



# Conservation Coaches Network

NEWS | January 2015

## **BRIGHTER FUTURES**

*in Chihuahua*

*The First Words*

from new franchises

**WORKSHOPS & TRAININGS**

*around the world*

*Reflections*

on the World Parks Congress

**OSCAR MALDONADO**

IN THE SPOTLIGHT

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**HUMAN  
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Coaches Rally 2015



# WELCOME TO CCNet News

Welcome to the Conservation Coaches Network's bi-annual *News*. In this e-magazine, conservation practitioners from around the world share their stories in their own words. In addition, you will find announcements of events and resources to support the practice of nature conservation.

The Conservation Coaches Network (CCNet) is a community of practitioners who support the application of the *Open Standards for the Practice of Conservation*. Our mission is to catalyze transformational conservation by empowering people to develop, implement, evaluate, adapt, and share effective strategies that achieve tangible conservation results benefiting people and nature all over the world.

## A NOTE FROM OUR CHAIR



*Good wishes to all of you for the new year—and welcome to this exciting issue of CCNet News. The colorful pages that follow are packed with stories that offer a window into the remarkable reach, effectiveness, and diversity of our coaches' work in the last half of 2014 and a glimpse of the opportunities that await the Network in 2015.*

*I particularly want to recognize news of our global partnerships. In the past six months, CCNet has established new franchises in China, Mongolia, and Malaysia/Indonesia, bringing the total to 14 franchises across all continents. We're proud to welcome our new franchise leaders: Jin Tong (TNC China); Tuguldur Enkhtsetseg and Gala Davaa (TNC Mongolia); and Hui Shim Tan (WWF Malaysia). They join a tremendous team of volunteer leaders around the world. We thank them all for their invaluable service.*

*Another cause for celebration is the investment CCNet has continued to make in its coach training events. The workshops featured in this issue bring the total number of coaches trained this year to 89.*

*You'll also find news of CCNet coaches building partnerships that honor the diverse expertise and knowledge of the communities with whom we work. Our coaches have brought the Open Standards to a broad array of new audiences, including rangers in Australia's indigenous protected areas, private ranch owners in Mexico, government officials in Micronesia, and students at the University of Wisconsin to name a few.*

*Collaboration and diversity will be on full display at our 2015 Conservation Coaches Network Rally in September. Please put it on your calendar and join us at the beautiful venue near Barcelona, Spain. There is no better forum in which to exchange experiences, share knowledge, explore new and evolving approaches, and celebrate our work as an international community of conservationists. I look forward to seeing many of you there!*

Brad Northrup, CCNet Board Chair

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For more information about CCNet, visit our [web page](#), or contact:

[John Morrison](#) (CCNet Global Coordinator)

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For more information about CCNet Franchises, contact our leaders around the world, or visit the franchise web pages:

#### [Africa](#)

[Anne Ntongho](#)

[Nancy Chege](#)

#### [Australia](#)

[Ben Carr](#) (in absence of Natalie Holland)

[Paul Koch](#)

#### [China](#)

[Jin Tong](#)

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[Armando Valdés-Velásquez](#)

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[Adam Barlow](#)

[Lucy Boddam-Whetham](#)

#### [Teaching Adaptive Management](#)

[Vinaya Swaminathan](#)

CCNet News Editor: [Sara Delheimer](#)

# YEAR IN REVIEW

## *A look at accomplishments in 2014*

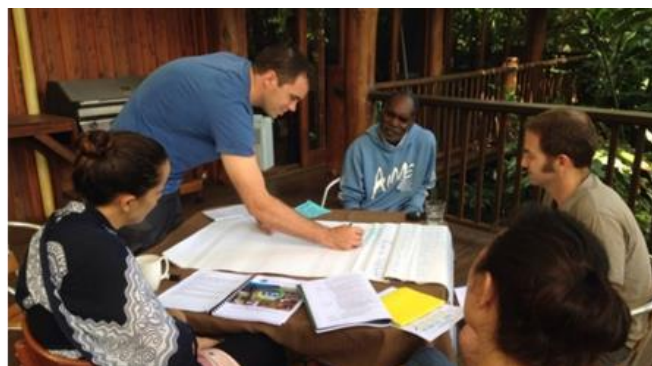
This past year was productive and active for everyone in the Conservation Coaches Network. Over 400 trained coaches—from 52 countries and 125 different organizations—were busy helping projects and training colleagues on all six continents in our network's spirit of *learn it and pass it on*.

We are very grateful to our partners and donors who enable our small coordination team to provide basic central services such as delivering new coach trainings, maintaining our web site, facilitating communication, and ensuring core support. The expansion of our network and the actual on-the-ground conservation work is carried out and supported primarily by our wonderful franchise leaders and the selfless coaches who help project teams find solutions that work regionally. Currently, CCNet is represented in formal franchises led by local partners in Africa, Australia, Europe, Mesoamerica, North America, Pacific Islands, South America, South Asia, China, Mongolia, Malaysia/Indonesia and in universities as part of Teaching Adaptive Management.

Often, conservation organizations see each other as competition, but in CCNet, the collaboration between coaches—both within and across organizations—is remarkable. Our network has grown into a true global community, where it is common to hear stories about coaches who work far beyond their paid time, volunteering to help projects on their own time, even while on vacation.

As our network grows, we continue to improve the practice of conservation by equipping leaders and team members with the skills and know-how to develop, implement, evaluate, and adapt strategies that benefit people and nature all over the world. In 2014, we led coach trainings in Spanish, Portuguese, French, and English, helping 98 conservation practitioners become coaches who can train colleagues and assist programs. Several indigenous partners have been trained as coaches, and in turn, they are empowering traditional landowners to manage their own land. To strengthen connections and foster growth within their geographies, CCNet Europe and CCNet Australia held regional rallies in 2014.

This year, we also launched our new CCNet web site: <http://www.ccnetglobal.com/>, where training and adaptive management resources are available for free for people around the world.



