

**Meeting Summary**  
**Berryessa Snow Mountain National Monument**  
**Recreation, Volunteerism and Stewardship Workshop**

May 12, 2018  
9:00 a.m. to 3:00 p.m.  
Skyline Park Social Room  
2201 Imola Avenue, Napa, CA 94559

**I. Workshop Overview**

The Bureau of Land Management (BLM) and U.S. Forest Service (USFS) convened a workshop on May 12<sup>th</sup> to engage stakeholders in a collaborative discussion about resource stewardship and volunteerism to support the Berryessa Snow Mountain National Monument (BSMNM).

Workshop objectives included:

- Provide an overview of volunteerism at the monument, including current policies and procedures
- Share volunteer success stories and lessons learned
- Create a shared vision for volunteerism at the monument
- Identify priority volunteer projects at the monument
- Identify next steps for achieving near-term goals and shared vision

The workshop agenda is included as Appendix A; the list of workshops participants is included as Appendix B.

**II. Welcome and Opening Remarks**

Rebecca Wong, Monument Manager, welcomed participants and thanked them for their interest in participating in the workshop. She encouraged everyone to share their ideas and questions throughout the workshop.

**III. Introductions and Agenda Review**

Ben Gettleman, facilitator, welcomed attendees and reviewed the workshop agenda. Ben then encouraged everyone in the room to introduce themselves and also respond to the following ice-breaker questions: 1) What do you love most about the monument?, and 2) What do you hope to achieve during the workshop today? A summary of responses is provided below:

*What do you love most about the monument?*

- There are so many way to recreate in the monument, and it is open to all uses.
- The monument is a joint BLM/USFS venture with two managing agencies working together.
- The monument's unique plate tectonics
- Beautifully diverse landscape, biodiversity

- Great hiking opportunities
- The monument provides solitude and allows us to get away from our normal lives
- It's a new monument and that is exciting
- The variety of user groups
- The seasons!
- The monument's continuous nature and unobstructed wilderness

*What do you hope to achieve during the workshop today?*

- Discuss how to maintain the use of the land for generations to come
- Get to know other people and user groups and their visions for the land
- Find common ground, develop a common vision
- Learn from others, including their hopes and needs
- Discuss how to have one system of management for the monument
- Learn how to contribute
- Put ideas into action
- Discuss how to make the volunteering process more efficient

Ben noted that while participants expressed interest in pursuing new trails or land linkages, the discussion of this workshop would focus on volunteerism as it relates to existing trails and resources. He added that any additional topics discussed would be noted and could be referenced for future discussions.

#### **IV. Presentation: Overview of Volunteerism at the Monument**

Rebecca Wong began the overview presentation, noting that the monument is cooperatively managed by the BLM and USFS. She emphasized the critical role that volunteers play in supporting the agencies in managing the monument, particularly given the limited resources and staff that the agencies have. She noted that the volunteer programs of these agencies share several common characteristics, including compliance with all relevant laws, regulations and policies; the use of volunteer service agreements; and reporting. Rebecca added that volunteer projects must be compliant with the National Environmental Policy Act, National Historic Preservation Act, and must also support the objects and values set forth in the Presidential Proclamation that established the monument.

Graciela Hinshaw, Pine Hill Preserve Manager based out of the BLM Mother Lode Field Office, presented on BLM's mission and guiding principles, and provided details regarding its volunteer program. She described the three main phases of volunteer projects as follows:

- *Pre-planning*, which includes a needs assessment and recruitment;
- *On-boarding*, which includes volunteer agreements, safety and risk assessment, and training; and
- *Ongoing management*, which includes policies and procedures, recognition and evaluation.

Graciela noted that BLM develops an annual volunteer report that summarizes volunteer contributions over the course of the year.

