



# Conservation Coaches Network e-newsletter

Spring 2010

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## Network News

### Hey Coaches, Time to Rally Round!

The fourth Coaches Network Rally will be held the week of November 15, 2010 in Santa Cruz, California.

Rally 2010 will be dedicated to enriching our skills to facilitate key aspects of the adaptive management framework in the face of increasingly challenging global contexts (strategy development and measuring effectiveness). You will also learn about, share and critique new and evolving tools and methods and provide input into the direction of the Network as a whole. And as always, we promise to celebrate our dynamic and diverse community.



Rally 2008 Coaches celebrate their team's winning "art work." © TNC

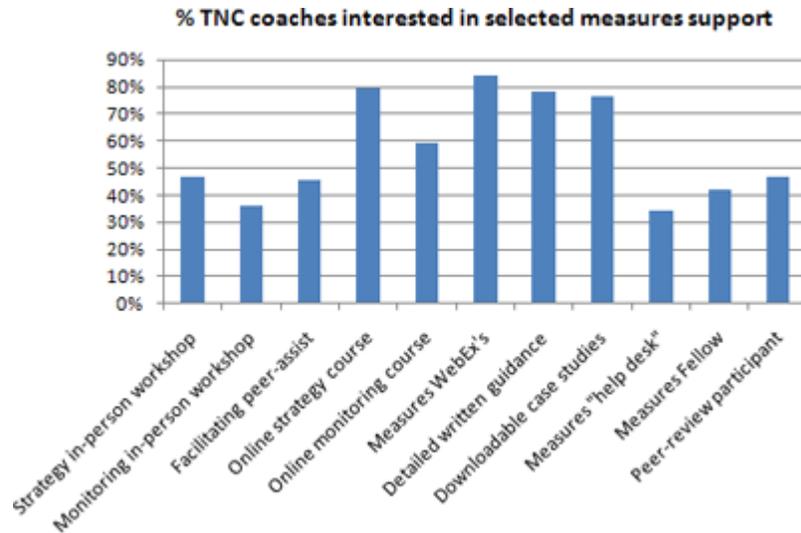
So Save the Date. And look for more information to follow soon. You won't want to miss it. The Rally is your chance to strut your stuff and, in the words of past Rally participants, to be a "part of the most inspiring event" where participants "start learning in the preparation phase and experience follow-up learning for years to come."

### Building Skills to Support "Measures" – What Do You need?

A major directive in the [Coaches Network Strategic Plan](#) calls for helping coaches to support teams to develop and implement better ways of measuring the effectiveness of their work. About the same time that our Strategic plan was written, The Nature Conservancy also adopted the [Conservation Measures Business Plan](#) an organization-wide plan calling for a focused commitment to improving TNC's ability to measure the results of strategies. Since ratifying these plans in 2009, the Coaches Network and the Conservancy's Methods and Learning team have been implementing different actions aimed at advancing these objectives.

New [measures support materials](#) have been developed. Promising practical efforts have been compiled as [case studies](#). New peer assist approaches to training teams and coaches in strategy effectiveness measures have been piloted with projects from four continents. A [Measures Summit](#) brought 23 teams and 25 coaches together to share and peer review their plans and

preliminary results. And the Conservancy has launched the **Measures Fellowship program**. In April, the Conservancy sent a survey to the 135 TNC coaches in the Network to understand which of these approaches is working for the coaches and what else they might like/need to enhance their skills to support measures. A big **THANK YOU** to the 73 Conservancy coaches who responded to the survey! Your thoughts will contribute to revision of the Conservation Measures Business Plan and inform future training and support. The coaches who provided input came from every geographic region TNC covers. The graph above is a snapshot of the results.



For more information and to see the written comments contact Jensen Montambault at [jmontambault@tnc.org](mailto:jmontambault@tnc.org).

