

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

May 18, 2018
9:00 a.m. to 3:00 p.m.
Bachelor Valley Grange Community Hall
9355 Government St., Upper Lake, CA 95485

I. Workshop Overview

The Bureau of Land Management (BLM) and U.S. Forest Service (USFS) convened a workshop on May 18th 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 to the workshop 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 a wide range of opportunities in the monument, and lots of different opportunities.
- The monument represents a partnership between BLM and USFS.
- The monument's plate tectonics
- It's a monument which is exciting.

- Proximity to Davis and other urban areas
- Opportunities for landscape-level change
- Cache Creek Wilderness
- The monument helps protect the land.
- Biodiversity
- Opportunity to expand access south of the monument
- The beautiful landscape
- The plant life
- The monument's history and pre-history
- There are lots of individual, unique places in the monument.
- Diverse users and interests
- There are passionate people supporting the monument.

What do you hope to achieve during the workshop today?

- Learn more about the interests in the room
- Learn how to get involved and contribute
- Learn how to work together and protect biodiversity
- Discuss on-the-ground projects
- Learn more about partnerships and the missions of the managing agencies
- Have a constructive dialogue
- Get to know people
- Understand the different strengths and weaknesses of groups and individuals in the room
- Discuss how to build the monument's volunteer program
- Learn more about the BLM managed section of the monument
- Create a common vision
- Discuss how to enhance communication between the agencies and user groups

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 and National Historic Preservation Act, and must also support the objectives and values set forth in the Presidential Proclamation that established the monument.

Brian Bellew, Accessibility Lead based out of BLM's Sacramento office, presented on BLM's mission and guiding principles, and provided details regarding its volunteer program. He 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.

Brian shared that BLM develops an annual volunteer report that summarizes volunteer contributions over the year, and noted that having limited resources has increased BLM's dependence on volunteers to help manage BLM lands.

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 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. She provided contact information and thanked participants for all of their hard work in support of Berryessa Snow Mountain National Monument.

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.

John Durand, Service Learning Coordinator for the Cosumnes River Preserve, presented on the preserve's volunteer programs. John provided an overview of the preserve which is managed by seven land-owning partners and spans 50,000 acres, and noted that the preserve relies on the work and contributions of its volunteers to operate many of its programs, including a habitat restoration team that focuses on trail work, weed control and habitat restoration; a citizen science program that conducts waterfowl county every two weeks; a paddle team that leads guided paddle events; and the McFarland Ranch Pumpkin Patch. John added that McFarland Ranch is run entirely by volunteers.

John identified several factors that have allowed the preserve to have such a successful volunteer program, including:

- The preserve focuses on volunteer retention, recognition and engagement. They try to make volunteer events as fun as possible, and they host special events to show their appreciation for volunteers.
- Educational events draw people into the reserve, and these people sometimes become volunteers after connecting with the land.

- The preserve creates opportunities for youth and adults to work together, and in addition to the volunteer work itself, the kids learn about team building, receive mentoring, and get the opportunity to interact with positive role models.
- The preserve tries to offer as much support as possible to groups that are interested in being involved.

Ashley Poggio, BLM Ukiah Field Office, provided an overview of the volunteer efforts she has helped facilitate with OHV user groups. She noted that working with volunteers is essential to building support for, and accomplishing, the work the field office wants to get done. Key points from Ashley's presentation included:

- It is important to bring user groups together and identify common interests across the groups and with the managing agency.
- Plan the work in advance, and also try to be flexible during implementation.
- Focus on consistent communication and respond to issues or concerns when they arise.
- Try to accommodate projects that volunteers are interested in, assuming they are consistent with the agency's priorities.