Jeremy Camara, Volunteers and Service Specialist based out of the USFS Pacific Southwest Regional Office, provided a presentation on USFS's volunteer program. He noted that one of the USFS Chief's top 5 priorities for 2015-2020 is "Promoting shared stewardship by increasing partners and volunteerism" and, as such, volunteerism is a priority for the entire agency. Jeremy added that volunteers can participate as individuals, in groups, or as part of group events like National Public Lands Day and National River Cleanup Day. Jeremy emphasized the importance of having volunteers document and report their hours, and noted that the USFS issues awards and perks (e.g., Interagency Volunteer Pass) for regular volunteers. He concluded his presentation by discussing partnerships, noting there are several types of agreements that can be used to memorialize partnerships (master participating agreement, collections agreement, interagency agreement, etc.), and that partners can assist with a variety of important tasks, including land management, research, sustaining healthy forests, protecting communities and the environment, and digitalization.

Rebecca concluded the overview presentation by sharing several ways that interested individuals can become volunteers: contact her, the BLM office, or the USFS offices. Some volunteer positions may also be signed up for online at [www.volunteer.gov](http://www.volunteer.gov). She provided contact information and thanked participants for all of their hard work in support of Berryessa Snow Mountain National Monument.

Ben then invited workshop participants to share reflections on the presentation. Key comments included:

- I am very encouraged that the one of the USFS Chief's Top 5 priorities includes volunteerism.
- I would like to see an easier process for volunteers to be able to contribute their skills to projects in the monument.
- I suggest creating economies of scale with volunteers, and taking advantage of resources that already exist.

## **V. Panel Discussion: Volunteer Project Success Stories**

During the panel discussion, several presenters shared success stories of volunteer projects they helped organize in the past. Below are summaries of their presentations, followed by the larger group's discussion of keys to success for volunteer projects.

Bill Grabert, Activities Coordinator for Tuleyome, presented on youth education field trips that Tuleyome has organized and led in the monument. He noted that the first outing in the monument took place in 2016 to celebrate the tenth anniversary of the 2006 Wilderness Act which established the Cache Creek Wilderness, and that Tuleyome has since conducted additional outings in 2017 and 2018. Each year, this project has grown to reach more youth and additional agency support. Bill highlighted several factors that helped make these outings successful, including:

- There was a thorough planning process before each field trip. BLM, USFS, and CDFW staff were actively engaged in the planning process.
- Bill was able to secure a grant to cover transportation costs for each field trip. He added that transportation is always an important consideration for youth trips.
- Bill developed a detailed trip outline – including what to expect, preparation before the trip, and timing – that was shared broadly.
- There was an emphasis on safety and planning for contingencies.

Graciela Hinshaw provided an overview of the Pine Hill Preserve volunteer program. She noted that working with volunteers is essential to building support for the preserve, and that it helps pool available resources. Key points from Graciela's presentation included:

- The preserve has identified specific management goals – including the preservation of species and habitat within the preserve – and volunteer projects that are consistent with these goals are likely to be supported.
- Being flexible and combining planning strategies with volunteer opportunities has helped to further the protection of the rare plants and also engage the public.
- Pre-planning, on-boarding and ongoing management are all vital for the long-term success of a volunteer program.
- Working with volunteers and partners does work!

Andrew Fulks, Tuleyome Executive Director, described an invasive plant eradication project that Tuleyome helped organize before the monument was established. He noted the importance of finding common priorities between the managing agency and a volunteer group, stating that where interests align, you can often find opportunity and interest. Other key points from Andrew's presentation included:

- Working in partnership with an agency benefits from referencing specific components or focus areas of the agency's existing plan(s). Otherwise it is much harder to pursue a project that is outside of the agency's priority areas.
- It's important to understand the process an agency needs to follow to complete a project. This often includes environmental review, and in some circumstances volunteers can help with certain aspects of the review process.
- Ongoing stewardship and maintenance of a project is critical. A group will often need to come back multiple times to ensure project success.
- It's helpful to conduct a skills assessment of your volunteers and match those skills with the project's needs.

