

THE NATURE CONSERVANCY
MICRONESIA PROGRAM
AND
CCNET PACIFIC ISLAND FRANCHISE

Conservation Action Planning

Rally/Training Workshop Report

Saipan, CNMI
November 7 -10, 2011



Building capacity for the next generation of Micronesia CAP Coaches

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A QUICK PEEK AT THE CAP RALLY

Day 1. Overview of workshop, facilitation and community engagement tips

Goal: To train/enhance the capacity of conservation practitioners on the Conservation Action Planning Process (CAP) to become CAP facilitators/coaches.

Objectives: By the end of the workshop, participants would have (1) understood the basic practices of the CAP planning approach (2) enhanced their facilitation skills (3) determine whether they can serve as CAP facilitator and or a coach, and (4) agree to participate in the Pacific Island Franchise of the Conservation Coaches Network (CCNet) to assist in conservation planning.

Facilitation and community engagement tips

Participants were introduced to how to create workshop agendas, define roles for different participants, and best practices on how to facilitate discussion and manage participants in a workshop by understanding personality types. Participants also discussed different ways to engage with communities and tools available to assist in engaging with different stakeholders.

Day 2. Defining conservation targets and threats

What is a conservation target? It's simply a resource that people care about because they use the resource. Participants learned how to create a conceptual diagram that identifies the threats to the conservation targets and the factors that contribute to why the threats exist. By defining a key ecological attribute (KEA), participants practices on how to assess the health of the conservation targets using the software MIRADI, and rank threats to the conservation targets. A presentation by Dr. Peter Houk provided an overview of coral reef health across Micronesia as well as a recommended framework for defining key ecological attributes for coral reefs that are essential for measuring management effectiveness.

Day 3. Results chain, SMART Objectives, and Adaptive Management

Participants learned what result chains are and how to create them. Results chains focus on the achievement of results, *not* the execution of activities. It is important to distinguish this because there is a tendency for conservation practitioners to focus on what to do rather than what is the key result that needs to be achieved to move the project toward achieving conservation success. Participants also learned how to create SMART objectives and how this thinking process is important to ensure a successful conservation project. Having well defined objectives with measurable indicators are essential for adaptive management. Participants chose an objective from Conservation Actions Plans for each of their islands to assess and revise for adaptive management.

Day 4. Field trip, Pacific Island Franchise for the Conservation Coaches Network, and 2012 CAP activities

The field trip to Lao Lao Bay in the morning was meant to show how the CAP process had helped conservation partners in Saipan to use the plan to leverage funding to support implementation of the action plan. The field trip included a visit to a coral reef monitoring site and discussion on how data have been used for management of the reefs in Lao Lao Bay; a visit to an upland site in the watershed to show re-vegetation efforts to help reduce sedimentation; and a tour of the Lao Lao Bay road project to discuss lessons learned, including engineering solutions to reduce runoff and challenges in design and construction of the road.

Participants then had an opportunity to discuss in the afternoon how the Pacific Islands Franchise of the Conservation Coaches Network could help further build capacity and assist in implementation of Conservation Action Planning at sites. Main recommendations included exchanges for CAP coaches to participate in workshops at other sites, as well as more training on Miradi.

A facilitated discussion on CAP-related work plans for each island for 2012 allowed the participants to discuss what they may need to do to enhance their capacity to assist in the completion of action plans. Participants also identified their needs for assistance from The Nature Conservancy to conduct CAP workshops or integrate CAPs into management planning to assist their ongoing projects.

BACKGROUND

The Nature Conservancy Micronesia Program has been helping its conservation partners and communities in Micronesia to leverage key conservation strategies through Conservation Action Planning (CAP) since 2002. The CAP planning process allows for conservation partners implementing projects to ask themselves, "What actions are needed to achieve our conservation goals?" and "Are our actions effective in achieving our conservation goals?" This is a critical process in any project since we all recognize that there are many threats facing our natural resources and projects sites, yet there are limited resources, both personnel and financial to address all the threats. The CAP planning approach allows us to focus our limited resources in abating priority threats to our project sites or to improve the health of focal conservation targets, that are chosen based on a logical ranking and engagement process.

The CAP planning process is meant to be an iterative cycle, with the idea of developing a first credible output of a project's strategies and then revising the strategies as the project is implemented and goes through the adaptive management cycle. The key strength of the CAP planning approach is the engagement of stakeholders and the recognition that even without scientific data for the project site, key resource users are an important source of knowledge of the site and can provide a perception of how the resource has been used and has changed overtime. The use of the Excel Toolkit, originally used to capture planning information, and Miradi, the adaptive management software, allows information to be captured and ranked to help guide key decisions as to what strategies should be prioritized given the nature of the project site, based on information provided by key stakeholder participants.



