



## Winter 2008

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Photo: This 10' x 12' map was set up at Efroymsen Coaches Rally 2008. The coaches present at the Rally put a tag with the name of the projects that they worked with since the last Rally near the project location.

### Happy Holidays Coaches and Friends and

**Congratulations to all of you for a successful year.** We hope you enjoy reading this end of year newsletter. We enjoyed putting it together. It was fun to see the range of things you are doing and how the Network is growing. This picture generated at the Coaches Rally in September gives us a clue of the extent of your reach.



The small sample of stories from Coaches around the World provides a window into the rich diversity of your work and the people involved.

The Bulletin Board section of the Newsletter alerts you to WebEx training opportunities and links to other on-line resources. These opportunities are offered to help us to continue to grow as CAP Coaches.

Our best wishes to all of you for a joyous holiday season. This year has had its share of challenges, no doubt. But given the creativity and commitment of all of you, there is also no doubt, that these challenges will translate into exciting and innovative new approaches to our work in the New Year ahead.

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Coach  
Warren Jano helping partners develop  
Bismark plan.

## Coaches Around The World

### **Papua New Guinea:** Bismarck Sustainable Development Plan – from concept to reality

Coaches Warren Jano and Geoff Lipsett Moore used CAP to help develop the Bismarck Sustainable Development Plan, a ridge to reef approach involving a 6,700,000 ha area of Papua New Guinea. The effort engaged the Federal government, 12 Provincial governments and local stakeholders in a series of interactive sessions which included mapping of biodiversity resources and proposed developments; shared learning about sustainable development and climate change adaptation and mitigation; ranking of threats; and development of strategies. The collaborative approach prompted four Provincial Governments to take immediate action on several of the identified strategies including making some fundamental changes to Development Plans and adding funding for key strategies in Provincial Budgets. The coaches will continue to work with their partners to support on-going implementation. Contact [Geoff](#) or [Warren](#) for more information.

### **Shanghai, China:** TNC Coaches and China's Largest Land Managing Agency Sponsor CAP Training

The Conservancy's China Program and China's State Forestry Administration held a CAP training workshop at Chongming Nature Reserve, Shanghai from November 23-28. 30 professionals from 13 nature reserves, 2 universities, 3 technical institutions, one domestic NGO and TNC participated in the workshop. "The institutional diversity of the participants shows that there is great interest in CAP in China" coach Liu Dachang remarked.

During the course of the training, the participants worked in groups to develop a first iteration CAP for five of the nature reserves represented at the workshop. The workshop was truly a "boss-free" zone with much lively exchange and spirited debate and the participants expressed enthusiasm for CAP as a useful conservation tool.

The managers of the five nature reserves decided to build upon the drafts developed at the workshop and to initiate an on-going exchange about CAP. Additionally, the nature reserve staff, participants from the monitoring and planning

institutions and TNC Coaches identified ways that CAP could be integrated into China's conservation planning process going forward.

Building on the success of the training workshop, Kunming University of Science and Technology will sign a Memorandum of Understanding with TNC to initiate a training program in Conservation Action Planning at the postgraduate level and Beijing Forestry University intends to offer a course in CAP. Congratulations to Coaches Dachang Liu, Lucy Yu, Dequn Zhou, Yongcheng Long and Matt Durnin. This successful partnership project with China's State Forestry Administration (the entity responsible for managing 90% of China's protected areas) lays a foundation for CAP to support good conservation work across this vast country. Contact [Dachang](#) for more information.

### **Sullivan County, New York. USA: CAP helps Community Design their Future**

Working with government, county officials, private landowners and diverse interest groups, coach George Schuler used his knowledge of CAP and community process to help develop a county-wide plan to manage and balance conservation of cultural and natural resources and economic development.

Adapting the language and distilling the essence of the core steps of CAP, George helped tailor the process to the community member's needs. The process started with setting and mapping regional priorities to enable stakeholders to identify priority areas. Included in the mapping were: agricultural, biodiversity, recreational, cultural and potable water resources and areas critical for flood control, economic growth and development.

The collaborative forum then shifted to an open dialogue with almost 50 local stakeholders who gathered for the county-wide summit. The result of which: Conserving Open Space & Managing Growth Plan: A Strategy for Sullivan County contains priorities that the community has committed to working on together. Complete with action steps, timeline, responsible parties and named funding sources, this plan is worth checking out. Contact [George Schuler](#) for more information.



Participants in Mexico CAP assessment workshop record their observations.