*Over 40 practitioners from Australia and Asia-Pacific received training at two events in Australia. Aboriginal partners and coaches are helping traditional landowners produce participatory plans that help them regain their territories and access government funds for management. Photo by Lyndall MacLean.*



*We held our first CCNet coach training in French in Cameroon. Colleagues from WWF France have asked for a coach training, and we hope to involve some of the brightest African coaches to help train French colleagues. Photo by Oscar Maldonado.*

### WHAT DO WE WANT TO DO IN 2015?

- Hold our bi-annual gathering, the CCNet Rally, from September 29 through October 1, 2015. Our board selected a beautiful venue near Barcelona, Spain, to foster international participation.
- Establish a professional certification process for conservation coaches.
- Expand professional growth opportunities for CCNet members.
- Explore new funding models to ensure a self-sustaining network.



# CCNET RALLY 2015

*We look forward to seeing you in Spain!*



About every two years, CCNet members come together to share innovations, sharpen our skills, and uplift our spirits, so that we are better able to carry out our mission of empowering people to develop, implement, evaluate, adapt, and share effective strategies that achieve tangible conservation results.

Responding to community requests to foster international participation, our board has decided to host our next global gathering outside the USA, near Barcelona, Spain. This area offers many wonderful attractions for those wishing to explore outside the Rally. On September 18–20, our local hosts, Fundació Catalunya-La Pedrera will be holding their [Delta Birding Festival](#). And if there is enough interest, they will offer a special tour called “dining with vultures” on the weekend before the Rally, to see all four European vulture species. In addition, on September 24, a

few days before our Rally kicks off, Barcelona will hold its annual La Mercè festival, which involves numerous concerts and fun events.

## RALLY 2015 DETAILS

**WHERE?** [Món St. Benet](#), located just 20 minutes from Barcelona.

**WHEN?** September 29 through October 1, 2015. Plan to arrive on September 28, and leave late on October 1.

**HOW MUCH?** The table to the right shows per person costs. Hotel fees for the duration of the Rally (three nights) cover lodging, food, and taxes. The registration fee will go to CCNet to help pay for materials and other event costs. Participants will be responsible for covering their own travel expenses and incidentals.

**MORE INFO?** Stay tuned for our upcoming survey to determine Rally content and contact Cristina Lasch ([clasch@tnc.org](mailto:clasch@tnc.org)) if you have questions or would like to support the Rally.

	Single occupancy room	Double occupancy room	Triple occupancy room (only a few available)
Registration fee	\$350 (269€)	\$350 (269€)	\$350 (269€)
Hotel fees (3 nights)	\$302 (232€)	\$154 (119€)	\$137 (104€)
Total costs during Rally	\$652 (501€)	\$504 (388€)	\$487 (374€)
Lodging cost per night before/after Rally	\$99 (76€)	\$51 (39€)	\$45 (34€)



*The beautiful and historic Monastery of Sant Benet de Bages is a former Benedictine monastery in Bages, Catalonia, Spain. The site is managed by Fundació Catalunya-La Pedrera, where one of our coaches works. Photo courtesy of Món Sant Benet.*

# SPECIAL FEATURE

## *Conserving the Cassowary of Cape York, Australia*



*Cassowary in its Cape York habitat. Photo by Kalan Enterprises.*

### THE KUTINI IN KAANTJU CULTURE

*“Besides its ecological importance, the cassowary project is important to Kaantju people from a cultural perspective. Our old people have looked after these birds for thousands of years. My grandfather used to tell me to leave the cassowary—the kutini—alone and look at it from a distance. He would say that it’s kincha, or disrespectful, to live too close to them. Today, we pay respect to kutini with traditional songs and dances.”*

— Naomi Hobson

*“This project is important to us for cultural reasons and for conservation. The cassowary, which we call kutini, is culturally significant. In our Kaantju culture, we believe that, in the before time, the kutini had supernatural powers and created some of the landscapes in our country that are still there today. The kutini is also found in moiety lore, which guides specific relationships between people and connections to places.”*

— Cultural Heritage Officer and Kaantju Elder, Jennifer Creek

Story from [Naomi Hobson](#), Kalan Enterprises and KULLA Land Trust. The cassowary is one of Australia's most remarkable—and most endangered—birds. Despite its status, the cassowary remains one of the least understood species. On Cape York Peninsula, even basic information about the population's distribution and habitat use are unknown. That's about to change. This year, a project was launched to help protect the iconic cassowary and its habitat on the McIlwraith Range of Cape York. By finally giving the cassowary the attention it deserves, this project is showing how we can use our conservation planning efforts over the past few years to protect species that are important to our land and culture.

Back in 2011, Traditional Owners from the Kaantju clan in the central Cape York region set to work on a Healthy Country Plan (HCP). Kalan Enterprises Aboriginal Corporation (a group representing Kaantju Traditional Owners and their land management, cultural heritage, and business development initiatives) supported our efforts to develop the HCP and worked with Bush Heritage Australia and The Nature Conservancy to host a Conservation Action Planning/Open Standards training (CAP/OS, called Healthy Country Planning in Australia) for Traditional Owners. Dion Creek (from Kalan) and I completed the training, and after becoming certified coaches, we attended the international Conservation Coaches Network Rally in Georgia, USA. With our newly acquired skills, we were able to guide the development of the HCP. [This plan](#) was completed in early 2014.

Once the HCP was developed, we wasted no time trying to achieve our conservation goals, particularly those related to protecting unique species, like the cassowary, and their habitats. In early 2014, Kalan's Land Management Unit teamed up with cassowary experts from the Commonwealth Scientific and Industrial Research Organisation (CSIRO) to carry out a longitudinal study of the abundance and distribution of cassowary on Cape York. Data collected from this study will be used to establish a research and monitoring program and inform adaptive management for the cassowary as a keystone species in the McIlwraith Range.

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The study commenced in 2014 year with six field trips in the McIlwraith Range to establish survey transects across habitats in the cassowary's range, from dry woodlands to wet rainforest. Within these survey areas, we are making observations of the habitat size and condition, paying special attention to the threats identified in the [Kaantju Healthy Country Plan](#), including feral pigs and feral cattle, uncontrolled forest fires, and climate change. Surveys are being conducted by Traditional Owners, who will also take responsibility for managing the study's data and analyzing and reporting the study's results.