The CAP planning process has become a preferred tool by conservation partners and communities across Micronesia as demonstrated by ongoing and continued requests to implement a CAP planning workshop in sites across Micronesia. In 2007, The Nature Conservancy had become shorthanded in providing facilitation in implementing the CAP planning approach as well as providing other technical assistance to projects sites, and began work on building a network of CAP coaches by identifying CAP coach trainees to assist in implementing CAP workshops at sites. However, not having been through a formal CAP coaching training, coaches in training never became comfortable in facilitating and/or coaching a CAP workshop on their own. Experienced TNC staff continued to lead on conducting CAP workshops across Micronesia.

With the establishment of CCNet, the participation of TNC Micronesia staff at the CAP Rallies, the formation of the Pacific Island Franchise, we discussed the idea of conducting the first Micronesia CAP Rally and decided to host it in November 2011. Initially, the focus of the Rally was on the previous coaches in training, to further enhance their coaching and facilitation skills. However, there was much interest from many conservation practitioners who have not assisted in coaching a CAP workshop previously and therefore, the



structure of the Rally/training was redesigned to ensure that all participants would benefit from the Rally/training and go home with knowledge and skills that would be useful to their conservation work.

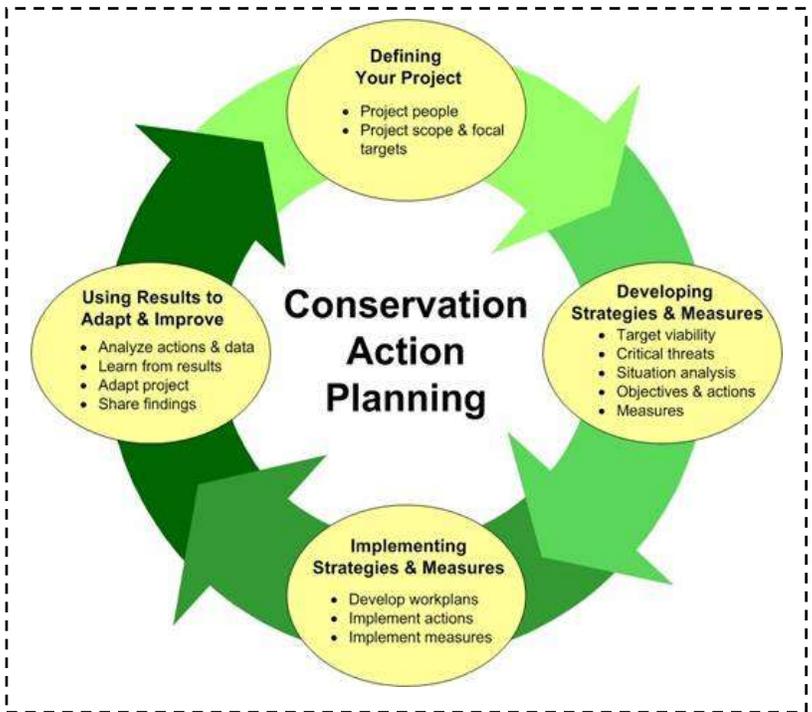
The workshop was designed to introduce participants to the basics of the CAP planning process, facilitation and community engagement approaches, and use of Miradi. It was also useful to build in a living example of how the planning process has helped to leverage resources for site implementation and adaptive management by introducing the participants to the Lao Lao project. CNMI partners have used CAP to guide the formation of their Local Action Strategy (LAS) that secured funding for some strategies as identified through the CAP planning process.

CAP RALLY TRAINING MODULE

INTRODUCTION

The training focused on building the capacity of the conservation practitioners on the TNC CAP Basic practices (refer to Conservation Action Planning Developing Strategies, Taking Action, and Measuring Success at Any Scale :Overview of Basic Practices). Since there were participants who have not been exposed to the CAP planning process, an overview of the planning approach and how the planning approach has been used to leverage community support for conservation as well as completing natural resource management plans was provided as an introduction to the workshop.

The basics of the CAP planning process focused on some key elements, and these elements do not necessarily have to be implemented in linear steps. The project team should assess based on circumstances at project sites and capacity in how these key elements should be presented. As presented in the diagram, the key to success in implementing any conservation project is engaging the right people from the beginning of the planning process. Ideally these people should be the ones who will be responsible for implementing the project or are resources users and owners who understand and have knowledge of the



resource to be able to provide necessary information to identifying key conservation targets and threats, as well as strategy that are relevant for implementation at project sites.

In addition to the introduction on the basics of the CAP planning process, an introduction on how to use Miradi was also provided as there were participants who were new to Miradi and others needed a refresher on how to navigate through the planning software to input data and to visualize the outputs.

DAY 1

FACILITATION AND COMMUNITY ENGAGEMENT

A key success to any workshop is having a facilitator who can direct and guide the discussion. The facilitator sets the mood for the meeting and knowing some proper facilitation etiquette can help a facilitator to run and guide a workshop to achieve expected outcomes.