### Passing the Torch: Teaching Conservation Planning to the Next Wave of Practitioners

Do college students in your region have access to a course in conservation planning that is based on the Open Standards for the Practice of Conservation/CAP? Since 2007, Conservation Coaches Network (CCNet) partner **Foundations of Success (FOS)** has been working with a group of universities to pilot this type of course for graduate students. The effort has resulted in a number of universities adopting this training approach and now the initiative is poised to expand! To support this expansion, the **"Teaching Adaptive Management Network" was launched**. The Network focuses on strengthening the courses that are currently being taught and providing resources for faculty interested in developing similar courses at other universities. The emphasis is on graduate programs that train conservation practitioners and have a professional development need to train students in the management of conservation projects. FOS envisions three main activities to enrich this effort:



Training the next generation of professionals.  
© Matthew Muir

1. Forums where graduate faculty and students can share ideas on course development, improvement, and career guidance in conservation planning . The next one will be in conjunction with the Society for Conservation Biology Conference, Edmonton, Canada, July 4-7 ).
2. On-line space to share resources and discuss emerging issues ([Beta version](#)).
3. Partnering with the Conservation Coaches Network to identify needs and provide potential adjunct faculty. This is where you come in. **This initiative needs your help!** If you are interested in teaching conservation planning in an academic setting or know of professors of graduate-level conservation programs who would be interested in developing a course, please contact Matt Muir at [matt@fosonline.org](mailto:matt@fosonline.org) and [visit the website](#) for more information.

### WWF Programme Standards: Working Their Way Across the Globe

Over the last three years WWF has made an effort to implement a set of best practices to help practitioners deliver conservation results — the **WWF Programme Standards** (WWF's version of the Open Standards for the Practice of Conservation). More than 700 WWF staff have been trained, and there is a champion for the Programme Standards in almost every WWF office, as well as more than 40 coaches across the WWF network.



Training WWF standards in West Africa.  
© WWF

Trainings have recently been completed with WWF offices as far afield as China, west Africa and Bolivia. In the following months, WWF plans to update the Programme Standards guidelines and tools to incorporate lessons learned from more than three years of application and to integrate new programme priorities and align with other efforts tackling major issues (e.g., climate adaptation). **WWF would like to hear from anyone currently developing, or planning to develop, new guidelines and tools for Open Standards.** If you are interested in collaborating or have any questions, contact PJ Stephenson at [PJStephenson@wwfint.org](mailto:PJStephenson@wwfint.org) or Alessandro Badalotti at [ABadalotti@wwfmedpo.org](mailto:ABadalotti@wwfmedpo.org). More on Programme Standards can be found on [WWF's website](#).

## Coaches Around the World

### USA: CAP Used to help Restore Fish Habitat for Millions

In the next few years, access for salmon runs and 11 other sea-run fish in the eastern U.S. will be vastly improved! A Conservation Action Plan (CAP) initiated by TNC in 2007 spurred the Maine Department of Marine Resources along with other agencies (including NOAA Fisheries Service) to begin dam-breaking strategies in the Penobscot River Basin. The Penobscot River Restoration Trust (PRRT), which includes The Nature Conservancy/Maine, will remove two dams closest to the Atlantic Ocean while another upstream dam will be bypassed to provide access for millions of fish. In addition to being noted by NOAA as the foundation for supporting a rigorous restoration and monitoring plan, the CAP enabled key partners to develop shared expectations of conservation actions and provide over a

million dollars of stimulus funding for baseline measures. For more information on fish habitat restoration in the Penobscot River Basin, contact Josh Royte at [jroyte@tnc.org](mailto:jroyte@tnc.org).

### Conservation through Collaboration in Australia

What can "break the back of a swathe of bureaucratic processes holding up delivery of real action"? According to Mark Anderson (Chief Executive, Greening Australia), the answer is Conservation Action Planning (CAP). Greening Australia/South Australia (GASA) is working with partners to implement goals from the WildEyre CAP across three million acres (1.2 million hectares) on the Eyre Peninsula of South Australia. The region contains some of the largest, intact and contiguous areas of bushland in South Australia's agricultural districts, including spectacular coastal land forms and nationally threatened plant and animal species. To date, approximately \$500,000 in external funding has been secured for the start-up of the WildEyre CAP strategies plus significant in-kind contributions from participating organizations. In total, an