*Ranger Shaka documents cassowary tracks. Photos by Kalan Enterprises.*

We also want to be better prepared for the growing pressure of visitors who want to experience the remote, rugged beauty and astounding biodiversity and cultural heritage of our country. As we establish survey sites throughout the McIlwraith Range, we will also identify the best locations for tourist walks. In this way, the cassowary project will identify opportunities for eco-based business development that are both economically viable and environmentally sensitive.

These surveys will improve our understanding of current threats to the cassowary and highlight gaps in our knowledge that inhibit our ability to make decisions about current and future management for this species. Because it takes advantage of both our traditional knowledge of the country and the best western scientific knowledge and study methods, the project will not only provide unique insights about the cassowary, but will also serve as a model for developing a scientific, participatory framework for monitoring the broader ecological health of our country.



*The peaceful Peach Creek. Photo by Kalan Enterprises.*

## PROJECT PARTNERS

The Kalan cassowary project works in collaboration with **CSIRO**, **Queensland Parks & Wildlife Services**, **James Cook University** research teams, and the **KULLA Land Trust** (which owns the land on behalf of the Traditional Owners) in its joint management of KULLA National Park Aboriginal Land. As we move forward with the project, we hope to demonstrate an ability to host projects as significant as this one and strengthen our partnerships, thus attracting investment from the private sector or philanthropic groups.

# COACHES IN ACTION

*Learn about conservation projects & trainings taking place around the world*

## AFRICA

### ***Cameroon. Garoua Wildlife School Teachers Take on the OS.***

*Story from Anne Ntongho, WWF Cameroon.* During a recent workshop, 21 teachers and field technicians, along with the Director of the Garoua Wildlife School (EFG) in Cameroon were informed on the use of the Open Standards and Miradi in research projects, project proposals, and strategic plan development. Following the training, the Director and other participants agreed that the OS framework is an important and useful tool. Teaching the OS will be incorporated into a course for EFG students. Teachers who participated in the training expressed interest in learning even more about the OS so that they can become coaches who are able to teach this course. *For more information, contact [Anne Ntongho](#).*

### ***Congo. Coaches Support Use of OS for Protected Area Management.***

*Story from Anne Ntongho, WWF Cameroon.* The team leader for the Democratic Republic of Congo (DRC), Menard Mbende, has continued to work with the government and World Wildlife Fund in DRC to elaborate management plans for three protected areas (Ngiri, Itombwe, Tumba, and Ledliima). Menard has also put together a funding proposal for Ngiri Park using the Open Standards. *For more information, contact [Menard Mbende](#).*

### ***Gabon. Experience in Using OS for Wildlife Inventory.***



*The team poses after completing the wildlife and carbon inventory in Gabon. Photo by Agence Nationale des Parcs Nationaux.*

*Story from Anne Ntongho, WWF Cameroon.* One of our newly trained French coaches, Anthelme Allam-Mbalampoum, recently had the opportunity to use his knowledge of the Open Standards to train a team headed out to perform a wildlife and carbon inventory. Acting as a consultant for the Agence Nationale des Parcs Nationaux, Anthelme trained the team on inventory methodologies and issues related to target viability that would help the team come out with reliable data. In addition to completing the inventory according to OS practices, the team visited a local school in Makoukou, where they talked to students about park activities and about the importance of biodiversity. *For more information, contact [Anthelme Allam-Mbalampoum](#).*



## Arnhem Land. Djelk Rangers and Traditional Landowners Protect Land and Sea.



Story from [Stuart Cowell](#). For more than 20 years, the Djelk Rangers have worked with Traditional Landowners in central Arnhem Land, Australia, to keep their land and sea country healthy and their culture and community strong. Djelk have recently embarked on a Conservation Action Planning process (CAP, or Healthy Country Planning as it is called in Australia) to protect the region's special features.

Arnhem Land is home to unique artifacts, including stone tools, ceremonial sites, and rock and bark paintings, in addition to over 100 indigenous clans who live on the land today. Straddling coastal and sub-coastal landscapes that include islands, rivers, wetlands, rainforests, and tropical savannas, the area is also home to incredible biodiversity, including a rich variety of reptiles and threatened species like the rock-rat, black wallaroo, and whitethroated grasswren. This impressive native biodiversity is threatened by feral pigs and buffalo, invasive weeds, and fire.

In 2009, the Djelk Rangers established the Djelk Indigenous Protected Area (IPA), which encompasses over 6,700 square kilometers and was guided by a comprehensive five-year IPA Management Plan. As the expiration date for the 2009 plan approached in 2014, Djelk began to develop ideas for their next plan, this time using the CAP approach. Through the CAP process, the Djelk Rangers want to create a management plan that will be strategic, meaningful, and easy to use, so that—together with their Traditional Landowners—they can realize their long-term goals for looking after their land and sea country.

Part of the new planning process was a thorough review of the former IPA plan to identify completed tasks and examine why some things worked well and others did not. The review indicated that the obstacles most impeding progress have been issues with equipment (especially vehicles), funding, training, time, and organizational support. Many jobs also need to be more clearly defined.

Using this knowledge, the Djelk Rangers refined their thinking about management targets and threats and decided the new plan should focus on priority jobs that will make the most difference to the health of their land and sea country. Importantly, they also agreed that Traditional Landowners should have more input in deciding where to focus efforts.

Through a series of Healthy Country Planning workshops, Djelk created a range of visual materials to present the findings of their review and to gather additional important information from Traditional Landowners. Djelk are using information from Landowners to inform target health indicators, threat rankings, and strategic actions. They expect to complete the plan by the end of June 2015.

*Photos by Djelk Rangers, Bawinanga Aboriginal Corporation.*



## ***OZ Rally 2014 Kicks off Commitment to Conservation Planning.***

Story from [Paul Koch](#), *Greening Australia*. November 11<sup>th</sup> saw the dawning of an exciting new era for the CCNet in Australia. While this might be a bit of an exaggeration, the regional rally held in November was the first meeting of its kind in Australia, and it brought lots of active coaches together to share knowledge about common challenges. Twenty-three people from over 10 different organizations attended the gathering. The theme for the workshop was how to sustain conservation projects through time, with a particular focus on the Implement-Adapt-Learn steps. New innovations, such as the use of Miradi Share, inclusion of cultural and human wellbeing targets, and integration of spatial conservation planning, were also presented. The day was rounded off with a good discussion about the future of the CCNet Australia network, which focused on: financial support; communications; training and certification; and CCNet Australia governance and leadership. I think that most people came away with a renewed sense of purpose and a reminder that conservation is still about connecting with people as well as nature.