## **Mexico:** Lessons-learned from Ten Years of CAP Practice

“What has worked well?” and “How we can improve our use of CAP in Mexico?” Were two questions that coaches Antonio Esquer and Cristina Lasch wanted to understand when they engaged practitioners in an assessment of the more than 40 CAP processes have been conducted in Mexico over the past decade.

A survey conducted with partners and Conservancy staff inquired about the usefulness of the CAP processes and to what extent the strategies outlined in their plans are being implemented. In addition, a few sites completed a self-assessment to see how “aligned” they were to all 10 steps in “CAP Basic Practice”. Twenty practitioners (program directors, project managers, strategy, science and administrative staff) then came together to review the findings and share their observations. The participants evaluated the information from these surveys as well as data and maps which highlighted information from the ConPro data base.

The group and survey respondents made the following observations, based on their experience in Mexico:

- CAP processes have been used most often to strengthen alliances, for threat prevention & mitigation, for fundraising, to direct research and monitoring towards management priorities, to inform legal instruments (e.g. official management plans or ordinances), and to strengthen local capacities for management.
- Stakeholder participation levels have been good, the level of detail or complexity of CAP processes met their expectations, the information has a high level of credibility with key stakeholders and the quality of products adequate.
- The products that are used most are an executive summary of the CAP and detailed maps that elucidate threats, viability, critical areas & strategies.

The assessment concluded that overall CAP processes were worth the resources invested considering the obtained benefits. However, the Conservancy needs a more efficient system to ensure follow up with partners and a more systematic way to evaluate progress at the project scale that could be easily coordinated with regional and global efforts.



Invasive  
vine smothers cypress forest in Florida.

Hats off to Cristina and Antonio for taking this "tough love" look at CAP in Mexico! For more information on their process or findings contact [Cristina Lasch](#).

### **Central Florida, USA:** Coaches Use Results Chain Model to Update CAP Plan for Nasty Invasive Species

Moving from South Florida – north to the Kissimmee River valley, old world climbing fern (*Lygodium microphyllum*,) had subsumed more than 110,000 acres of diverse habitats in 10 years, when in 2003, coach [Doria Gordon](#) worked with a team of staff and partners to develop a Conservation Action Plan aimed at halting the northern march of climbing fern across the state. The CAP plan she facilitated called for "Developing a cooperative comprehensive program of survey, control, and monitoring of climbing fern infestations on public and private lands in central Florida to effectively prevent further northward movement of *L. microphyllum* by 2006."

Armed with a good plan of action consisting of nine strategic actions, a formal alliance was created and in 2004, the partners got to work. Within four years, the collaborative grew to 12 public and 9 private cooperating entities served by an Invasive Species Coordinator, field "outreach" agent and a dedicated public lands climbing fern strike team. The collaborative raised \$800,000 for on-the-ground assessment and treatment, aerially surveyed almost 9 million acres of land; engaged 27 private property owners in treatment efforts, treated and buffered 25 infested conservation areas and produced and distributed outreach materials to thousands of people.

Using the results chain model approach, the core team recently reviewed their progress, updated their strategy and developed additional measures for a new objective.

The new objective seeks to not only hold the line but also to roll it back at least 20 miles south by 2020 and to expand the efforts of the [Florida Invasive Species Partnership](#) to address additional invasive species on private and public lands across Florida.

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Yucantan team members from Centro Investigador del Sistema, Centro Ecologico Akumal and Mexico's Comision Nacional del Aqua discuss challenges to their ground water resources during Karst Fellowship workshop.

## **CAP Goes Underground**

Karst ecological systems were the focus of an Efrogmson Fellowship series that ended December 5th 2008. Karst is a geologically distinct feature often characterized by caves, springs, sinking streams and similar structures. It is the result of the dissolution of soluble rock by water over time. Found throughout the world, it is habitat for many unique, often endemic species and plays a vital role in human well-being, as over 25% of the world's drinking water resources are found in karst formations.

Six teams from three countries met to develop CAP plans and five CAP coaches participated as team coaches over the course of the two workshops. The purpose of the workshop series was not only to help focus conservation action in these areas but also to create a cadre of coaches and a network of practitioners with specialized understanding and interest in karst systems. Karst scientists from Northwestern University, the University of Missouri, the Mexican Government's Comision Nacional del Aqua and Western Kentucky University also participated in the series -providing input and connecting team members with a larger body of information about karst systems.

As an extension of the series, Karst experts from The Nature Conservancy's Arkansas program, Arkansas Game and Fish Commission and UC Davis joined forces with Dominican Republic government and university staff to conduct specialized training for Dominican Republic protected area managers, researchers and conservation practitioners. The training course covered sampling and monitoring cave biota, cave management and mapping, safety and rescue and other related strategies for conservation of karst systems.