estimated 30M of funding will be required over the next 20 years to achieve the WildEyre vision. Greening Australia Coach Todd Berkinshaw, who has led the introduction of CAP into South Australia, says the process has fundamentally changed GASA's relationship with other conservation agencies and between key non-government and government organizations. "CAP has provided us all with a clear vision for what conservation success looks like and what our roles are in achieving that." Todd said. "No longer are we jostling for a position in the conservation of threatened species and natural landscapes but rather working together towards common goals." For more information on the WildEyre conservation project or GASA, contact Sam Catford at [SamCatford@GreeningSA.org.au](mailto:SamCatford@GreeningSA.org.au).

### Calling for the Conservation of Chimpanzees across Tanzania

2010 started with an exciting adventure for TNC coaches Cristina Lasch and Elizabeth Gray as they embarked on a trip to help develop Tanzania's National Chimpanzee Conservation Action Plan (CAP). The challenge to this team was to work with 40 people from 25 institutions over three days to identify and agree upon a limited and focused set of strategies aimed at protecting the chimpanzee across all of Tanzania.

To successfully accomplish their ambitious agenda, the team incorporated findings, information and strategies identified in previous TNC-supported conservation planning efforts which covered the iconic chimpanzee habitat, Gombe Reserve in Tanzania. This effort was also greatly aided by a team of supporting facilitators from Jane Goodall Institute, the Frankfurt Zoological Society, US Forest Service, and TNC all of whom were



The Penobscot, Maine marshes.  
© Bridget Besaw



Wild coast line in WildEyre, Australia project area. © Matt Turner

introduced to CAP in these previous processes. One of the highlights of the experience, according to Cristina, was an inspiring opening address by Dr. Jane Goodall in which she led the group in a chorus of chimpanzee calls. Another highlight was the closing statement by the Director of the Wildlife Division of the Ministry of Natural Resources and Tourism in which he recognized the relevance and urgency for protecting chimpanzees in Tanzania and expressed the government's support to adopt the group's Conservation Action Plan as a national guidance document. Upon reflection, Cristina gained some powerful insights about the importance of the cultural aspects of communication and consensus building and how these affect conservation planning. For more information on this project and other insights on this process contact Coach Cristina Lasch at [clasch@tnc.org](mailto:clasch@tnc.org).



Cristina and Elizabeth pose with core team and Dr. Jane Goodall. © Ingeborg Lasch

### Measures Fellowship Takes Coach from Reefs to Rivers

Coach and "measures" expert Doria Gordon is giving a helping hand to some of The Nature Conservancy's priority project teams. As a participant in the Conservancy-sponsored Coda Global Fellowship Program, Doria is the first of what we hope will be many coach/fellows who will focus on helping teams develop practical ways to measure and monitor the effectiveness of their conservation strategies.



Coach Doria Gordon working with project manager. © Jora Young

Doria's first project was to assist Coach Bernal Herrera implement an expert workshop to identify indicators and a sampling design to monitor Forever Costa Rica, an ambitious government sponsored initiative to establish a series of marine protected areas around Costa Rica's coastline. Doria will also be working with the Colorado River Project, a large-scale integration of 16 different conservation projects along the river. Helping those project teams think about how to measure impacts across multiple sites to have a coherent picture of progress and impacts will be an interesting challenge. Doria remarked that she is getting as much as she is giving in the fellowship. By bringing them "some experience to help them make the progress they need" she says "I learn a great deal about some exciting projects around the world." The Coda Global Fellows Program is pulling together a cadre of staff with expertise in quantitative monitoring to serve on future Fellowships. If you are interested in participating or learning more, please contact Fellows Program Director Jolie Sibert at [jsibert@tnc.org](mailto:jsibert@tnc.org) or (520) 547-3422. For more information on the Coda Fellowship program check out their [web site](#) (TNC staff only).