*Members of CCNet Australia and invited coaches from other countries shared experiences at the regional rally in November. Photo by Angela McCauley.*

## ***Temporary CCNet Australia Leadership.***



*Ben Carr*

We would like to thank Ben Carr (TNC), who has been serving as co-franchise leader with Paul Koch (Greening Australia) while Natalie Holland (TNC) is on maternity leave.

## CHINA

### *Welcoming CCNet China.*



*Jin Tong*

While CCNet has been active for quite a while in Asia, separate franchises were established recently to facilitate coordination within this large region. We welcome CCNet China to our community and are grateful to [Jin Tong](#) (Conservation Scientist at TNC-Beijing), for serving as franchise leader. We'd also like to thank Matt Durnin (Jane Goodall Institute board) for the many years he served as franchise leader for the former Asia franchise. Matt has kindly offered to serve as advisor to CCNet China.



*Matt Durnin*

## EUROPE

### *Leadership Changes in CCNet Europe.*



*Xavier Escuté*



*Nicolas Boenisch*



*Stella Vareltzidou*

In CCNet Europe, we welcome two franchise leaders who are sharing responsibilities with Ilke Tilders (European Representative for Foundations of Success). We thank [Nicolas Boenisch](#) (WWF-Germany) and [Xavier Escuté](#) (Fundació Catalunya-La Pedrera, Àrea de Territori i Medi Ambient, Spain) for stepping up to serve. We'd also like to express our gratitude to Stella Vareltzidou (Axios Authority) for the years she served as co-franchise leader in Europe.

## MALAYSIA/INDONESIA

### *Welcoming CCNet Malaysia/Indonesia.*



*Hui Shim Tan*

We are happy to welcome CCNet Malaysia/Indonesia to our community and express our gratitude to [Hui Shim Tan](#) (WWF-Malaysia, Head of Planning, Development & Monitoring) for serving as franchise leader. We again thank Matt Durnin (Jane Goodall Institute board) for the many years he served as franchise leader for the former Asia franchise and for his continued role as an advisor to the individual franchises.

## MESOAMERICA

### *Costa Rica Adopts Protected Area Management Plan Based on OS.*

Story from [Bernal Herrera](#), CATIE. This year, the National Conservation Areas System of the Government of Costa Rica adopted a new guidance for planning strategic action in its protected areas system. The new guidance was developed in 2013 by CATIE using the Open Standards as a basis and with the financial support of the German Federal Enterprise for International Cooperation (Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH) and Costa Rica por Siempre Association. The guide can be found [here](#).

### *Costa Rica. Adaptive Management Training Courses at University Level.*

Story from [Bernal Herrera](#), CATIE. During the 2014 spring semester, the National University of Costa Rica offered an adaptive managing training course within the framework of the Master Program in Wildlife Management. The eleven-week course focused on the Open Standards and the "science" behind them, and students had the opportunity to prepare a conservation plan for three important conservation sites in Costa Rica.

A similar training course was taught at the CATIE from September to November 2014 for 17 students of the Master Program in Conservation Practice. Using a participatory approach, students developed conservation plans for three different priority sites in one of the most vulnerable ecoregions in Costa Rica.



## Costa Rica. Helping to Protect Important Biological Corridors.

Story from [Bernal Herrera](#), CATIE. A new project is helping to develop conservation plans for seven important biological corridors in Costa Rica. These plans draw on key participation of government and local stakeholders to maintain and restore biological connectivity in the country.

As part of this project, CATIE held a one-week Open Standards training course in May 2014. Twelve participants coming from the National Conservation Areas System (an agency within the government of Costa Rica) participated in training sessions that focused on using the OS as a framework for biological connectivity conservation planning and adapting the OS to local and community contexts. The trainees, with the support of CATIE staff, then conducted a one-day training for the local stakeholders on each of the seven planning teams. The project teams will publish a connectivity conservation planning guide early next year.



*A series of trainings hosted by CATIE helped conservation practitioners and local stakeholders understand how to use the Open Standards to restore biological connectivity in Costa Rica. Photos by CATIE.*

## MONGOLIA

### Welcoming CCNet Mongolia.



*Gala Davaa*



*Tuugii Enkhsetseg*

For many years, coaches have been working in Mongolia under the umbrella of the former Asia franchise. We now welcome CCNet Mongolia to our community as a separate franchise. We are grateful to [Gala Davaa](#) (TNC-Mongolia, Director of Conservation) and [Tuguldur \(Tuugii\) Enkhsetseg](#) (TNC-Mongolia, Conservation Biologist). We'd like to thank Matt Durnin (Jane Goodall Institute board) for the many years he served as franchise leader for the former Asia franchise. Moving forward, Matt will serve as advisor to CCNet Mongolia.

### Mongolia. Workshop Helps Provinces Develop Game Management Plans.

Story from [Tuguldur Enkhsetseg](#), TNC Mongolia. In accordance with the "Mongolian law on fauna", all Game Management Areas (GMAs) should develop a management plan. In 2013, the Ministry of Environment and Green Development (MEGD) approved new guidelines for GMA management planning that adhere to the main principles of the Open Standards. In 2014, 53 Game Management Areas in 16 provinces of Mongolia were asked to develop new management plans that follow the new guidelines. To help develop these plans, TNC, WWF, and MEGD, organized an OS training for 23 staff from GMA agencies, Certified Game Management Organizations, and community groups. Participants learned about ways to develop their own management plans according to the new guidelines. Young specialists were especially keen to continue their professional development and engage in future training opportunities around adaptive management.