The newly formed Karst coaches cadre, John Shuey (Indiana), Antonio Esquer (Mexico), Gene Kelly (Florida), Kasia Grasela (Dominican Republic) and Matt Durnin (China) will continue to build their skills supporting the use of CAP in karst systems as we work to expand coaching support to new karst sites around the globe.

## **Helping Teams Measure, Analyze, Learn and Adapt**

61 CAP coaches responded to a call sent out by Mauricio Castro to commit to building specialized skill in supporting the "measures" part of the CAP cycle. As CAP practice has evolved, it is increasingly clear that our teams do a good job developing and launching strategies but many of our teams continue to lag behind in their commitment to monitoring and recording their progress in order to learn and adapt.

To address this need Mauricio (Efroymsen Coach and Science Learning Advisor with the Conservancy's Conservation Learning Unit) has taken on the job of coordinating, training and supporting a cadre of "measures/specialist" coaches – an action called for in the Efroymsen Coaches Network's Strategic Plan. The 61 self-selected coaches who have expressed an interest in being part of this cadre come from 36 programs and four organizations. After being briefed on what this new concept involves in WebEx sessions, the first training session for 22 of the coaches was held in New York, December 16-18. More training sessions are planned for 2009.

The Measures Coaches will be a resource to all of us as they build their expertise and commitment to support this part of the CAP cycle. It is not too late to join the Measures Coaches cadre. Contact [Mauricio](#) if you are interested in participating or if you want to listen to a recorded WebEx explaining more about the Measures Coaches. Also we urge you to please share your successes with helping teams design and evaluate the effect of their actions by posting them to the CAP coaches' website (Contact [Rebecca Esselman](#) if you have questions about how to do this.) And be on the lookout for more materials and training sessions to help all of you enhance your coaching skills for this important step.



Coaches

Ken Popper (TNC/Oregon), Karen Poiani (TNC/Conservation Learning Unit) and Elisa Peresbarbosa Rojas (Pronatura/Vera Cruz) react to a team member's idea at the Rally.

### **Coaches Rally 2008 Goes Green!**

All recycled paper products, local and organic foods as much as possible, no plastic ware or individually bottled water..... were only a few of the steps taken to make Efroymsen Coaches Rally 2008 many shades "greener."

Susan Abele, Rally planning team member, led the charge to "green" this year's Rally. A list of all the things that could be done to reduce the event's impacts was provided to resort managers. In addition to implementing everything on our list, the resort

surprised the Rally participants by announcing that to support our green goals, they would purchase more than enough "Environmentally Preferred power" from Bonneville Power to off-set our energy use during the Rally.

To help compensate for our travel, Susan also estimated the participants' air miles and a contribution was made for the replanting of floodplain forest trees on the Conservancy's Tensas River Basin Preserve to offset these emissions.

All this "saving" energy - boosted the energy of the Coaches and friends of the Efrogmson Coaches Network who gathered together from 26 countries and 12 organizations. The 135 participants shared experiences and provided input to each other on new tools and techniques they are using to support the more than 160 different project teams they worked with over the past year.

You can find [materials and outcomes](#) from the Rally on the CAP Coaches site. See for yourselves, why Coach Tim Tear calls the Efrogmson Coaches Network "the real global face of The Nature Conservancy's work."

### **Climate Change Working Group**

The CAP and Climate Change working group's proposal on how to consider climate change impacts within the context of CAP planning is ready for testing. The working group which included coaches Steffen Reichle, Ken Popper, Antonio Esquer, Cristina Lasch and Dan Salzer as well as Dr. Pierre Ibisch and Veronica Chavez from the University of Applied Sciences Eberswalde, Germany shared their working draft with coaches at Rally 2008 for their input. Their concept provides recommendations for things to consider relative to project team design, project scope, targets, threats and strategy selection in light of the very real possibility of climate change influencing your project's future. A copy of the [working paper](#) can be downloaded from Conserveonline. For more information on the climate change working group's concept paper contact [Steffen Reichle](#).

### **Efrogmson Coaches Network Strategic Plan**

Thanks to many of you, the Coaches Network has a new Strategic Plan. The planning process involved over 180 people including active Network Leaders, Coaches, key partners, friends, users and potential users of the Network

in interviews, numerous calls, several in-person workshops and feedback sessions and written reviews.

The resulting Plan sets clear direction and priorities for the Network over the next three years. It strives to meet the growing opportunities and demands on the Coaches Network and to better link the many parties engaged in applying the Open Standards for Conservation Project Management.

