



Spring 2009

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Dear Coaches and Friends of the Network,

This newsletter is a small sample of the great work you are doing all over the world. From supporting partners and teams to apply Conservation Action Planning/Open Standards to all types of projects and in all sizes of challenges ([Coaches Around the World](#)) to developing your own skills to ensure our teams get the best possible support ([Network News](#)) - you have been hard at work.

Take a few minutes to read about and savor your successes and celebrate advances. Check out opportunities for growth ([Bulletin Board](#)). And accept our sincere thanks to all of you for helping to *catalyze effective conservation across lands and waters worldwide through action planning, coaching, knowledge sharing and innovation.*

## CAP Coaches Around the World

### Australia. Kimberley region - CAP and Indigenous Protected Areas

Aboriginal people are embarking on an exciting program to establish six Indigenous Protected Areas to conserve millions of acres of high conservation value landscapes. To do this they have chosen to adopt the CAP planning approach, and are working with a number of partners, including Bush Heritage Australia, TNC and the CAP Coaches Network. As with other Indigenous landscapes, cultural targets (as well as, incorporating tangible and intangible cultural attributes into their targets) are fundamental to their process. The CAP teams are hoping to be able to effectively adapt the tools of CAP into the new Australian conservation context, and are drawing on the existing knowledge gained from other CAP processes with Indigenous peoples. Coaches with experience in



merging biodiversity and cultural targets and attributes, please contact [Stuart Cowell](#). The coaches working with these project teams really want to hear from you.

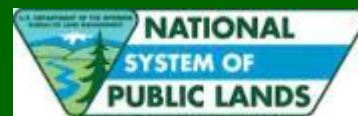
### **North America - Whooping Crane Recovery benefits from Efromyson-style CAP workshop**

How do we work together to implement the recovery of Whooping Crane across its entire range?" This was the question scientists, resource experts and land managers asked themselves at the first of three Efromyson-style workshops which took place near Grand Island, Nebraska April 1-3. The Whooping Crane Efromyson series is aimed at ensuring the recovery of one of North America's most endangered birds. Workshop 1 focused on habitat needs and bird biology while in migration. Results from the first workshop yielded items for action relating to the development of wind farms on the Great Plains, associated power line development and a potential partnership with the Avian Power Line interaction committee. On top of a highly productive first workshop, team members were treated to two firsts - a sighting of a single juvenile whooping crane in migration and the debut of "Migration" an original piano composition by [Dr. Karine Gil](#) an avian ecologist working for the Platte River Whooping Crane Maintenance Trust, one of the key partners in this effort.

Workshop 2 will be held in Regina, Saskatchewan in October to coincide with the fall staging of the bird to focus on the breeding and staging habitat and bird biology of breeding season. Workshop 3 will be held near Aransas National Wildlife Refuge on the southern gulf coast of Texas in January to discuss the wintering ground habitat needs and the bird biology of wintering season. Contact [John Heaston](#) for more information on this series.

### **Western United States - CAP Goes to the Bureau of Land Management Training Center**

The Bureau of Land Management has adopted the CAP methodology as an official way to assess biological resources and effects of all alternatives during the Resource Management Planning (RMP) process. To support BLM to make best use of CAP for these critical components of their process, a class was created by TNC and BLM staff to be taught at BLM's National Training Center. The excel workbook, guidance materials, and powerpoint presentations were modified to accommodate BLM terminology and alternative scenario development and assessment. The class has been taught twice and received positive evaluations from BLM staff who particularly valued the objective nature of the process as well as the



ability to document decisions. Find some of the course materials [here](#).

At least two classes are planned for BLM staff in the next year. If you are interested in becoming a teacher for this class, please contact [Terri Schulz](#).

### **Pacific Islands - Protected Area Management and CAP**

Ten management plans are completed or underway. A guide to management planning for protected areas is available. 33 participants from six different countries are familiar with applying CAP related principles to management planning. All with the help of CAP coaches involved with a Pacific Islands peer-learning network and support from the U.S. National Oceanic and Atmospheric Administration (NOAA).

The Pacific Islands Managed and Protected Area Community ([PIMPAC](#)) is a peer-learning network established in 2005 to support the needs of protected areas managers who are associated with the US Coral Reef Task Force, the Micronesia Challenge, and the U.N. Convention on Biological Diversity in the region. PIMPAC provides a means for supporting the development of effective marine protected areas. Members share information, offer learning exchanges, support community/stakeholder engagement efforts and techniques for youth involvement. Using CAP as their foundation for planning, PIMPAC members have focused initially on Marine Protected Area management planning and community/stakeholder engagement in order to build a foundation for future technical support for other priority elements such as monitoring, enforcement, outreach, and sustainable funding. For more information on PIMPAC and protected area planning using CAP contact coach [Trina Leberer](#).