*Workshop participants, December 2014. Photo by Munkhbayer. B, Association of Mongolian Game Hunting.*



### ***USA. Recovering the Karner Blue Butterfly.***

Story from [Rebecca Shirer](#), TNC. The Karner blue butterfly was once abundant in open woodlands from Minnesota to New England. Today, due to human settlement, it has been restricted to just a few small populations, occupying disturbed areas, such as power line right-of-ways and patches of fire-adapted barrens. Habitat restoration, including prescribed fire, tree removal, and planting of lupine and native nectar species, is required to recover this endangered species.

The Nature Conservancy and its partners have protected and restored almost 350 acres (142 hectares) of potential Karner blue butterfly habitat. In order to evaluate the effectiveness of restoration efforts, clear goals needed to be established for habitat condition and structure. In consultation with state and federal endangered species biologists, the project team used TNC's interpretation of the Open Standards, Conservation Action Planning, to identify the key attributes thought to be necessary for potential butterfly habitat, including abundant lupine, a diversity of nectar sources, and just the right amount of shade. These attributes were assessed in each occupied or restored habitat area using an intensive field monitoring protocol, and a parallel monitoring program was initiated to provide estimates of butterfly populations within the restoration units. The results allowed project managers to evaluate their restoration methods and adjust management plans for individual properties. Measurable objectives for meta-population structure were used to set priorities for acquisition and restoration of additional habitat.

This comprehensive measures program enabled the team to transparently document and test assumptions about habitat requirements and track progress toward ultimate recovery. Current data indicates that the butterfly is occupying restored habitats and increasing in numbers, and the project is being transferred to state agencies for long-term maintenance. Adaptive management using habitat-based assessments is a potentially useful framework for other endangered species recovery efforts. For more information, check out this recent local [news story](#) that references our measures and objectives. Or read our scientific [article](#), "A framework to integrate habitat monitoring and restoration with endangered insect recovery." Contact [Rebecca](#) for a copy of the article.



*Abundant Karner blue butterflies gather to feed on a butterfly weed flower. Photo by Mark King, TNC.*



*Wild blue lupine carpets a restored habitat area in Wilton, NY. Photo by Chris Zimmerman, TNC.*



## Georgia, USA. New Coaches Training.

Story from [Sara Gottlieb](#), TNC. Georgia played host to a week-long training workshop for new members of the Conservation Coaches Network in October. During hands-on, detailed sessions, 23 attendees learned how to effectively lead project teams through the Open Standards. The participants came from a wide range of organizations, including World Wildlife Fund, Birds Caribbean, The Nature Conservancy, U.S. Fish and Wildlife Service, U.S. Forest Service, U.S. Agency for International Development, and the National Oceanographic and Atmospheric Administration. This cadre of newly trained coaches will join the North America Franchise in all four of its Divisions and the Pacific Islands Franchise; several trainees from the Caribbean discussed the possibility of starting a new Franchise in the region. Welcome new coaches!



*Class photo of new coaches trained in Atlanta in October 2014. The training was sponsored by CCNet North America and CCNet Global and led by Sara Gottlieb (TNC), John Morrison (WWF), Karl Didier (WCS), and Terri Schulz (TNC). Photo by Sara Gottlieb.*

## Wisconsin, USA. University Trains Conservation Leaders.

Story from [Arlyne Johnson](#), Foundations of Success. This year, the Nelson Institute for Environmental Studies at the University of Wisconsin, Madison, launched a new 15-month [Professional Master's Program in Environmental Conservation](#). This is an accelerated graduate program for conservation practitioners, featuring tools-based courses and professional leadership placements for early/mid-level career conservationists from the U.S. and abroad. A cornerstone of the program is a course in conservation planning using the Open Standards, which is led by Dr. Arlyne Johnson from Foundations of Success. In this eight-week course, students work in small groups to partner with a conservation organization and prepare a conservation plan for a real world project (e.g., a protected area, a landscape) using the OS, Miradi, and Miradi Share. By the end of the course, each student group produces and presents a draft conservation plan for the project. This course, along with the remainder of the program, is designed to provide conservation leaders with interdisciplinary skills for addressing complex challenges in biodiversity conservation. UW Madison is part of a growing list of universities with OS-based courses that comprise the [Teaching Adaptive Management \(TAM\) Network](#).



*Master's students at the University of Wisconsin, Madison, practice developing and reviewing the logic in results chains. Photo by Foundations of Success.*

## USA. Reflections on Coaching across United States, Canada & Latin America.

Story from [Andy Dickerson](#), Strategic Green International. As I venture down the paths of the strategic planning consulting world, I continue to be amazed by special people in conservation. This past year, I was able to help the University of Belize and Panthera with a Conservation Action Plan for the Jaguar Corridor in Central Belize. This plan protects the migration corridor between protected forests and savannas in the northern and southern regions of the country. In the same year, with the help of the National Audubon Society, I used the Open Standards to create a Conservation Initiative for the Central Flyway that covered key birds and habitats that are declining in Canada and the U.S. I am wrapping up this year with the Latin America Program of Audubon and ProNatura Noreste as we work to develop a business plan for the Chihuahuan Desert Grasslands in Northern Mexico.

In all of these projects, I have found that listing out the objectives, results, deliverables, and outcomes in one table in the report has helped my clients be “grant ready” when our time together is through. And—shout out to Greg Low (who started the Efromson Network which is now CCNet) — I was finally able to include the “Ranching Way of Life” as a conservation target and understand that if we protect and enhance ranchers’ livelihoods, the desert grasslands and associated overwintering birds of the Central U.S. will have a fighting in chance in a world with a changing climate.



Field trip on a ranch practicing holistic grazing management in the Chihuahuan Desert Grasslands. Photo by Andy Dickerson.

## USA. Using Measures for Decision-Making at The Nature Conservancy.



Jeanette Howard, TNC ecologist, monitors water at Signal Creek to establish baseline measurements and forest health prior to selective harvesting in the Garcia River Forest in northern California. Photo by CJ Hudlow, TNC.

Story from [Elena Shishkova](#), TNC. In December 2014, The Nature Conservancy's Measures Coordinator, Elena Shishkova, and George Schuler of the Eastern New York Chapter hosted a webinar that highlighted the TNC's experiences implementing measures in three U.S. Chapters: Georgia, Colorado, and Eastern New York. Coaches George Schuler, Terri Shulz, and Sara Gottlieb shared their insights on systematically measuring conservation success to inform strategic decisions for their respective operating units.