Peety Woll, Vice President of the California Four Wheel Drive Association, described the interests of her group in maintaining the monument to support 4x4 access as well as the larger community. Peety noted that the group considers management of the land a shared responsibility. Other key points from Peety's presentation included:

- The association helped build a kiosk and this required planning and thoughtful coordination from their members.
- Members continuously contribute their time and finances for the betterment and upkeep of the land, often without being reimbursed.
- She is interested in pursuing opportunities to work with other user and volunteer groups.

Rebecca Wong spoke in place of Danny Jones highlighting the work of the Three Forest Interpretive Association. She noted that the group provides educational outreach, develops interpretive brochures and informational kiosks, and leads youth programming. Its mission is to help visitors and users of the Sequoia, Sierra and Stanislaus National Forests appreciate, enjoy and understand the forests.

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:

- Understand the capabilities and limitations of your volunteers, and create an inventory of the group's collective skills.
- Have a well thought-out plan, and communicate with volunteers in advance. Volunteers should have a time-table of what they will be doing.
- Identify specific project needs before the volunteer day(s).
- Create educational opportunities for kids and help them learn about science.
- Recruit parents through their children. Parental involvement in the process can create future volunteer families.
- Have the tools and materials in place and ready to go; this will help make the best use of volunteer time.

- It's important to get tangible results. Volunteers appreciate knowing and seeing they've accomplished something; it can help make them lifelong stewards.
- Identify a designated volunteer coordinator. Consider creating a listserv for your volunteers.
- Have volunteer appreciation events.
- Creating enjoyable events that get people outside, interacting and talking.
- Build connections with agency staff; get to know them.
- Empower your volunteers to share their insights and skill sets.
- Identify training that will be needed to successfully complete a project. Creating an inventory of skillsets by groups, agencies and individuals for later use adds value to your group.
- Focusing on the areas where the managing agency needs help with and where your group can assist. Collaboration can make you both happy.
- Identify both short- and long-term projects.
- If you want to bring students out to the monument, make it a priority to have transportation costs covered.

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 or resources can you contribute?
- What skills or resources are needed?

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:

- Trail building, maintenance and inventorying
- Install new signage and kiosks in the monument and along nearby highways.
- Build and maintain campgrounds
- Roadway maintenance
- Establish a Monument Day
- Educate the masses about the monument and other related subjects, including conservation, impacts from climate change, and biodiversity.
- Conduct outreach to Latino and other underrepresented communities to increase access to the monument.
- Landscape maintenance – noxious weeds, invasive plants, massive broom infestations, fuel reduction

Common themes for existing skills and resources:

- Currently working on community outreach in Davis, Woodland, Winters areas that can be leveraged

- Lake County outreach
- Spanish speaking outreach and translation
- Grant writing
- Nature interpretation
- Volunteer coordination
- Weed and vegetation control
- Rangeland and biodiversity
- Chainsaw skills
- Home camp accommodations for volunteers
- Heavy equipment operators and carpenters

Common themes for needed skills or resources:

- Partners still needed: Chambers of Commerce; local tribes; savvy advertisers
- Heavy equipment operators
- Legal experts
- Graphic designers
- Hike leaders and volunteers with natural resources experience
- Project management skills for volunteers
- Media engagement
- Heavy equipment and people to operate it
- Ability to streamline the NEPA process
- Environmental analysis expertise
- Funding for transportation
- Contracting skills for volunteers
- Project management skills

Other ideas that the group identified during the discussion included:

- Create ecotourism opportunities to get more people to the monument.
- Establish local communities as gateway communities to the monument. We can partner with local chambers of commerce on this.
- Create educational and well-designed informational materials and brochures, and make them available in all of the local communities.
- Create volunteer vacations!