Following the success stories presentations, Ben invited the group's input on additional keys to success for volunteer projects that can be emulated in the future. Comments included:

- It's helpful to emphasize the recreational and social opportunities that can come with volunteer projects. This makes volunteering appealing to a broader audience.
- We should be creating opportunities for families to volunteer together. Family events can help create multiple generations of dedicated volunteers.
- It's important to have a variety of skills in a group. Having larger collective knowledge allows you to be flexible in changing circumstances, and is generally safer.
- Networking and cross-pollinating across user groups helps to identify partnership opportunities and the efficient sharing of resources and expertise.
- Get to know the other volunteers groups, including their interests, skills and resources.
- Make the interests and skills of your group known to the managing agency, and get to know the staff. One day you will be called upon to help.
- It's important to prepare in advance so everything is ready when the volunteers show up to work.

- Make the volunteer experience easy and fun. Make it memorable.
- Hold events to raise awareness about the monument and volunteer opportunities. An event could be held on National Public Lands Day, or a new “Monument Days” could be created.
- Being able to coordinate with volunteers on one platform for both agencies would be helpful. Having the approval process built into the platform would make it more efficient.
- Rebecca Wong’s role in coordinating volunteering projects is very important!

## **VI. Group Exercise and Discussion: Priority Volunteer Projects for the Monument**

Following the group’s discussion of volunteer success stories and keys to success, Ben led a group exercise to help identify priority volunteer projects for the monument. Each participant was given sticky notes and asked to write responses to the following questions:

- What projects are you interested in working on in the monument?
- What skills and capabilities can you contribute?

After participants posted their responses on the wall, Ben helped to organize them into common themes and invited the group to discuss their reflections. A complete list of responses written on sticky notes is provided in Appendix C.

Common themes for priority projects:

- Partnership building
- Monument signage
- Increasing the Monument’s visibility through brochures, website, etc.
- Creating gateways to the Monument
- Trail maintenance, including adopt-a-trail programs
- Building and maintaining clean campgrounds
- Building a monument-wide trail system
- Monument-wide planning effort
- Volunteer appreciation efforts
- Archeological and species surveys

Common themes for skills and capabilities:

- Trail guides and docents
- Manual labor
- Nature interpretation
- Volunteer coordination
- Weed and vegetation control
- Mapping
- Signage installation
- Heavy equipment operators

Ben noted that, in a short period of time, the group was able to identify a wide variety of priority projects and valuable skills in the room. He encouraged them to think about how that could be amplified through future additional coordination and communication across the different volunteer groups.

## **VII. Next Steps for Achieving Near-term Goals and Shared Vision**

Rebecca Wong reviewed a draft list of priority projects for the monument, and noted that there were some projects that could be completed on a relatively short time frame. She added that many of these projects overlapped with the interests and skills identified by the group during the workshop. These projects included the following:

- Kiosk installations on both sides of the monument
- Bridge repairs (e.g., Indian Creek bridge with Rocky Mountain Elk Foundation)
- Trash clean-ups (e.g., Hunting Creek campground)
- Signage installation and maintenance (e.g., install Monument Portal signs)
- Wildlife fencing
- Vegetation management (e.g., tamarisk removal, invasive weed treatment, revegetation projects)

Ben asked the group what suggestions they had to make the next steps concrete and tangible.

Responses included:

- Develop a monthly list of volunteer projects. Groups can review the list and sign up for projects that interest them.
- Provide regular updates to a mailing list to keep everyone informed.
- Establish a volunteer outreach program.
- Consider establishing a group that meets regularly to discuss volunteer project opportunities with the managing agencies.

Ben also reviewed the following action items:

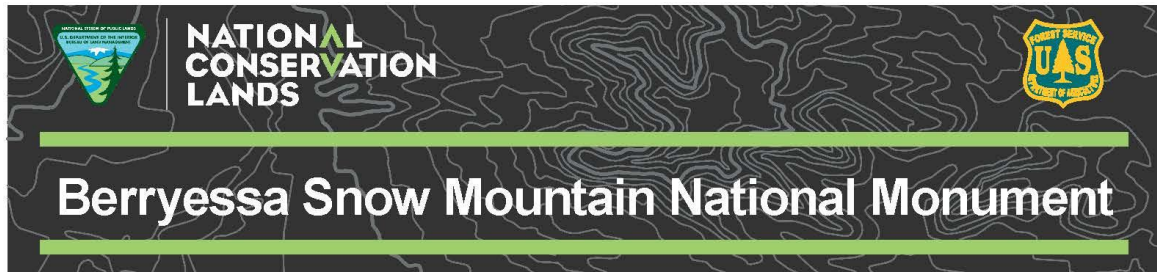
- Rebecca Wong will share the Overview of Volunteerism PowerPoint presentation slides.
- Rebecca Wong will share a refined list of projects for which she is seeking volunteer help. Workshop participants are encouraged to follow up with her to pursue projects on the list.
- Kearns & West will develop a summary of the workshop which will be shared with workshop attendees.