The Conservation Action Planning process also depends on selecting the right people from within the community and/or resource agency to participate in the planning process to provide key resource information and develop strategies to achieve conservation success. Knowing how to engage the community involves an important set of knowledge and skills that can help to facilitate how one approaches communities to seek and secure their support for any conservation work.

This part of the workshop was divided into two sessions of 1 hour and 30 minutes for each session. The participants were asked to choose which sessions to attend and after attending one session, they had the opportunity to attend the other session.

Facilitation Tips (Facilitator: Trina Leberer)

This session included a presentation on facilitation tips as well as a breakout exercise. Following are some of the tips that were provided in this session:

Stay Neutral, Listen Actively, Ask Questions, Paraphrase, Summarize (SLAPS)

Ways to improve discussions

Prepared Leader / facilitator and participants
Agenda -Clear Purpose and Objectives
Ground Rules

Good facilitation techniques practiced

Label Sidetracks
Timing respected
Everyone gets a chance to be heard
Agreed upon Decision Making Process

Decision Making Options

Spontaneous Agreement
One person (few/sub-committee) decides
Compromise
Multi-voting
Majority voting
Consensus

Managing Time

Agendas with times/topic
Time limits (established before meeting)
Time-keeper
Visible clocks & timers
Practice presentations and activities
Plan to be flexible!

Agenda

Two Types of Agendas:
Content Agendas – what you as a participant need to know
Process Agendas – what you as the facilitating leader need to know

Understanding people and various personalities can help a facilitator to manage "difficult" participants. Examples include:

The Complainer

Ask them to develop solutions; Ask questions to clarify their complaints
Actively listen; Stay neutral; Paraphrase; Summarize

Dominator/Hostile

Be firm on the process; Don't allow personal attacks; Give them time to vent; Get their attention; Don't attack back;
Use the "Norms"



Stay neutral; Actively listen; Ask questions

Know it All/Arrogant

Acknowledge contributions; Ask questions without confronting; Don't try to "out-expert" Use "yes, and..." Ping-pong the discussion to the group

Actively listen; Stay neutral

Talker/Motor Mouth

Recognize positive contributions; Label sidetracks; Use ground rules, parking lots, and the agenda; Paraphrase concisely; Give them a task

Actively listen; Ping-pong

Super agreeable/Yes Man

Watch for over-commitment; Ask probing questions to make honesty easy; Ping-pong to the group

Actively listen; Paraphrase

Entertainer/Comedian

Ask specific questions; Address concerns personally; Acknowledge contributions; Assign a task

Stay neutral; Summarize; Ping-pong; Actively listen

Following the presentation on facilitation tips, the participants were divided into breakout groups of 4 people each and given the following instructions to practice facilitation skills.

Facilitator asks:

- What makes a meeting "good"?
- What makes a meeting "bad"?

Participant responds

Observer looks for use of facilitation skills:

Stay neutral, Listen actively, Question, Paraphrase, and Summarize

Another activity called for participants to practice skills on how to manage participants for the following scenarios:

1: Jim rolls his eyes at Sally whenever she starts to make a point. He just said "' don't think we have time for this right now". Sally looks really upset at being cut off by Jim. She immediately shuts down and withdraws from the discussion.

2: Al has a lot of good ideas-too many, in fact. He tends to talk way too much and dominate discussions.

3. The group was having a good discussion, but now everyone is listening in silence while 2 members argue heatedly. Some of the members look uneasy and time is slipping away.

Community engagement (Facilitator: Umiich Sengebau)

This session focused on three topics: (1) Community engagement processes, (2) tools that can be used to engage a community, and (3) different types of engagement processes, i.e formal and informal.

The community engagement process may be different for different communities due to different ethnicities. One process that works best for one community may not necessarily work for another community. However, some key elements for effective engagement may be similar to all communities, such as linking the resource to people's daily lives, engaging with key community stakeholders, and making conservation relevant to people's livelihood.

There are a variety of ways/tools that can be used to engage communities. Education and awareness is one of the most common ways to engage with communities. Public announcements using radio, ads and brochures can also be used to engage community to increase their knowledge of conservation. Village/town meetings are another form of community engagement that can be used.