The speakers identified necessary conditions to institutionalize a culture of adaptive management and accountability. These included demand for measures information from senior leadership to address specific conservation management decision-making needs, a common reporting platform to capture and visualize key measures information, and support from management to allocate time for regular discussions about progress data.

The webinar took place on December 9, 2014, via Webex and was attended by over 50 TNC staff. You can watch the webinar recording [here](#) or listen to the audio recording [here](#).

To learn more about measures at TNC and participate in upcoming knowledge sharing webinars, please visit our internal Measures Community of Practice [Connect site](#). Or, contact [Elena Shishkova](#) with your questions.



## *Nanwelin Rohi. Community Uses CAP to Protect Land and Coastal Resources.*

Story from [Francisca Sobl Obispo](#), *Conservation Society of Pohnpei*. In September, a team of conservation experts in Micronesia helped Nanwelin Rohi community members, village chiefs, and representatives of the U Municipality develop a Conservation Action Plan (CAP) for the village. U municipality is the smallest of Pohnpei's five municipal communities and is home to one main watershed and two marine protected areas. The CAP team agreed that the scope of conservation in Nanwelin Rohi would include all of the land and coastal marine areas. They identified conservation targets vital to the health, value, and longevity of Pohnpei, including birds, food fish, and eels, along with coral reef, forest, mangrove, and freshwater ecosystems. Based on the evaluation of the status of key ecological attributes for these targets, their overall ranking was considered "Fair," meaning there is much work to be done to restore healthy conditions. The team also identified and assessed six critical threats to the targets, including pollution, sedimentation, dredging/filling, overharvesting, deforestation, and littering, and developed a conceptual model to better understand and document the social and ecological factors surrounding threats and targets.



Nanwelin Rohi community members are developing a CAP for their village with the help of the following conservation experts, who are facilitating the process and providing resources: Steven Victor (TNC), Julita Albert (Chuuk EPA), Francisca Sobl Obispo (CSP), Rudy Andreas (CSP), Valentine Santiago (Division of Forestry & Marine Conservation). Photo by Conservation Society of Pohnpei.

## *Leadership Changes in CCNet Pacific Islands.*



Jason Sumiye



Emily Fielding

We welcome [Emily Fielding](#) (TNC, Maui Marine Program Director) as she steps up as franchise leader for Hawaii. She will share responsibilities with Trina Leberer (TNC) in the Pacific Islands. We also thank Jason Sumiye (TNC) for the many years he served as co-franchise leader.

## *Open Standards Introduced to the Wildlife Institute of India.*



*Participants and coaches at the Open Standards training workshop in Dehra Dun, India, July 2014. The workshop was sponsored by WildTeam (WT), CCNet South Asia, Colorado State University, and Wildlife Institute of India. The training was led by Adam Barlow (WT), Christina Greenwood Barlow (WT), Lucy Boddam-Whetham (WT), Terri Schulz (TNC). Photo by Wildlife Institute of India.*

Story by [Lucy Boddam-Whetham](#).

In July 2014, CCNet South Asia carried out its first Open Standards workshop to increase conservation effectiveness through raising awareness of the OS, building demand for the OS, and increasing application of the OS across the region.

To achieve these objectives, CCNet South Asia collaborated with the Wildlife Institute of India (WII), Colorado State University, and The Nature Conservancy to carry out

an introductory seminar and conservation planning workshop at WII's offices in Dehra Dun, India. The workshop was designed to help create a preliminary conservation plan for the Khiron Valley (a high altitude area in the Indian Himalayas rich in biodiversity). A follow up online survey was conducted to help assess the effectiveness of the workshop.

Of the 42 participants who attended the introductory seminar, 22 completed the two-day workshop, and 17 responded to the online survey. Online survey results suggested that 94% of respondents were previously either not aware of OS at all, or were aware of the OS, but not familiar with their content. After the seminar and workshop, 100% of respondents agreed that the OS represent best practice for adaptively managing conservation projects and programmes of any size. Likewise, 94% of respondents said that they would like to apply the OS to the project that they are working on, and 100% would recommend using the OS to others. The overall value of and demand for using the OS was reflected in responses such as, "I think it is an extremely effective tool with great potential value for addressing India's conservation challenges."

CCNet South Asia is now in talks with WII to continue collaborating on future OS activities. WII faculty and staff were fantastic hosts and enthusiastic participants. A huge thank you to WildTeam for funding travel and accommodations so that our wonderful CCNet South Asia team (Adam Barlow, Christina Greenwood Barlow, and myself) could attend the workshop, and to WII's Vinod Mathur and Dave Anderson of Colorado State University for making the workshop happen. We'd also like to thank Terri Schulz of TNC for taking the time to provide coaching support while she was on vacation in India. A complete workshop report is available upon request. *For more information contact:* [Lucy Boddam-Whetham](#).



## *Developing Strategies for Terrestrial Conservation.*

Story from [Rob Sutter](#), *Enduring Conservation Outcomes, LLC*. The Emirate Wildlife Society-World Wide Fund for Nature (EWS-WWF) has initiated a project to develop a comprehensive plan to conserve the terrestrial, freshwater, and marine biodiversity in United Arab Emirates (UAE), using the Open Standards framework and Miradi software. The OS approach and Miradi tools have worked well for developing a plan that guides conservation country-wide--a scale larger than most projects.

In November 2014, EWS-WWF hired Enduring Conservation Outcomes to facilitate terrestrial strategies. Enduring Conservation Outcomes helped review and assess targets, identify nested targets, and develop ecosystem services and human wellbeing targets. They also helped review threats and threat ratings, refine the conceptual model, evaluate strategies, and develop a results chain. A draft Miradi file and a report summarizing the major components of the terrestrial strategy, along with recommendations for refinement, were produced.

Targets included WWF Major Habitat Types (or Ecoregions) and Endemic and threatened species (grouped as one target). Simple threat assessment using expert opinion provided adequate focus for strategy development.

