



NFWF



THE GUY BRADLEY AWARD

2024 REQUEST FOR NOMINATIONS for State Agency and Federal Agency Wildlife Enforcement Officers to Recognize Outstanding Lifetime Service

NOMINATIONS DUE BY *Friday, January 19, 2024, by 11:59pm Eastern Time*

OVERVIEW

In 1905, a Florida game warden named Guy Bradley became the first wildlife law enforcement agent killed while performing his duties to protect the nation's wildlife. Law enforcement agents like Bradley are essential to virtually every aspect of wildlife conservation, from recovering endangered species to managing waterfowl and big game resources. In honor of Guy Bradley, the National Fish and Wildlife Foundation established this lifetime achievement award to recognize individuals for their commitment and performance in the field of wildlife law enforcement.

The Guy Bradley Award will be presented to one state agency and one federal agency officer whose dedication and public service to protecting the nation's natural resources demonstrates outstanding leadership, excellence in implementation, knowledge, and actions that have advanced the cause of wildlife conservation.

AWARD

One state and one federal recipient will receive a check for \$2,500 and a commemorative plaque in recognition of their efforts. Recently retired officers and previously nominated officers are eligible to receive this award. In the event that a recipient cannot accept a cash award, as is the case for federal employees, a donation of \$2,500 will be made in the recipient's name to the organization/project of his or her choice.

SPONSORING AGENCY

Agency Name: Indiana Department of Natural Resources, Law Enforcement Division
Agency Address: IGCS 402 West Washington Street, W255D, Indianapolis, IN 46204
Contact Person Name: Capt. Jet Quillen
Contact Person Email: jquillen@dnr.IN.gov
Contact Person Phone: 317-903-1671

NOMINEE'S CONTACT INFORMATION

Full Name: Lt. Col. Terry Hyndman
Job Title: Emergency Preparedness Coordinator
Office Address: IGCS 402 West Washington Street, W255D, Indianapolis, IN 46204
Email: thyndman@dnr.IN.gov
Phone: 812-353-8026

NOMINEE'S YEARS OF SERVICE

List relevant job positions the Nominee has held and years in each position. (400 word limit)

38 Years of Service

7/1/85 – Field Officer

12/17/95 – First Seargent (Assistant District Supervisor)

10/5/97 – South Region Captain (Oversees Field Operations for Southern Half of State)

2/20/11 – Operations Major

10/9/16 – Executive Officer (Lieutenant Colonel)

10/7/18 – Emergency Preparedness Coordinator & Central Dispatch Supervisor (Lieutenant Colonel)

NOMINEE'S CAREER ACHIEVEMENTS

Describe in detail the Nominee's notable performance and accomplishments; especially those related to field work. Please provide specific examples, rather than generalities. (500 word limit)

38 Years of Service

1990 – Operational District 1 Officer of the Year

1993 Operational District 1 Officer of the Year

1995 Indiana Bowhunters Assn. Officer of the Year

1997 Law Enforcement Division Appreciation & Commendations Certificate

2000 Law Enforcement Division Director's Leadership Award

2018 Letter of Commendation from Shelbyville FD

NOMINEE'S DEMONSTRATION OF OUTSTANDING LEADERSHIP

Describe the Nominee's leadership qualities and instances that best represent them. (400 word limit)

Many leaders wear the Indiana Conservation Officer uniform, but none lead like to Lt. Col. Terry Hyndman. Lt. Col. Hyndman epitomizes the word 'Leader'. Lt. Col. Hyndman demonstrates many qualities but the following five are what set him apart.

Integrity: Lt. Col. Hyndman acts with fairness, honesty, and commitment. He inspires others to embrace these qualities. Since he has earned trust and respect, officers are eager to follow his direction. He would not ask anything of an officer that he would not do himself. That is evident in his involvement in public appearances and the taking of calls even when he is not expected to.

Vision: To lead effectively, you need to define and share your vision. Lt. Col Hyndman sees the big picture. He sets measurable goals for the officers and civilians (Dispatchers) under him and helps them achieve those goals.

Self-Awareness: Lt. Col. Hyndman knows his strengths and weaknesses. He is confident in the things he is good at and is always trying to improve in his deficiencies. When Lt. Col. Hyndman was tasked with overseeing our Dispatch Center, he jumped right in learning all details and aspects. He even went so far as to work on Christmas day to give dispatchers time off to spend with their families.

Decisiveness: Lt. Col. Hyndman is not afraid to lead. He makes confident decisions and stands by them. He makes calculated decisions and refers back to his years of experience to be an effective leader.

Collaboration: He engages with all his team members no matter the level. He makes them feel valued and supported. That is why so many people look to Lt. Col. Hyndman for advice and direction.

These are just a few of the many traits that make Lt. Col. Terry Hyndman an effective leader. Lt. Col. Terry Hyndman is one of a kind and will be truly missed upon his retirement in June of 2024!

NOMINEE'S UNIQUE PROFESSIONAL CONTRIBUTIONS (GOING ABOVE THE CALL OF DUTY)

Describe how the Nominee has demonstrated exceptional performance beyond the duties required by his/her job. Please provide specific examples, rather than generalities. (400 word limit)

Over a 38-year career, Lt. Col. Hyndman has held many leadership positions. To be an effective leader within the Indiana DNR, Law Enforcement Division, you must be able to adapt to change. During a Leadership change in 2012 Lt. Col. Hyndman was asked to step in and be Interim director of our agency. While in command, Lt. Col. led flawlessly until a new director was named. This shows the confidence and willingness for Lt. Col. Hyndman to step out of his comfort zone and go above and beyond what is expected of him.