DAY 2

CONSERVATION TARGETS AND THREATS (FACILITATOR: STEVEN VICTOR)

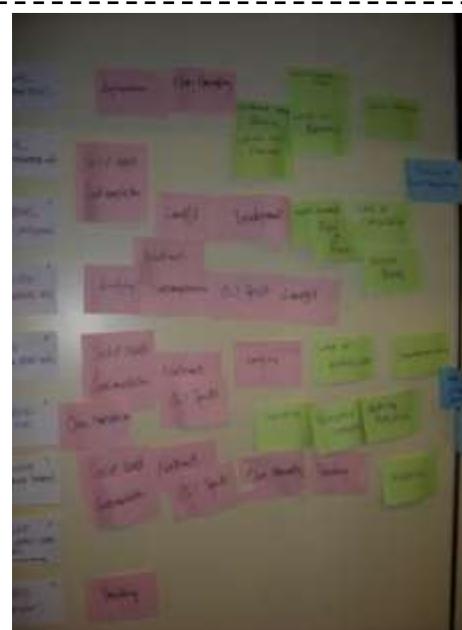
Defining Conservation Targets and Threats

Prior to the workshop, participants were given a selected Conservation Action Plan from each of the island to read. The purpose of the reading assignment was to familiarize the participants with what one of the expected outputs of the workshop: how conservation targets, threats, strategies, and monitoring are selected for the site.

For this part of the training, the participants were divided into six groups. Participants were pre-selected for each group and each group had 6 participants plus 1 resource person from the facilitation team for a total of 7 people in a group. The groups were assigned to the different pre-selected CAP projects from each of the islands. Within each group, a lead facilitator and a resource coach with a working knowledge of the example CAP project sites were selected and provided an overview of the project sites for participants. The purpose of the exercise was to enhance the skills of the coaches in facilitating and coaching teams through the components of a CAP workshop.

The main output of the exercise was to complete a conceptual diagram of the project site within 1 hour and 30 minutes. The lead facilitator provided an overview of the project sites and the participants were asked to define natural and cultural resources that are important to protect, conserve and/or restore within the project site. The participants brainstormed possible targets, then tried to either split or lump the targets (refer to CAP Basic Practices document for guidance on splitting and lumping targets).

The exercise made use of index cards and flipcharts to create a conceptual diagram of conservation targets, threats, and contributing factors to the threats. Participants were asked to



identify threats or activities that affect the health of the conservation targets and define contributing factors (reasons why certain threats exists).

Assessing and ranking threats to conservation targets

After creating the conceptual diagram that defines the conservation targets and identifies the direct threats to the targets and the contributing factors, the team went through a process to assess the health of the conservation targets and rank the threats to each target using Miradi.

For this exercise, a new person was selected within the group to practice facilitating the process, and another person was identified to run the Miradi software. The main output of this exercise was to come up with rankings for the conservation targets and threats.



Prior to the breakout exercise on assessing the health of conservation targets, Dr. Peter Houk of the Pacific Marine Resource Institute gave a presentation on strategies for defining key ecological metrics for coral reefs. The presentation provided some key coral reef data for study sites across the Micronesia region and recommended some key ecological indicators for coral reef fish and corals that are most relevant to measure for determining management effectiveness on coral reefs.

Following this presentation, the participants broke out to their same groups. To assess the viability or health of the conservation targets, the participants were asked to define a key ecological attribute (refer

to appendix 5). This part of the CAP planning process is most challenging as it requires more technical skills and understanding of ecosystems to be able to define key ecological attributes that are most important to measure to assess the health of the conservation targets. The challenge is that there are many potential indicators but we cannot measure all of them and so deciding the most relevant ones is a challenge. Once a key ecological attribute (KEA) is defined, then an indicator relating to the KEA is also defined and the value ratings

Item	Viability Mode	Status	Type	Color	Fair	Good	Very Good	Source	Progress
Awane Marine Park		Fair							
Coastal Vegetation	Key Attrib...	Very Good							
Trophic structure		Good	Dist						
% vegetation/visib		Good		<35	35-59%	60-75%	>75%	Rough G.	Not Spe...
vegetation		Very Good	Condition						
% vegetation cover		Very Good		<30%	30-50	50-75	>75% cover	Rough G.	Not Spe...
Coral Reef Ecosystem	Key Attrib...	Fair							
Trophic structure		Fair	Condition						
% coral cover/2		Fair		+10m/2	11-25M	25-40M	>40M/2		Target: Coral Reef Ecosystem
Fish	Key Attrib...	Fair							
Trophic structure		Fair	Condition						
number of fish/area		Fair		<20	20-30	30-50	>50	Rough G.	Not Spe...

for each ranking (Poor, Fair, Good, and Very Good) are decided by the participants. In absence of scientific data to define the value ratings, traditional ecological knowledge of the sites by the resource users is used to define the value ratings.