The five strategies developed to conserve terrestrial ecological systems and endemic and threatened terrestrial species in the UAE included:

- Integrating biodiversity in all land use planning for development
- Developing a central biodiversity database for the UAE hosted by the Ministry of the Environment and Water
- Formulating an integrated national policy and legislative framework for protected areas, corridors, and endemic and threatened species with institutional partners
- Initiating the development of a national protected area network
- Establishing and implementing best practices in protected area management to promote environmental education and sustainable tourism

Each strategy was developed in a results chain, outlining the intermediate results and objectives. More detail on nested targets, ecological conditions, and quantitative threat assessment will be needed when working at the protected area scale.

## TEACHING ADAPTIVE MANAGEMENT

### *Welcoming the Teaching Adaptive Management (TAM) Network*



*Vinaya Swaminathan*



*Felix Cybulla*



*Armando Valdés  
– Velásquez*



*Sue Eber*

We are happy to welcome the TAM Network to CCNet! The TAM Network serves faculty, staff, students, and coaches who are involved or interested in adaptive management courses at universities or other academic institutions. This group which has been active for several years recently joined forces with CCNet. We invite you to visit the [new TAM website](#).

We welcome TAM to our community and are grateful to TAM leader [Vinaya Swaminathan](#), Senior Program Officer at Foundations of Success, and the rest of the core team: [Armando Valdés-Velásquez](#), Project & Program Coordinator at the Tropical Andean Alliance, [Felix Cybulla](#), Freelance Consultant on Global Change Management & Miradi Team, and [Sue Eber](#), Program Leader with WWF-Australia.

# COACH IN THE SPOTLIGHT

*Oscar Maldonado*

For more than five years, Guatemalan coach Oscar Maldonado has been sharing his conservation planning experiences with colleagues working on projects across Africa. Oscar believes that there is a lot to share and learn between Latin America and Africa—their geographies have much in common—and he is a strong advocate of the South-South collaboration and exchange. His fluency in French has allowed him to interact with conservation practitioners and teams and local communities, adapt terminologies and approaches when needed, and facilitate workshops and training sessions in French-speaking African countries like Cameroon, Republic of Congo, and Democratic Republic of Congo.

As a result of his recent work with the Jane Goodall Institute in Brazzaville, Congo, the Tchimpounga Natural Reserve will soon have the first management plan in the country that includes cultural targets along with natural conservation targets. This plan will be fully aligned with the goals for which the reserve was created and recently enlarged.

In addition to the innovations and adaptations of the Open Standards that Oscar has shared in Africa, he has also applied the unintended negative impact/risk analysis methodology to projects in the Middle East and Latin America.

And as a diligent coach, he will soon be “closing the loop” with the fifth-year review of the Great Apes Conservation Plan in the Eastern Democratic Republic of Congo, and the start of its second iteration.



*Oscar (front right with a white cap) sits with a group of proud conservationists in Tchimpounga next to an extremely rare *Tessmania dawei* tree, one of the area's nested targets, which was thought to be almost extinct. Upon the insistence of botanist Martin Cheek, an exploration revealed a healthy patch of these rare specimens—a point of pride for the reserve. Photo by Oscar Maldonado.*



# SPECIAL FEATURE

## *CAP Creates Brighter Future for Youth, Grasslands & Bison in Chihuahua, Mexico*

Story from [Antonio Esquer](#), TNC. In 2005, the “El Uno” cattle ranch became a private protected area, thanks to joint efforts between The Nature Conservancy (TNC) and its allies in the Janos grasslands in Chihuahua. The site now serves as a working model for conservation and sustainable management of grasslands.

During the first years Pronatura Noreste managed the site, and activities focused on basic research, environmental education, and community engagement. In 2008, TNC took on management and made conservation planning a top priority. Led by coaches Cristina Lasch and Antonio Esquer, collaborators from national and international universities, research centers, government agencies, and NGOs worked with TNC specialists on a rapid Conservation Action Planning (CAP) process. In just three days, the team drafted a complete conservation plan.

The plan runs the gamut of strategies to improve the viability of the ranch's natural resources, abate threats, facilitate research, influence public policy, boost community engagement, and deal with socio-cultural issues. Since 2010, Antonio Esquer has been the steward of El Uno. Having a coach manage the implementation of the CAP has helped keep actions aligned with priorities. Though steady funding and systematic monitoring still remain challenges, six years after the plan was developed, several significant advances have been made (see box below).

Moving forward, the team intends to “close the cycle” by adapting the CAP based on progress, needs, and lessons learned. El Uno is considered successful and serves as a strong example of conservation in Mexico and Central America. As with any conservation project, success would not be possible without the support of allies who have worked together tirelessly.



### ADVANCES

- Strengthened environmental education activities. Over 1,000 people visit El Uno each year for these activities. High school students have formed 10 ecology and bird watching clubs, which have engaged youth and led to better grades and more hopeful outlooks on the future. For example, a young boy who said he wanted to be “a hitman” now tells everyone his dream is to become an ecologist!
- Encouraged more ranchers in surrounding areas to adopt good ranching practices through public trainings and pilot projects carried out at El Uno.
- Reintroduced bison as a key grasslands restoration component. The herd has 66 bison, up from 23 in 2009. The presence of these charismatic creatures has also enhanced education and outreach efforts and collaboration with neighbors.
- Started working with neighboring farmers to explore crops that could reduce underground water extraction, such as the *sotol*, a native plant that requires little water and produces a commercially valuable drink similar to tequila.
- Completed a fire management plan.

*Young bison with their mothers and students learning about conservation at the El Uno Ecological Ranch in Chihuahua, Mexico.*

*Photos by Antonio Esquer.*

# REFLECTIONS

## World Parks Congress



Community wall at the 2014 World Parks Congress in Sydney, Australia. Photo by Judith Castro Lucero, Amigos de Cabo Pulmo.

Story from coaches [Armando Valdés-Velásquez](#) (AAT), [Anita Diederichsen](#), [Gustavo Gatti](#) & [Paola Mejía](#) (WWF). This past November, coaches from different institutions had the chance to meet while attending the International Union for Conservation of Nature (IUCN) World Parks Congress in Sydney and reflect on the outcomes of the Congress and propose strategies that CCNet would like to foster moving forward, especially regarding how to better incorporate the Open Standards.