### **Africa. Mozambique - Measuring Success at the Primeiras e Segundas Reserve**

Partners from WWF, CARE, local government and a local fishing association rolled up their sleeves together to develop strategy effectiveness measures and monitoring plans for three strategies for the proposed Primeiras e Segundas Reserve. The strategies dealt with fisheries management, fisheries enforcement and agricultural livelihoods and the participants brought a broad range of experience and expertise to the task of using results chain models to develop the objectives, refine their strategies and build their measures of success.

Under the coaching of Mauricio Castro and Matt Brown of TNC, the participants enthusiastically engaged in “tough



love” [feedback](#) sessions as they learned to peer review each others work to improve their strategies and measures. Contact [Matt Brown](#) for more information about the session.

### **Central California Coast - Coho Salmon: An Extinction Prevention Plan**

Coaches Greg Low and Jeanette Howard helped the National Marine Fisheries Service North Central California Coast Recovery Domain adopt the CAP methodology to inform the status and threats analyses for the federally endangered Central California Coast (CCC) Coho salmon. The partners’ decision to use salmonid life stages as targets instead of species or habitats proved to be a break through for the recovery planning process.

The results of the assessment was a type of “limiting factors analysis” - where key ecological attributes of specific life stages could be evaluated and compared for current viability status and threats across 25 individual watersheds. This analysis revealed specific places and life stages that were most vulnerable - where strategies and actions were most critical. For example, the summer rearing life stage of CCC Coho was consistently in poor condition across the species range suggesting that this life stage may be limiting salmon productivity for those populations.

This use of CAP for salmon recovery planning was found to be so effective, it is being applied to the recovery plans for the Southern California and South Central Steelhead populations and Southern Oregon Northern California Coast Coho Salmon. Check out the [draft recovery plan](#) for CCC Coho salmon to be released soon. Interested coaches, contact [Jeanette Howard](#) or [Charlotte Ambrose](#) for more information.

### **Tanzania - Greater Gombe Ecosystem Conservation Action Plan ready for implementation!**

Congratulations to the Jane Goodall Institute (JGI) staff and partners, Coaches Rob Sassor (JGI), Terry Cook (TNC) and the many CAP coaches who supported the diverse partner team to develop a rich and comprehensive plan of action to protect and restore this iconic preserve for Africa’s chimpanzees. Check out their [product](#). This great partnership and their good work provides clear and compelling direction for a hopeful future for this critical landscape.

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## Implementing CAP in the face of Climate Change

Want to hear more about how the Conservancy is helping projects to incorporate climate change adaptation strategies into their CAPs? Learn more about evolving adaptation guidelines and strategies being developed by project teams participating in an Efromson-style Climate Adaptation Clinic? Twenty conservation project teams are hard at work learning about climate change and developing hypotheses of change for their projects in preparation for the Clinic which will take place in early September 2009. Many CAP coaches are participating in the Clinic and all coaches are invited to participate in the WebEx sessions. Recorded advance learning sessions, pre-reading materials and more are available on the [Climate Clinic's homepage](#). For more information about how to attend WebEx sessions contact [Michelle Machasick](#).

## Australia Coach Training Class Full of Surprises

Eighteen aspiring coaches from seven conservation organizations arrived in Melbourne airport for training March 2. Only to find that the cozy retreat center in country Victoria where they were headed was smack in the middle of the some of the worst fire conditions in Victoria's history. In classic Efromson Coaches Network spirit, people pitched in to find a new location, set up the training site and adjust the agenda to make the safe downtown Melbourne location a fitting surrogate. The new coaches even improvised a "fire circle" for an evening sharing event. Judging by the not one but TWO class songs, the shift in venue, never dampened our new coaches' enthusiasm and interest. A warm "Welcome" to this new class of coaches from China, Australia, Mongolia, Papua New Guinea, Federated States of Micronesia and Hawaii. Kudos to the coach training



team, Pip Walsh (Greening Australia), Matt Durnin, and Natalie Holland (TNC) for their unflappable leadership.

### **Conservation Measures Business Plan and the Coaches Network**

An organization-wide [Conservation Measures Business Plan](#) was approved by The Nature Conservancy in January 2009. The plan's four objectives emphasize: applying strategy effectiveness measures to all TNC's conservation projects; advancing status measures; enhancing training and guidance materials; and evaluating key conservation tactics (e.g. sustainable forestry.) TNC CAP Coaches are key to the success of the Measures Plan. First and foremost, they will be called upon to help ensure that the Conservancy's priority projects and strategies have practical, measureable objectives; indicators for tracking progress; monitoring program to collect and analyze data; and mechanisms for feeding this information back into project management to adapt and learn.