After two hours of the exercise on assessing health of the targets, the group moved on to the next part of the exercise with a new facilitator and a new person to run Miradi chosen to practice their facilitation skills. Participants were asked to rank the threats, based on the following parameters:

Scope:

Scope - Most commonly defined spatially as the proportion of the target that can reasonably be expected to be affected by the threat within ten years given the continuation of current circumstances and trends. For ecosystems and ecological communities, measured as the proportion of the target's occurrence. For species, measured as the proportion of the target's population.	
<input checked="" type="radio"/> Not Specified	
<input type="radio"/> Low	Low: The threat is likely to be very narrow in its scope, affecting the target across a small proportion (1-10%) of its occurrence/population.
<input type="radio"/> Medium	Medium: The threat is likely to be restricted in its scope, affecting the target across some (11-30%) of its occurrence/population.
<input type="radio"/> High	High: The threat is likely to be widespread in its scope, affecting the target across much (31-70%) of its occurrence/population.
<input type="radio"/> Very High	Very High: The threat is likely to be pervasive in its scope, affecting the target across all or most (71-100%) of its occurrence/population.

Severity:

Severity - Within the scope, the level of damage to the target from the threat that can reasonably be expected given the continuation of current circumstances and trends. For ecosystems and ecological communities, typically measured as the degree of destruction or degradation of the target within the scope. For species, usually measured as the degree of reduction of the target population within the scope.	
<input checked="" type="radio"/> Not Specified	
<input type="radio"/> Low	Low: Within the scope, the threat is likely to only slightly degrade/reduce the target or reduce its population by 1-10% within ten years or three generations.
<input type="radio"/> Medium	Medium: Within the scope, the threat is likely to moderately degrade/reduce the target or reduce its population by 11-30% within ten years or three generations.
<input type="radio"/> High	High: Within the scope, the threat is likely to seriously degrade/reduce the target or reduce its population by 31-70% within ten years or three generations.
<input type="radio"/> Very High	Very High: Within the scope, the threat is likely to destroy or eliminate the target, or reduce its population by 71-100% within ten years or three generations.

Irreversibility:

Irreversibility (Permanence) - The degree to which the effects of a threat can be reversed and the target affected by the threat restored.	
<input checked="" type="radio"/> Not Specified	
<input type="radio"/> Low	Low: The effects of the threat are easily reversible and the target can be easily restored at a relatively low cost and/or within 0-5 years (e.g., off-road vehicles trespassing in wetland).
<input type="radio"/> Medium	Medium: The effects of the threat can be reversed and the target restored with a reasonable commitment of resources and/or within 6-20 years (e.g., ditching and draining of wetland).
<input type="radio"/> High	High: The effects of the threat can technically be reversed and the target restored, but it is not practically affordable and/or it would take 21-100 years to achieve this (e.g., wetland converted to agriculture).
<input type="radio"/> Very High	Very High: The effects of the threat cannot be reversed and it is very unlikely the target can be restored, and/or it would take more than 100 years to achieve this (e.g., wetlands converted to a shopping center).

The output of this part of the exercise was a summary of the rankings for the threats that helps to prioritize which threats affect the project site the most and need to be abated to improve the viability of conservation targets.

Threats \ Targ...	Seagrass E...	Coral Reef...	Coastal Ve...	Mangrove...	Swamp forest	Mangrove c...	Fish	Fruit Bat	Summary Threat Ra...
Climate change	Low	High	High	Low	Medium	Low	Low	Not Speci...	High
Overharvesting	Medium	Not Speci...	Medium	Medium	Medium	High	High	Low	High
Habitat destruction	Low	High	Low	Low	Medium	Low	Medium	Low	Medium
Alteration of waterflow	Low	High		Low	Low				Medium
Marine pollution	Low	Medium	Medium	Low		Low	Medium		Medium
Sedimentation	Low	High		Medium	Low				Medium
Invasive species		Low	Medium	Low			Low		Low
Summary Target Ratings:	Low	High	Medium	Medium	Medium	Medium	Medium	Low	Overall Project Rating High

At the end of the session on day 2, participants were asked to think of an activity that that they would normally do to be used for a result chain exercise for Day 3.

DAY 3

RESULTS CHAIN (DR. MATHEW DURNIN)