As our agency's current Emergency Preparedness Coordinator, Lt. Col. Hyndman works closely with the Indiana Department of Homeland Security. Last year due to Lt. Col. Hyndman's ability to build positive relationships and his reputation as a leader, he was asked to oversee and chair the Public Safety Statewide Committee and oversee the Resource and Logistics Planning for the 2024 Solar Eclipse. This statewide committee is tasked with planning, training, and logistics for public safety agencies across the state. Lt. Col. Hyndman has held numerous meetings with public safety agencies of all sizes to ensure capabilities will be met for an event of this scale that few, if any, have experienced.

NOMINEE'S INNOVATION (PROGRAM STARTER)

Describe any programs or projects that the Nominee has initiated or improved. (400 word limit)

Lt. Col. Hyndman is never satisfied with the status quo. He is constantly striving to improve programs to ensure they are running and serving our constituents optimally. He has influenced or improved many programs over his career. Here are a few examples.

Lt. Col. Hyndman is one of the founding members of the Indiana River Rescue School. The Indiana River Rescue School (IRRS) was formed through cooperative efforts of the South Bend Fire Department and the Indiana Dept. Of Natural Resources; with support from the South Bend Parks Dept. and the Ohio Dept. of Natural Resources. IRRS is based in the heart of downtown South Bend and is a 5-day school that includes extensive field training on the St. Joseph River, its unique "L" shaped dam, and the nationally recognized East Race Waterway. The East Race Waterway is a 2000' white water run which winds through the heart of the city. It allows for a realistic and controlled training site that has become a premier training ground for "Swiftwater Rescue". IRRS is designed to provide the public safety professional with the skills and knowledge for real-world swift water emergencies. Through team building and hands-on training, students will learn boat operations, rope rescue systems, reaching rescue, swimming "Go" rescues, search techniques and other important life-saving skills. Every Indiana Conservation Officer has attended IRRS since its inception and many have taught at the school as instructors.

Recently Lt. Col. Hyndman was tasked with overseeing our agency's Turn In a Poacher (TIP) Program. He immediately got to work. After reviewing the program, Lt. Col. Hyndman discovered the by-laws of the program had not been updated in nearly 30 years. He began the painstaking task of reviewing, changing, and improving the by-laws that are the foundation of the program. He then began adding new members to the board and implemented strategic planning to improve and optimize the program. Due to his hard work, the program is up and running stronger than ever.

NOMINEE'S IMPACT ON THE COMMUNITY

Describe how the Nominee is/has been instrumental in initiating or leading efforts to benefit the local community (e.g. public outreach, community engagement, etc). (400 word limit)

Lt. Col. Hyndman is a true public servant. He is a firm believer that education is bigger than enforcement. He is constantly engaging the public either one on one or in a public appearance setting. Over the years, Lt. Col. Hyndman has attended or instructed hundreds of Hunter Education classes.

He also makes it a point to work and attend many of our high attendance events such as the Indiana State Fair,

Indiana Boat, Sport and Travel Show and Indiana National Archery in the Schools Program. During these events, he will work multiple shifts and encounter hundreds of people.

NOMINEE'S MENTORING ACTIVITIES

Describe the contributions made by the Nominee to peers and junior officers. (400 word limit)

If you ask many within our agency, you will find they consider Lt. Col. Terry Hyndman a mentor. Many of the top leaders in our ranks have at one time worked directly under Lt. Col. Hyndman direction and they will link him specifically to their development.

Lt. Col. Hyndman builds meaningful relationships with both officers and civilian employees. He routinely follows up with officers and staff to check in and see how they are doing both personally and professionally. He truly demonstrates a caring heart.

This mentoring effort begins when officers first hire on and enter recruit school. Lt. Col. Hyndman is there throughout the process ensuring that relationships are being built and that he is personally getting to know each and every recruit.

He also mentors outside of our agency. As a proud graduate of the FBI-National Academy, Lt. Col. Hyndman oversees the Indiana FBINAA Chapter. After graduation, he spearheaded Indiana's FBINAA Youth Leadership Program. The Youth Leadership Program is designed to offer lifelong enrichment opportunities in support of exceptional young leader's drive for knowledge and their desire to make a difference in the world. Lt. Col. Hyndman personally invests his personal time on this program and personally ensures its success in Indiana.

ANY OTHER INFORMATION YOU WOULD LIKE TO INCLUDE ABOUT YOUR NOMINEE

Please submit any additional documentation you think would strengthen this nomination form in support of the Nominee.

Oversees Indiana Conservation Officer deployments to aid other states, Indiana Department of Homeland Security and Natural Disasters. These deployments include Hurricanes Katrina, Harvey, and Sandy along with multiple agency deployments to North Dakota for the Dakota Access Pipeline Protests.

Lt. Col. Hyndman was responsible for Indiana to become once again compliant and a part of the Interstate Wildlife Violator Compact.

SUBMISSION & SUBMISSION ASSISTANCE

Please fill out this form and email it to AFWA Communications Director, Patricia Allen (pallen@fishwildlife.org).

For more information or questions about this request for nominations, please contact Patricia Allen.