To build coaches' skills and confidence in supporting measures-related steps in the CAP process, TNC's Conservation Learning and Tools and Methods teams are joining forces. Why not learn more about all that is happening and get involved?

1. [Measures training opportunities](#) for coaches,
2. New [measures related tools and guidance papers](#),
3. [Fellowships and exchanges](#) for coaches with strong measures related skills to help support teams in need,
4. Measures Summit workshop September 2009 - an "Efroymson-style" peer review workshop for priority projects aimed at enhancing their strategies and



measures. Watch for more information to come.


Contact [Craig Groves](#) for more information on the Measures Business Plan and [Mauricio Castro Schmidt](#) if you are interested in supporting a priority team with this aspect of the CAP process.

### Conservation Measures Training and Coaches off to a good start

About 50 coaches have raised their hands to serve as “measures” coaches. These coaches are making a commitment to work with teams to develop solid measures designed to help them understand if their strategies are producing the results needed to achieve conservation success. Measures coaches training began last December with coaches from the Eastern US. Subsequent trainings have taken place in [Africa](#), Australia and Latin America. The training workshops use real projects as case study materials and provide a hands-on introduction to tools used to support the development of strategy effective measures. The next training events are scheduled for Australia and North Asia in July and August. For more information please contact [Mauricio Castro Schmitz](#).

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## Bulletin Board

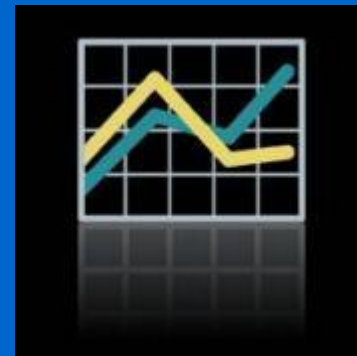
 **Conservation Fellow WANTED.** Are you a CAP coach who wants to see the world? Do you have strong skills and experience in designing and implementing monitoring programs? Do you enjoy and have experience training and engaging with field practitioners on this topic? If this is you, there is a Global Conservation Fellowship waiting just for you. Working with the Conservation Tools and Methods Group, this six month Fellow (term negotiable) would help design and deliver monitoring training modules. He/she would work with a few high priority TNC projects to design and implement monitoring programs and he/she would help to identify and network with other resource people to expand the Conservancy’s capacity to implement the Measures Business Plan. If this sounds like the personal growth opportunity you are looking for, contact [Jolie](#)



[Sibert](#) (TNC's Global Fellows Director) for more information. Please note: The Fellows program cannot offset salary costs for participants in the program.

**NEEDED: Coaches Tough Love Feedback on Spatial CAP Guidance.** Project scope, targets, threats and strategies all have spatial attributes. More and more CAP practitioners are utilizing spatial data to enhance aspects of the process. A team of TNC staff have drafted preliminary guidance on how to make CAPs spatially explicit. We now look to you, the network of coaches, exposed to CAPs worldwide, to provide feedback and additional ideas to advance the guidance we can offer on this subject. Take a look at what we have so far. Visit the CAP section of the Conservation by Design Gateway. Find the link on the CAP Resources page. Or jump there directly from [here](#).

**ATTENTION COACHES! Find Your Measures Support Materials in One Convenient Location.** In an effort to make it easier for you to find the support you need, we have consolidated Measures-related materials in the [Conservation by Design Gateway](#). This Gateway location has content on Status and Strategy Effectiveness Measures, monitoring, results chains and TNC's Measures Business Plan. Here you will find current papers, presentations, upcoming trainings and workshops, announcements and links to a variety of useful tools. Have a look and let us know what you think by contacting [Rebecca Esselman](#).



**Miradi - Help Your Self!** Want to try your hand at this new Open Standards/CAP software support tool? A new [narrated flash tutorial](#) is now available that explains each of Miradi's major views and features. Thanks to the hard work and expertise of Dan Salzer of TNC, experienced users can learn tricks for one specific view and new users can watch the entire series to jump-start their efforts to utilize this new tool without leaving your



desk and at your own pace. Check out this and other Miradi resources [here](#).



### **Been meaning to learn more about ConPro?**

Need to brush up on new and improved features? Want to upload your Miradi file but not sure how? Well wait no more. You can view a recorded tutorial when it is convenient for you. Watch the [overview presentation](#) or contact [Jon Fisher](#) for more about the latest developments with ConPro!

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The Efroymsen Coaches Network for Conservation Action Planning is a an organized community of conservation coaches who help teams to develop strategies and measure their success. For more information about the Coaches Network, check out the [website](#) or contact [Jora Young](#).

photo credit - Whooping Crane Chicks - Marty Folk