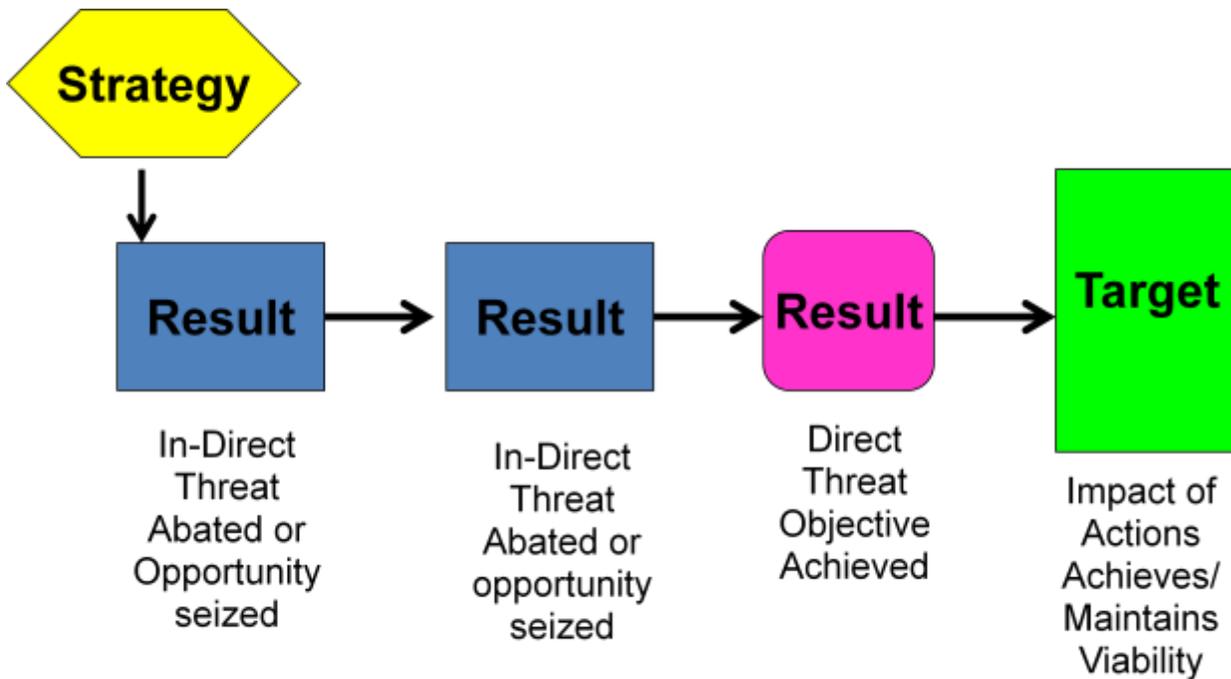
Participants were provided with a short presentation on what results chains are, and how they are developed.

What is a Results Chain?

A result chain is a simple method (device) used to help clarify our assumptions about how conservation strategies contribute to reducing threats and achieving the conservation of specific targets.

It is basically:

- A diagram of a series of “if...then” statements (“causal”) Defines how we *think* a project strategy or activity is going to contribute to reducing a threat and conserving a target Focuses on the achievement of results – not the execution of activities Is composed of assumptions that can be tested



Results chains focus on the achievement of results *not* the execution of activities.

Following the presentation the participants broke out into a breakout group of 5 people to complete a result chain within 15 minutes. Their task is to turn the activity they came up with into a legible and credible results chain. The activities were “ordinary things” and **not** necessarily conservation related (e.g. going on vacation to Australia, cooking a holiday dinner for family, building a house, etc.). This can either be a race or a timed exercise. The winning team each round, if conducted as a race, will have the judges award points and get a score. At the end of three rounds, the team with the highest score wins (the admiration of everyone). If done as a timed event, all teams will be awarded points. This could be done either American Idol style (verbal) or with figure skating style (points) judging.



The first exercise was to complete a result chain to be able to get home and make dinner before 7 pm. The second exercise was to create a result chain to harvest taro before they go bad. After each exercise, the group had a chance to review and critique each other's results chain and decide which group created the most complete results chain that was able to achieve the desired result.

SMART OBJECTIVES (MAE ADAMS)

This part of the training built on the previous exercise on creating a result chain. By knowing what result needs to be achieved to abate a threat or improve a conservation target, one can then define an objective that is **Specific Measureable, Achievable, Realistic, and Time-bound (SMART)**. Having a clearly defined objective allows is important for adaptive management. Knowing whether you are achieving your objective or not through a clearly defined indicator allows the project to take adaptive measures to ensure that the desired outcome can be achieved.

Mae gave a short presentation on how to create a SMART objective, focusing on the fact that any project will have different stakeholders with different interests and expectations. So understanding and knowing those expectations through a clearly defined objective can help to ensure success, with everyone understanding where the end result should be. She emphasized that the quality of a project

depends on the Triple Constraint: Scope - (often called the *Scope of Work*) is a clear, specific statement as to what has been agreed to be preformed/achieved in a particular project. In other words, the scope expressly lays out the functions, features, data, content, etc. that will be included in the project at hand. Cost- (Resources). Resources always cost money so the two are interchangeable in many ways. When we talk about the cost of a project, we are talking about what



needs to be applied or assigned to the project in terms of *money and effort* in order to make things happen. This can be resources like manpower/labor, it can be materials needed for the job, resources for risk management and assessment or any third party resources that might need to be secured; Time – The amount of time required to complete each and every component of a project is analyzed. Once analysis has taken place, those components are broken down even further into the time required to do each task.

Following the presentation, the groups broke out into the groups where they worked to complete an objective for the result chain created in the previous session.