The Congress agenda incorporated a wide variety of topic streams as well as themes that crosscut these streams. Discussions about reaching conservation goals placed increased attention on protected area management effectiveness and planning and the importance of monitoring and evaluating results. Sessions pertaining to capacity development focused on enhancing the capacity of individuals, organizations, and—primarily—countries to achieve protected area goals and meet the new biodiversity targets for 2020 that were laid out in the Convention on Biological Diversity's new In particular, these sessions highlighted professionalization of protected area managers, effective tools and techniques for capacity building, and knowledge and experience sharing.

A few sessions mentioned the Open Standards as a method for working on conservation projects, but it is clear that there is plenty of room and opportunity for the CCNet to contribute. In particular, CCNet could work closely with working groups to use the Open Standards for "reaching conservation goals" and "capacity building."

To wrap up the Congress, participants and organizers in each topic stream combined their efforts to produce the "[The Promise of Sydney](#)" document. This document is intended to invigorate protected areas by assuring growth and inspiring generations of people to get involved with protected areas and invest in solutions to "halt biodiversity loss, mitigate and respond to climate change, reduce the risk and impact of disasters, improve food and water security, and promote human health and dignity".

Synthesizing results across streams and themes, the Promise is a remarkable achievement and a powerful communications tool. Though the document puts forward a strong vision for the future of conservation, it lacks clear goals, objectives, and strategies to work towards this vision. The Promise is broad, leaving space for creative and innovative approaches to work towards the vision described.

It is time for us to think, discuss, and propose experiences and results that the CCNet would like to foster, document, and present to advance this vision at the 2016 IUCN Conservation Congress and at the next World Parks Congress. Let's take advantage of the upcoming rally in September 2015 to move these conversations forward.



# BULLETIN BOARD

*Announcements, updates & food for thought*



## ***Bulgarian Coach Passes Away.***



*Latinka Topalova-Rzerzych sharing good times with CCNet Europe colleagues at Delebre, Spain, 2011. Photos by Xavier Escuté.*

Our friend and fellow coach Latinka Topalova-Rzerzych passed away January 2, 2015, after struggling with cancer for the last two years. Latinka, Branch Manager with the Bulgarian Biodiversity Foundation, was a true conservationist at heart, with an excellent radar for conservation opportunities and a talent for making things happen. She brought the Open Standards to Bulgaria, inspired colleagues to become conservation coaches, initiated the application of the OS in Central Balkan National Park, and in 2013, hosted the European Rally in conjunction with a multi-team workshop and a new coach training. Latinka was one of a kind and will be remembered for her leadership, her kind-heartedness, and for being such a creative and original woman. She is a tremendous loss for our network and to conservation in Europe.



## ***Geocache TravelBug Still Traveling the World.***



A quick update on the TravelBug that we sent out during the 2013 Global CCNet Rally to travel the world and collect people's remarks about why conservation efforts are important to them.

Released in China by a fellow coach, the little trackable notebook has been traveling the world with the global [geocaching](#) community. The notebook has just arrived in Czech Republic after spending time in Africa—a trip that totaled about 31,112 miles (50,070 kilometers), which is farther than the distance to the moon or traveling one time around the earth! Wow!

We are now trying to direct the TravelBug to Spain, so that we can pick it up right in time for the CCnet Global Rally 2015. Keep your eyes on our TravelBug [here](#)!

*Update and image provided by Felix Cybulla.*



## *Check out our Website and Connect with Colleagues around the World.*

Looking for conservation coaching resources? Check out our website at: <http://www.ccnetglobal.com/>.

Got stuck, need help, or found something cool related to the practical application of the Open Standards for the Practice of Conservation? Tap into our [CCNet List Serve](#)! To sign up, e-mail [Marjorie Bennett](#) or [Cristina Lasch](#).



## *Change in WWF's Results Based Management and Standards Community.*

We'd like to thank Lydia Gaskell (WWF-UK) for the support she provided to CCNet colleagues within WWF in results based management (RBM) and coordinating WWF's Open Standards community. WWF coaches can now contact [Sheila O'Connor](#) for RBM issues and Lydia will remain active as a coach within our community. Thank you, Lydia!



## *Need Help Addressing Human Wellbeing in Your Projects?*

Are you struggling to show human-nature linkages in your work? Are you looking for tools to determine potential trade-offs? Do you want to assess whether and to what degree your conservation efforts contribute to human wellbeing? Then consider taking a closer look at the CMP-endorsed [guidance on addressing human wellbeing in conservation projects](#).

This guidance was developed in 2012 by a working group involving representatives from several organizations. Since then, dozens of teams have piloted the guidance on projects in Mexico, Colombia, the United States, Sweden, Nepal, and Congo, and with organizations as diverse as The Nature Conservancy, US Agency for International Development, African Biodiversity Consultative Group, Bush Heritage, and the Mexican Commission on National Protected Areas. [Reactions](#) have been enthusiastic, with many claiming that the guidance has helped their teams structure important discussions and work through thorny issues.

The working group recently submitted a manuscript for review with *Conservation Biology* (draft available [here](#)) and is now digesting the lessons learned and working to fill gaps in the guidance. Priority topics include addressing cultural targets and considering different options and implications for diagramming nature-human linkages. We are excited to keep learning, adapting, and innovating with all of you. Please share your thoughts, examples, and comments with working group representatives [Caroline Stem](#) or [Ilke Tilders](#).

## UPCOMING EVENTS

*Mark your calendars*

For updated information check our [News & Events](#) space on the CCNet website!

## NEW COACH TRAININGS

### **Tentative Spring 2015 New Coach Training in Canada**

A training event might take place this year in Canada, but it is not confirmed yet. For more information, contact [John Morrison](#).

### **May 2015 New Coach Training in Mongolia**

A training event is planned for May this year in Mongolia. For more information, contact [John Morrison](#), [Gala Davaa](#) or [Tuugii Enkhtsetseg](#).

## CCNet RALLY

Our bi-annual Rally will take place from September 29 through October 1, 2015, in Spain. For more information check updates on our [website](#), or contact [Cristina Lasch](#).