the pilot phase, Dr. Alyson Eberhardt and Kirsten Howard, and staff providing program management support to FRN, Lucy Perkins and Lisa Wise. The Leadership Team provides thought leadership and strategic direction for FRN and will play an advisory role for the Fellow as they develop deliverables in Tasks 1.2, 1.3, 2.1, 2.2, and 2.3.

FRN Advisory Team

FRN is further supported by an Advisory Team who share knowledge with, learn from, and make connections for NSS. The Advisory Team members meet quarterly with NSS and Leadership Team members. The Advisory Team currently includes staff from the Great Bay National Estuarine Research Reserve, Seabrook-Hamptons Estuary Alliance, Seacoast Public Health Network, UNH College of Life Sciences and Agriculture, and UNH School of Marine Science and Ocean Engineering. Over the next two years, the FRN Leadership Team hopes to expand this network of advisors to include Workforce Housing Coalition of the Greater Seacoast, Able New Hampshire, UNH Institute on Disability, and the New Hampshire Community Development Finance Authority, enabling FRN programming that promotes the well-being of residents. Advisory Team members are also available outside of scheduled meetings to provide customized guidance for NSS and FRN Leadership Team members. As FRN evolves from a pilot into a program the form and function of the Advisory Team may shift to better support bi-directional knowledge sharing and relationship building.

9. Cost-Share Description

The \$15,000 cost sharing requirement for the 2025-2027 Coastal Management Fellowship will be funded by New Hampshire Coastal Program and New Hampshire Sea Grant.

10. Strategic Focus Area

FRN addresses the Resilient Coastal Communities and Healthy Coastal Ecosystem strategic focus areas. As NSS, the Fellow will provide inclusive and meaningful direct assistance to neighborhoods experiencing flood risk in New Hampshire's coastal watershed. They will make technical and scientific resources available, complementing the lived and generational knowledge of residents, to build a shared understanding of coastal hazards and plan for impacts to habitats, infrastructure, and communities. The Fellow will also increase the capacity of neighborhood leaders to engage in flood resilience discussions and the neighborhood- and local-levels by fostering connections with key decision-makers and peers, offering skill-building and advocacy training opportunities, and resourcing existing social capital. Following the Guiding Principles, the Fellow's support will emphasize nature-based approaches where feasible to improve flood resilience and the restoration of coastal ecosystems.



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Nicholas Needle
Fellowship Coordinator
Contractor in support of NOAA Office for Coastal Management
2234 South Hobson Ave.
Charleston, SC 29405

October 16, 2024

Subject: Letter of collaboration for the New Hampshire Coastal Program project proposal to the 2025 NOAA Coastal Management Fellowship Program

Dear Mr. Nicholas Needle,

I am pleased to offer New Hampshire Sea Grant's (NHSG) enthusiastic commitment to partner with the New Hampshire Department of Environmental Services Coastal Program (NHCP) on the Coastal Management Fellowship project entitled, "Flood Ready Neighborhoods – Enabling a Principled Approach to Resilience in Coastal New Hampshire." This fellowship project will support a neighborhood-scale, principled approach toward coastal resilience by sustaining and strengthening the Flood Ready Neighborhoods Program (FRN) and advancing a FRN Community of Practice.

For the past two years, NHSG staff have partnered with NHCP staff to co-manage the FRN pilot project, resulting in new relationships, strengthened partnerships, and many learnings about tackling flooding at the neighborhood scale. We are excited about this opportunity to bring on a Coastal Management Fellow to provide valuable competencies and critical capacity to coastal NH neighborhoods experiencing flooding. This project will make for a compelling Fellowship for several reasons – for example, collaborating with FRN partners from various organizations, supporting this exciting phase as FRN transitions from pilot to sustainable program, developing skills for engagement and technical assistance that is responsive to community priorities, and growing meaningful relationships in coastal neighborhoods with a range of contexts.

New Hampshire has an incredible track record of Coastal Management Fellows making important contributions to increase the resilience of NH's people and coasts. The proposed fellowship project will continue the legacy of impactful, innovative work addressing clear needs. NHSG enthusiastically commits to the responsibilities outlined within the proposal, including providing supervision, office space, computer equipment, and match funding for the fellow. If you have any questions, please feel free to contact me at Erik.Chapman@unh.edu.

Sincerely,

A handwritten signature in cursive script that reads 'Erik Chapman'.

Erik Chapman
Director, NH Sea Grant



Nicholas Needle
Fellowship Coordinator
Contractor in support of NOAA Office for Coastal Management
2234 South Hobson Ave.
Charleston, SC 29405

October 18, 2024

Subject: Letter of support for the New Hampshire Coastal Program project proposal to the 2025 NOAA Coastal Management Fellowship Program

Dear Mr. Nicholas Needle,

We are excited to support the 2025-2027 NOAA Coastal Management Fellowship proposal submitted by the New Hampshire Department of Environmental Services Coastal Program (NHCP) and the New Hampshire Sea Grant (NHSG) entitled, "Flood Ready Neighborhoods – Enabling a Principled Approach to Resilience in Coastal New Hampshire."

We represent the Neighborhood Support Staff (NSS) that have been closely collaborating on the Flood Ready Neighborhoods Pilot for the past two years. The work has been challenging and rewarding both professionally and personally for our team as we have learned important lessons about supporting community-driven flood resilience work at neighborhood scales. The Fellow will provide critical capacity and skills that will enable us to refine and grow the innovative and successful FRN pilot.

We are thrilled to have an opportunity to welcome another colleague onto the NSS team and family. We commit to serving in collaborative partnership, offering mentorship opportunities, and supporting the career goals of the Fellow as they join us in our efforts to take principled approaches to coastal resilience in New Hampshire.

Sincerely,

Lucy Perkins
Coastal
Resilience
Project Manager

Kirsten Howard
Resilience
Program
Coordinator

Alyson Eberhardt
Coastal
Ecosystems
Specialist,
Associate
Extension
Professor

Lisa Wise
Coastal
Resilience
Specialist

Lynn Vaccaro
Coastal Training
Program
Coordinator

Anne Cox
Watershed
Resilience
Manager

Abigail Lyon
Community
Engagement
Manager



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Coastal Program
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