## Mexico: Moving Conservation Action Forward in El Cielo Biosphere Reserve

Situated along the Sierra Madre Oriental in the Northern Mexican state of Tamaulipas is El Cielo Biosphere Reserve. This 357,000 acre reserve is noteworthy for the breadth of its diversity - over eight distinct ecosystems sort themselves along its over 6000 feet of elevation gradient. Working with a diverse group of state government officials, representatives of the Ejidos (local community lands), academics, and other NGO partners, TNC Coaches Jorge Uribe, Antonio Esquer and Cristina Lasch facilitated the development of a much needed management plan for the reserve using the CAP/Open Standards framework. The CAP process brought together this diverse group of participants who identified a set of conservation strategies that will contribute to the long-term sustainability of El Cielo. Uribe says the CAP will inform the designation of various zones for reserve management: strategic core zones in several areas dedicated solely to conservation, tourism zones, wildlife conservation zones and areas where local communities can continue developing sustainable activities.



El Cielo Reserve  
© Jorge Uribe

For more information on El Cielo Biosphere Reserve, contact Jorge Uribe at [juribe@tnc.org](mailto:juribe@tnc.org).

## South Pacific Islands: Taking Steps Toward Better Island Conservation

Twenty Resource managers from the Commonwealth of the Northern Mariana Islands (CNMI) came together **to create a management plan for improved conservation in the Sabana-Talakhaya watershed**. This locally sponsored workshop process (facilitated by Conservancy coaches from Micronesia) was undertaken to outline measurable goals and strategies to use to coordinate the work of multiple agencies and to aid in securing funding for the island's conservation projects.

The group dove into the process by creating a local vision for the island: "Protehi I rikesan I tano yan I tasi" ("**Protect the wealth of the land and the sea**"). They then identified threats facing land, sea, endangered and valued species of plants and animals. Guided by the adaptive management tool, Miradi, the community took a closer look at the underlying causes behind the threats and debated the most effective way to approach these threats. The workshop was funded by the CNMI's Coral Reef Initiative and the NOAA Coral Reef Conservation Program and had the participation of the Rota offices of the Department of Land and Natural Resources, Office of the Mayor of Rota, the CNMI Division of Fish and Wildlife, the Division of Environmental Quality and Coastal Resources Management, NOAA's Pacific Islands Regional Office and the Pacific Marine Resources Institute. For more information contact Umiich Sengebau at [fsengebau@tnc.org](mailto:fsengebau@tnc.org).

## USA: Aaaaall Aboard! The PPSV train is Gaining Speed

Having had their flights canceled, **Planning for Priority Species and Vegetation (PPSV)** instructors Warren Lockwood (TNC), Megan Kram (TNC), and Heidi Plank (BLM) boarded the train for four hours of jaw-dropping views and ample leg room from Seattle to Wenatchee, Washington. PPSV is a Bureau of Land Management (BLM) course that is helping to institutionalize Conservation Action Planning (CAP) in the agency's land use

planning process. The crew was en route to complete the PPSV course with BLM's Spokane District, which covers eastern Washington and the San Juan Islands. They were joined by fellow instructors Barb Hill and John Carlson from BLM. The training was a success! Participants remained engaged during the two-day workshop. The "right" people were in the room - BLM involved all key resource specialists and several key partners. There was support from decision-makers, as the planning lead attended the entire time and Wenatchee Field Office Manager checked in daily and expressed support. Finally, the training was timely - BLM is very early in its Resource Management Planning revision process. This is the third such course that BLM and TNC have completed. The first two were with Grand Junction, Colorado and Buffalo, Wyoming Field Offices.



BLM manages some of the San Juan Islands.  
© TNC

### Argentina: Developing Sustainable Grazing Plan for Patagonia Grasslands

Finding **a way to balance the needs of ranchers and the conservation** of one of the most important grassland ecosystems in Patagonia was the challenge that TNC coaches Chris Pague and Mauricio Castro were asked to address in facilitating a **CAP process for the 420,000 acre Estancia Tecka grasslands**. Working with



Conserving the Estancia Tecka grasslands.  
© Bridget Besaw

government and NGO representatives, university experts and private ranchers, the coaches helped the partners share information, explore their options and develop strategies. According to TNC's Southern Andes Conservation Strategies Manager, Carlos E. Fernández, "The experience, leadership, organization and facilitation skills that Mauricio and Chris brought to the process were KEY to the success of this CAP that is not only benefiting TNC's Sustainable Grazing in Patagonia, but we're hoping its findings and results will serve as a case study for other grasslands projects around the world in terms of finding an appropriate balance between grazing and ranching and conservation." For more information about this project contact Carlos Fernandez at [cfernandez@tnc.org](mailto:cfernandez@tnc.org).