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:

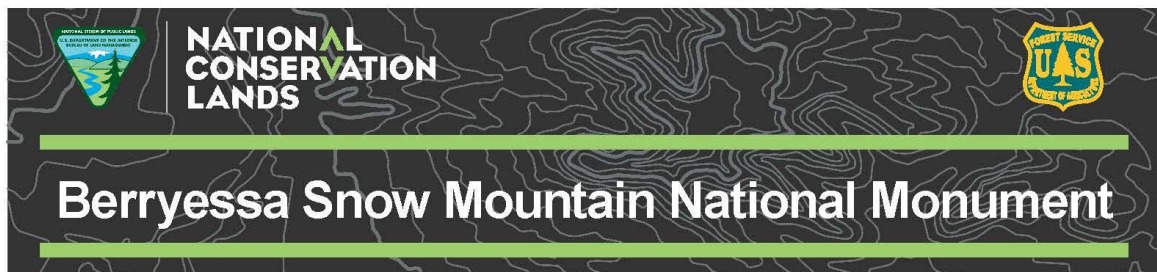
- Create a volunteer workgroup or friends group that would meeting regularly to discuss ideas and projects.
- Provide regular updates through a newsletter to keep everyone informed.
- Reference the existing work plans of the managing agencies to better understand their priorities and how the volunteers can support them.
- Consider identifying a pilot project and learn how to improve (or “debug”) the process by implementing it.
- The different groups should continue to get to know each other better and look for ways to work together and share resources and expertise.

VIII. Workshop Wrap-Up and Reflections

Ben thanked everyone for attending the workshop and encouraged the group to consider identifying some near-term wins in future discussions to help build momentum and enthusiasm. He noted that, with the skills and enthusiasm in the room combined with additional coordination and new partnerships, volunteers could make even more significant contributions to the monument than they’re already making.

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">• Workshop purpose and objectives	<ul style="list-style-type: none">• Rebecca Wong, Monument Manager
9:10 a.m.	Agenda Review and Introductions	<ul style="list-style-type: none">• Ben Gettleman <i>(Facilitator)</i>• All

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.	Presentation: Overview of Volunteerism at the Monument <ul style="list-style-type: none"> • Value of volunteers • BLM and USFS partnership • Policies and procedures 	<ul style="list-style-type: none"> • BLM staff • USFS staff
10:15 a.m.	Panel Discussion: Volunteer Project Success Stories	<ul style="list-style-type: none"> • Various
11:15 a.m.	Break	
11:30 a.m.	Group Exercise and Discussion: Creating a Vision for Volunteerism at the Monument	<ul style="list-style-type: none"> • All
12:15 p.m.	Lunch (<i>will be provided</i>)	
1:00 p.m.	Group Discussion: Priority Volunteer Projects for the Monument	<ul style="list-style-type: none"> • All
2:00 p.m.	Break	
2:15 p.m.	Next Steps for Achieving Near-term Goals and Shared Vision	<ul style="list-style-type: none"> • All
2:45 p.m.	Workshop Wrap-Up and Reflections	<ul style="list-style-type: none"> • All
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
Frank Aebly	USFS
Jeff Anderson	Yolo County Parks
Brian Bellew	BLM CA State Office
Jeff Blewett	Cal 4x4
Victoria Brandon	Sierra Club
John Durand	Cosumnes River Preserve
Sean Faherty	Mendocino 4 x 4 club
Ben Gettleman	Kearns & West
April Hargis	USFS
Paul Havemann	UC Davis Natural Reserve System
Japhia Huhndorf	Mendocino National Forest
Benjamin Ibarra	Kearns & West
Amanda James	BLM Ukiah Field Office
Cathy Koehler	McLaughlin Reserve—UC Davis NRS
Donnie Langdale	SR 4X4. Inc.
Donna Lee	Property Owner in Area
Mayra Pelagio	Tuleyome
Ashley Poggio	BLM Ukiah Field Office
Kathy Rich	USFS
Chad Roberts	Tuleyome
Carolyn Ruttan	Clear Lake Environmental Resource Center
Bob Schneider	Tuleyome
Este Stifel	BLM
Fabiola Torres	Hispanic Access Foundation
Bob Weaver	USFS
Peety Woll	Cal 4 Wheel/ Mendo 4x4 club
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 on which it was written.