MEASURES AND ADAPTIVE MANAGEMENT (TRINA LEBERER)

Why measures matter? Measures are often seen as the last step or too challenging and often are neglected in the planning process. However, measures are important as they provide accountability and transparency as well as enable the project management to adapt and to learn from the challenges and success that the project offers.

Measures are tied to the objectives. Well-developed objectives will lead to a good indicator that can be measured



to gauge a change in the threat rankings and improvement in the health of conservation targets. For the exercise the participants remained in their same groups and were asked to choose an objective from one of the CAPs provided as a homework reading. The participants were asked to choose one objective and to come up with measures, i.e. determine an indicator for success for that objective. After determining the indicator, the participants then worked on identifying a monitoring method for measuring that specific indicator.

DAY4

FIELD TRIP

Field trip to visit various sites in Lao Lao Bay

Lao Lao Bay completed a Conservation Action Plan in 2009 led by the CNMI Department of Environmental Quality (DEQ) in collaboration with other CNMI Government Resource agencies and facilitated by The Nature Conservancy. The Action Plan was used to leverage funding to implement activities to reduce the impact of runoff, which was ranked as a high threat to corals. The purpose of the field trip was to show how the Action Plan has helped CNMI to focus strategic efforts in trying to reduce one of the major threats to the coral reef ecosystem in Lao Lao Bay. The different partners for the project led the group through the following:

- Visited the Laolao dive-site.
- Met with Marine Monitoring Team members and Dr. Peter Houk to discuss marine monitoring in the Bay.
- Discussed changes since the last detailed surveying of the Bay.
- Talked about conservation targets and changing health.
- Discussed water quality work being done.
- Talked about conflict between users and the need to implement marine zoning
- Met with Sam Sablan, MINA Director who talked about the Tasi Watch program.
- Visited to Laolao re-vegetation site
- Met with re-vegetation program coordinator, Dr. Ryan Okano
- Hiked to one of the planting sites.
- Discussed importance of the work
- Discussed methods and species used
- Discussed Bay from lookout.
- Visited the road construction site.
- Met with ARRA project coordinators Tim Lang
- Discussed road repair portion of the project.
- Discussed sediment reducing structures.
- Discussed coming work on stream crossings.
- Discussed shortcomings of the engineering designs
- Discussed lessons learned

PACIFIC ISLANDS FRANCHISE OF THE CONSERVATION COACHES NETWORK, & 2012 CAP WORKPLAN

Pacific Islands Franchise of the Conservation Coaches Network

The purpose of establishing the Pacific Islands Franchise of the Conservation Coaches Network was to provide coaching support and share lessons throughout Micronesia, American Samoa, and Hawaii in the application of Conservation Action Planning (CAP) to ensure that practitioners have the confidence to implement their plan of action and achieve tangible conservation results.

Participants discussed the following needs:

- More Workshops as avenue for sharing lessons
- More training on Miradi – possibly can be done online
- More hands-on activities
- Training coaches through exchanges to other sites where CAP is being held
- Develop workshop plans for each island

2012 Island CAP Workplans

American Samoa

TNC to assist in follow up for Fanga'alu Watershed Action Plan

Chuuk

Parem CAP in January 2012

Wonei request assistance for CAP toward creating a Master Plan

CNMI

Review Laolao Bay CAP

Follow up on Talakaya Watershed Action Plan

Assistance for facilitation on Garapan CAP

Kosrae

Okat MPA completion of Action Plan

Yela Management Plan in review

Awane Marine Park (management planning in January 2012)

Olum Watershed request for CAP

Palau

Koror State Review of Rock Island Management Plan

Airai needs to go through a CAP

Pohnpei

Completion of Ant Biosphere Reserve Management Plan
WKS request for CAP
Madolenihm request for CAP
Pohnpei DFW request assistance for fisheries CAP

RMI

Five new projects in 2012
Tying CAP to Reimaanlok
Training for CMAC

Yap

Riken CAP

CONSERVATION ACTION PLANNING (CAP) CAPACITY ASSESSMENT

American Samoa

The Conservation Action Planning (CAP) process has been recently introduced to American Samoa in the village of Fanga'alu. Three people in American Samoa (Fatima Saufeu-Leau, Christinaera Tuitele, and Tumau Lokeni) have been introduced to the planning process. American Samoa has used a similar planning approach, the PLA process, and quickly picked up on the CAP process. The software Miradi and the CAP process complement the PLA that has been used in American Samoa and the participants were comfortable in using the process. Learning and using the Miradi software will help enhance the PLA/CAP that American Samoans have used to help community to draft a watershed management action plans.



Chuuk

The CAP planning process has been used in Chuuk on several projects sites through the Chuuk Conservation Society. Curtis Graham and Julita Albert who represented Chuuk in the training have had exposure and had participated in previous workshop as resource coaches and are comfortable in using the CAP planning process. They need to learn more how to use the software Miradi and practice facilitating a workshop to get more comfortable in using the tool.