## Bulletin Board



### Wanted! Some Hail Fellows

TNC Africa and the Coda Global Fellows Programs seeking a Fellow for a two-year assignment. Fellow will provide technical support to collect, map and analyze climate

change predictions and impact and design adaptation strategies for two projects in Tanzania. Preferred candidate has strong CAP experience and has been through a Climate Clinic to update and modify CAPs with climate change information. Experience in Africa desired. Conversational Swahili a plus. Funding is available for all travel expenses and salary and location to be negotiated. Interested? Please contact Coda Global Fellows Director Jolie Sibert at [jsibert@tnc.org](mailto:jsibert@tnc.org) or (520) 547-3422.

Also seeking a Fellow with strong CAP coaching experience and knowledge of floodplain systems and hydrology to lead a process to revise TNC Iowa's Lower Cedar River project CAP. The project involves engaging multiple agencies, integrating freshwater and terrestrial communities and addressing altered hydrology, integrating the needs of people and nature over a 200,000 acre watershed. The Fellow should be familiar with hydrological modeling techniques and be comfortable managing multi-disciplinary/multi-agency teams. Fellow will be based in his/her office and will work part time on the project for approximately 6 months. Funding is available for 3-5 trips to Iowa. Interested? Please contact Coda Global Fellows Director Jolie Sibert at [jsibert@tnc.org](mailto:jsibert@tnc.org) or (520) 547-3422.



### **Miradi Version 3.1 Released**

Just a few of the new features from the latest release:

- New pop-up text editing windows makes it easier to write and read narrative text entries.
- New "Expand to" feature for the Viability table allows user to create easy to view viability displays (more like the CAP workbook).
- Miradi now supports direct entry into some tables.
- Improved automatic diagram cleanup for downloads from ConPro.
- Threat rating criteria now explicitly visible when rating decisions are made.
- Work Plan now includes a new pop up "when" editor for easier high-level planning.



### **Launch of the Miradi User Feedback Forums**

Hey Coaches, get in on this! This forum allows users to submit and discuss ideas for improving Miradi and to vote for ideas submitted by other users. Once a part of the forum, you will be informed about when your requests are being addressed and when they should be available in a new version of Miradi. Click on the "Forum" link at [www.miradi.org](http://www.miradi.org).



### **Transitioning from the CAP Workbook to ConPro & Miradi?**

Training and guidance information will be posted on the [CAP - "What's Happening"](#) website. There is also a [self-paced Miradi tutorial](#) available.



### **ConPro News**

Check out the new features on the latest release of the [ConPro database](#):

- New, more attractive user interface
- New, improved search capabilities: you can now find projects by typing in any part of the project name
- Ability to create pdf reports from ConPro records with some or all of the ConPro information
- Built-in image viewer for displaying maps, diagrams, photos

- Overhaul of Strategy Effectiveness Measures tab



### **Afloat or Abreast? Staying Current With Climate Change Adaptation**

Heard about a great workshop AFTER it was over? Interested in promising methods and best practices that have been developed for climate change adaptation? Stay in the loop and check out the [Climate Adaptation workspace](#) for announcements, tools, references, projects, and much more! In addition to keeping you current, TNC's Climate Adaptation Team works to leverage this information into the hands of policy and decision makers and other institutions. If you would like to announce an upcoming event related to climate adaptation, please send information to The Nature Conservancy's Climate Change Adaptation Team at [awallachthomas@tnc.org](mailto:awallachthomas@tnc.org).

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CCNet Newsletter Team - Susan Abele, Leigh Ann Evans, Jora Young

For more information about the Conservation Coaches Network (CCNet) contact: Jora Young at [jyoung@tnc.org](mailto:jyoung@tnc.org).