## **VIII. Workshop Wrap-Up and Reflections**

Rebecca thanked everyone for their participation and contributions to the discussion, and encouraged participants to continue sharing their insights for the long-term benefit of the monument.

## Appendix A

### Workshop Agenda



### Agenda

## Recreation, Volunteerism and Stewardship Workshops

**Saturday, May 12, 2018**  
**9:00 am to 3:00 pm**  
Skyline Park Social Room  
2201 Imola Ave.  
Napa, CA 94559

**Friday, May 18, 2018**  
**9:00 am to 3:00 pm**  
Grange Community Center  
9355 Government St.  
Upper Lake, CA 95485

#### Workshop Objectives:

- **Provide** an overview of volunteerism at the monument, including current policies and procedures
- **Share** volunteer success stories and lessons learned
- **Create** a shared vision for volunteerism at the monument
- **Identify** priority volunteer projects at the monument
- **Identify** next steps for achieving near-term goals and shared vision

TIME	TOPIC	LEAD
8:30 a.m.	Pre-Workshop Coffee and Light Breakfast <i>(Optional)</i>	
9:00 a.m.	Welcome and Opening Remarks <ul style="list-style-type: none"><li>• Workshop purpose and objectives</li></ul>	<ul style="list-style-type: none"><li>• Rebecca Wong, Monument Manager</li></ul>
9:10 a.m.	Agenda Review and Introductions	<ul style="list-style-type: none"><li>• Ben Gettleman <i>(Facilitator)</i></li><li>• All</li></ul>

Continued

For more information about the **Berryessa Snow Mountain National Monument** visit <https://www.blm.gov/berryessa-snow-mountain>.

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**AGENDA Continued**

TIME	TOPIC	LEAD
9:25 a.m.	<b>Presentation:</b> Overview of Volunteerism at the Monument <ul style="list-style-type: none"> <li>Value of volunteers</li> <li>BLM and USFS partnership</li> <li>Policies and procedures</li> </ul>	<ul style="list-style-type: none"> <li>BLM staff</li> <li>USFS staff</li> </ul>
10:15 a.m.	<b>Panel Discussion:</b> Volunteer Project Success Stories	<ul style="list-style-type: none"> <li>Various</li> </ul>
11:15 a.m.	Break	
11:30 a.m.	<b>Group Exercise and Discussion:</b> Creating a Vision for Volunteerism at the Monument	<ul style="list-style-type: none"> <li>All</li> </ul>
12:15 p.m.	Lunch ( <i>will be provided</i> )	
1:00 p.m.	<b>Group Discussion:</b> Priority Volunteer Projects for the Monument	<ul style="list-style-type: none"> <li>All</li> </ul>
2:00 p.m.	Break	
2:15 p.m.	<b>Next Steps</b> for Achieving Near-term Goals and Shared Vision	<ul style="list-style-type: none"> <li>All</li> </ul>
2:45 p.m.	Workshop Wrap-Up and Reflections	<ul style="list-style-type: none"> <li>All</li> </ul>
3:00 p.m.	Adjourn	