<i>What projects are you interested in working on in the monument?</i>
Trail inventory and building (Victoria)
Create hiking trails (Donnie Langdale)
Create OHV trail systems (Donnie Langdale)
Design and build the Pinnacle Rock Trail (Bob Schneider)
Design and build a Monument trail from South to North
Complete a trail Master Plan with an adopt-a-trail program (Bob Schneider)
Establish backpacking trail systems (Donnie Langdale)
Road maintenance (Frank)
Trail maintenance for OHV and non-OHV trails (Frank)
Campground building and maintenance (Sean)
Install signs (Sean)
Install National Monument signs (Bob)
OHV trail identification and improvements (Jeff Anderson)
Directional signage along Hwy 16 in Capay Valley (Jeff Anderson)
Access points from Lake County into monument with big signage (Carolyn)
Trail interpretation and signage (Paul)
Ask UC Davis what research projects they would like to do in the monument (Carolyn)
Establish primitive hike-in camp sites (Donnie)
Develop new OHV areas and help other groups with their projects (Peety Woll)
Establish staging areas for OHV use (Donnie)
Build a volunteer webpage (Bob)
Have a National Monument day (Carolyn)
Install post and cable barriers where needed
Clean-ups (Frank)
OHV area cleanup and un-approved traffic route blocking (Koehler)
Recreational opportunity spectrum - trails evaluation, impact and design (Paul)
Compile management plan (Paul)
Conservation planning for monument (Chad)
Complete a Walker Ridge Trail Management Plan (Bob)

Campground programs at Cache Creek Regional Park Campground (Jeff Anderson)
How a monument can educate the masses on climate change (Carolyn)
Landscape scale, aka across ownership boundary, noxious weed management and restoration projects (Koehler)
Invasive plant removal (Victoria)
Treating invasive weeds (Japhia)
Massive broom infestation on Summer Ridge (MNF) (Japhia)
Noxious weed inventory/mapping (Paul H.)
Fuel reduction – reduce ladder fuels, remove hazardous vegetation, tree removal, live-forest thinning, dead-fire and/or pest (Carolyn)
Outreach presentations on climate change impacts on monument (Chad)
Latino outreach-involvement in volunteering efforts, other underrepresented community outreach, increase accessibility to the Monument (Mayra)
Biodiversity education for visitors (Carolyn)

What skills or capabilities can you contribute? What resources are needed?

Existing Skills

Currently working in community outreach in Davis/Woodland/Winters area, south of the monument, ability to translate info flyers/brochures to Spanish for accessibility (Mayra P.)

Lake County outreach (Victoria)

Spanish speaker (Fabiola)

Help organize local OHV user groups for projects (Jeff)

Additional network of volunteers who can send announcement to/for partnered projects (Koehler)

Rangeland & biodiversity, minimal tool approaches (Paul)

Grant writing (Carolyn Ruttan, Director, Clearlake Environmental Research Center)

Home camp accommodations at Reserve Headquarters for regional work (already did this to help Chris & Molly in their projects) (Koehler)

Chainsaw certified (Peety Woll)

Haul material and equipment (Sean)

Equipment operators and carpenters in our club (Sean)

Resources Needed

Lake County Visitor Center (Victoria)

Partners with transportable equipment leg, compact excavator or bobcat (Koehler)

Heavy equipment for large scale broom removal (Japhia)

Equipment (could be rented) (Frank)

Equipment Operators (Frank)
Equipment to utilize biomass, chipper/shredder/masticator (Carolyn)
Streamline the NEPA process (Jeff B)
Environmental analysis (Frank)
Funding for transportation (which would increase accessibility), collaboration with other communities (Mayra Pelagio)
Contracting skills for volunteers
Hike leaders and folks with natural resources expertise (Jeff Anderson)
Funding, collaboration, outreach (Paul, NRS)
Project management skills for volunteers
Legal expertise