The Coaches Network Strategic Plan focuses on five core objectives aimed at:

1. Enhancing Coaches' competency to support the full CAP cycle – focusing on measures and implementation.
2. Enhancing utilities and opportunities that enable sharing between coaches.
3. Evolving the Network Structure to continue to strengthen and expand the effectiveness of our global community and partnerships.
4. Fully linking network coaches with research and development of new or enhanced tools.
5. More fully integrating an Adaptive Management approach to conservation in the priority conservation projects of all the partner organizations

A copy of the final Plan and related documents can be found in the proceedings from the Coaches Rally on the [CAP Coaches Website](#). Contact [Jora Young](#) for more information about the Strategic Plan and for how you can help to make this plan a reality for our community.

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## Bulletin Board



**ConPro:** (<http://conpro.tnc.org/>)

The Nature Conservancy's conservation project data base, is now accessible to anyone. Information on nearly 1000 projects found in this data base is fully searchable using the basic framework and language of Conservation Action Planning. While not all the project information is available to non-TNC viewers (at the request of project teams), the records will provide you with contact information for projects. You will be able to find those projects that are in habitats similar to where you are working, with identified targets and threats similar to things your teams are dealing

with. (TNC staff login using your e-mail username to see complete records.)

ConPro now has a spatial component. On the ConPro home page look for a link to the new map viewer at <http://ecad.tnc.org/ConProSpatial/>. Currently about 2/3 of the projects have spatial records. Contact [Jon Fisher](#) with any questions on how to make use of this resource and to add your site information to the spatial data base.

**ConPro Training.** Join a one-hour WebEx training session on searching ConPro, using the spatial resources and how to upload and download Miradi contents into ConPro at the following times: • Wednesday, January 7, 12pm EST • Tuesday, January 13, 4pm EST. Details for each session (call-in phone numbers and webex links) are available at the [Conservation by Design Gateway calendar](#). Contact [Jon Fisher](#) for more details.



#### **CAP Excel Workbook Version 6 now available**

[Version 6 of the CAP workbook](#) has better summary reports, lots of table formatting flexibility, and supports time series strategy effectiveness measures. Join Warren Lockwood January 14, 3:00 pm EST for a WebEx demonstrating and answering questions on the changes and new utilities to be found in version 6.0. Contact [Warren Lockwood](#) for more details.

Do you have general questions about the CAP Workbook? Suggestions? Comments? Tips for other users? If so, you can visit the [Conservation by Design Gateway discussion board](#) at any time to ask our very own Warren Lockwood your questions or to answer your colleague's questions. Remember, you must be logged in to ConserveOnline to contribute. Please join in!



#### **Miradi News**

[Miradi](#), a new open-source conservation planning tool developed by the Conservation Measures Partnership, that can be used to support your team's CAP process, is now downloadable to ConPro. You can now use ConPro to convert your CAP excel workbooks to Miradi. A new guidance document for working with ConPro project data in Miradi is available at: <http://conserveonline.org/workspaces/Miradi>. Also, Miradi is now available in Spanish and Indonesian. Miradi is designed to prompt the user through the CAP process using a flow diagram as a more visual approach to display information and relationships. Development of

conceptual and results chain models can be done directly in the program.

**Miradi Training.** One hour Miradi demos will be offered via WebEx on the following dates:

- Tuesday, January 6, 12pm EST
- Wednesday, January 21, 3pm EST
- Thursday, January 22, 9a Jakarta, 10a Beijing, 12p Brisbane (Wed 1/21 6pm PST)
- Thursday, February 5, 1pm EST

Details for each session (call-in phone numbers and WebEx links) are available at the [Conservation by Design Gateway calendar](#). Contact [Dan Salzer](#) for more details.



### Calling All Coaches who have been using Miradi...

The Conservation Measures Partnership just received a 3-year, one million dollar grant from the Moore Foundation to continue to improve the Miradi software and to build new utilities. [Dan Salzer](#) and [Nick Salafsky](#) would love to hear your feedback and ideas for enhancements or suggestions for improvement.



### Coaches Rally Materials Extend Learning to Everyone

You met new people and shared a lot at Efroymson Coaches Rally 2008. Don't let the learning and exchange stop there. Visit the [Conservation Gateway](#) on Conserveonline to view presentations, session notes, exercises, outcomes and more from many of the great Rally sessions. Review what you learned at a session you attended or see what happened in a session you wanted to attend. For those of you who could not attend the Rally, this is a great resource for finding the current thinking on a variety of topics. It is all here. This page and all the Rally materials are available to the public so feel free to circulate the web address to other CAP practitioners. If you facilitated a session and have materials to share that are not posted yet, please send them to [Rebecca Esselman](#).

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