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## Appendix B

### Workshop Attendees

*Note: Attendees who did not sign in may not be included in the list below.*

Name	Organization
Jeremy Camara	US Forest Service
Joseph Erasmy	Huntsville Property Owner
Sean Faherty	Mendocino 4x4 Club
Alex Fisher	Skyline Park –Napa
Andrew Fulks	Tuleyome
Ben Gettleman	Kearns & West
Bill Grabert	Tuleyome
Graciela Hinshaw	BLM-Mother Lode
Benjamin Ibarra	Kearns & West
Amanda James	BLM Field Manager, Ukiah Field Office
Carol Kunze	Tuleyome
Nate Lillge	Tuleyome
Kathy Mick	US Forest Service Regional Office
Barbara Nuckels	Sierra Club-Lake County
Greg Nuckels	
Bob Schneider	Tuleyome
Elyane Stefanick	Conservation Lands Foundation
Fabiola Torres	Hispanic Access Foundation
Scott Ward	Mendo-Lake Houndsmen
Amy Garant	California Offroad Vehicle Association
Allen Schrage	Mendo 4x4 Club
Eric Barnett	Tuleyome
Steve Lederer	Napa County
Gar Abbas	Acting Mendocino National Forest Supervisor
Rebecca Wong	Monument Manager

## Appendix C

### Responses to Group Exercise: Priority Volunteer Projects for the Monument

*Note: Attribution is given in parentheses for the notes for which it was written.*

<i>What projects are you interested in working on in the monument?</i>
Design and build South-North Monument Trail (RUS)
Inventory & create trail linkages (both OHV & non-motorized) (Tuleyome)
Land purchases to create linkages (Tuleyome)
Design trail master plan and trail lands (RUS)
Monument wide trail system (Carol Kunze)
Links to trails outside Monument (CK)
Utilize LWCF to purchase key parcels(public access) and conservation easements (RUS)
Plan for land acquisition (CK)
Build and maintain trail systems (Sean)
Cleaning campground from trash (Fabiola)
Stop the brutality of plate tectonics
Monument plan for campground (CK)
Build campgrounds (Sean)
Installation of wildlife waters
Flora & fauna surveys
Habitat enhancement, native planting maintenance (Putah Creek Council)
Trail maintenance (Greg Nuckels)
Acclimation projects, burned areas, marijuana grow sites
Archeology, culture inventories (CLF)
Information for information portals
Recurring signature monument event
Safety obstacle training courses for all OHV types (Allan Mendo 4x4)
Gateway community development – visitor center, work w/ chamber of commerce (Tuleyome)
Monument guide phone app (Bill)
Monument PR, brochures, website, etc. (Tuleyome)
Monument entry point, sign, welcome center/kiosk, main campground
Trash cleanups (Putah Creek Council)
Recreation target shooting clean ups

Sign installation (CLF)
Design, lobby for and install monument signs on all state roads (RUS)
Install federal monument signs (RUS)
Mild off-road trails with signage to show the history, geography of the area, "Information Trail systems" (Allen Schrage, Mendo 4x4)
Build more 4x4 trails, this will bring more people from the Sacramento area, mostly in the ravines (Allen Schrage, Mendo 4x4)
Walker Ridge Trail management plan
Volunteer built trail in the BSM, I have built/created cedar roughs trail, other trails (Bam Bam)
Develop website to find out who is working on which invasive species & where (CK)

<i>What skills or capabilities can you contribute?</i>
Installing kiosk & postal signs (needed) (Fabiola)
Volunteer labor (Tuleyome)
Manual labor (existing) (Miles)
Staffing an information/educational booth/table
Naturalist Interpretation (existing) (Bill)
Natural interpretation, docent programming (Putah Creek Council)
Trail guides (mostly hiking) (Tuleyome)
K-12 Environmental educational field trips (Putah Creek Council)
Strategic planning, talks well (RUS)
Existing group organization (Miles)
Volunteer coordination (existing) (Putah Creek Council)
Class B driver's license (15 passenger van, driving for non-profits) (Nate)
The Mendo 4x4 club has many equipment operators in our club
Weed control (Tuleyome)
Trail construction & maintenance, stone stairs, wood stairs, erosion control (Tuleyome)
Light construction (carpentry, concrete work, etc.)
GPS data collection, site inventories (Tuleyome)
User maps (CK)
Vegetation maps (CK)
Volunteer for invasive plant removal, creek clean up, light trash removal activities
Plant propagation (Putah Creek Council)
I can offer up skills on volunteer trails/ teach & crew lead (Bam Bam)