Commonwealth of the Northern Mariana Islands (CNMI)

CNMI had the most participants in the training workshop with expertise in various fields of conservation from education and outreach, GIS, fisheries, coral reef biology, and project administration.

Most of the participants have had exposure to the CAP planning process and have participated in previous CAP workshop in CNMI. Two sites, Lao Lao Bay, Saipan and Talakaya Watershed, Rota have undergone a CAP planning resulting in a Conservation Action Plans that have been used to produce Local Action Strategies (LAS) that have been used to leverage funding for project implementation at the sites.

CNMI participants are quite comfortable in facilitating and coaching the CAP planning process and some of them, particularly, Aric Bickel has used the software Miradi and can provide additional support to others on island when needed.



Guam

Like CNMI, Guam has many trained conservation and natural resource management practitioners. The participants to the workshop had background in wildlife biology, GIS, and wildlife enforcement. The participants have had exposure to the CAP planning process and the Miradi software in a previous CAP peer review workshop in Guam, and were comfortable with the planning process. They simply needed to enhance their skills on Miradi, get comfortable in the terminology used in CAP as well as facilitating a CAP workshop. In addition, Trina Leberer, one of the first trained CAP facilitator and coach in Micronesia is based in Guam and is able to provide on island support for both facilitation and the use of Miradi. The CAP planning process had been introduced in Guam and



two sites, Piti-Asan Watershed and Geuss Manell watershed have undergone a CAP. A draft Piti-Asan Watershed management plan has been produced that has utilized results from the CAP.

Kosrae

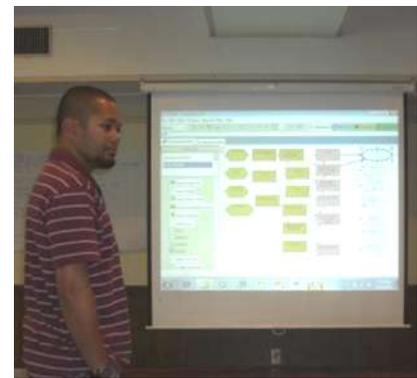
Kosrae has experienced CAP coach, Betty Sigrah, who has participated in various CAP workshops in Kosrae and other islands in Micronesia. The Nature Conservancy has worked with her to conduct CAPs for several sites in Kosrae as well as engaged with other potential CAP coaches, such as William William, Project Manager for YELA Land Owners Association. There was a training workshop in Kosrae in October 2011 using the CAP planning approach to train terrestrial conservation practitioners on project planning, management, and evaluation where several



people from Kosrae attended and learned of the CAP planning approach and Miradi. Two of the participants to the CAP Rally Carlos Cianchini and Dison Kephass attended that training. Their participation at the CAP Rally helped enhanced their knowledge of CAP and skills in using Miradi.

Palau

Palau has benefited the most from the Conservation Action Planning process because Umiich Sengebau and Steven Victor, the two most trained and experienced CAP coaches are based in Palau. Through the Babeldaob Watershed Alliance and Palau Conservation Society, 13 Conservation Action Plans have been produced and these plans have been used to leverage the creation of management plans that have helped sites to meet the requirements of the Protected Areas Network for eligibility to access national funding to support site management. Many people, both within the government agencies and NGOs, have been exposed to the CAP planning process and are able to coach the process. There are a few coaches in Palau who are experienced in the CAP planning process, such as Adelle Lukes Isechal, a Researcher at the Palau International Coral Reef Center; Joyce Beouch, Babeldaob Watershed Coordinator, based at the Palau Conservation Society; Dr. Alan Olson, Entomologist, with the Belau National Museum; Kashgar Rengulai at the Palau Bureau of Agriculture.



Pohnpei

One of the most experienced marine CAP coaches, Eugene Joseph is based in Pohnpei. He has been involved as a coach in various CAP workshops and is well-trained in marine monitoring and provides support in marine measures. In addition to him, Fransisca Sohl Obispo has helped coach a CAP workshop for Nett and Rudy Andreas, a terrestrial conservation staff at the Conservation Society of Pohnpei was trained in the use of Miradi for project planning, management and evaluation in Kosrae on October 2011. These coaches simply need practice in facilitation and enhancing their skills in the use of Miradi to be able to run a CAP workshop in their own. The Nature Conservancy Micronesia Program Office in Pohnpei has staff who are experienced in the CAP planning process and the use of Miradi who can provide additional support to the CSP staff to engage with community and conservation partners in the use of CAP.



RMI

The CAP planning approach has only been used for one site in RMI back in 2008. Since then there has not been any further engagement in the use of CAP in assisting sites to establish Conservation Action Plans. The CAP Rally participants have not had prior exposure to the CAP planning approach. Engaging the participants from RMI in future CAP workshops as coaches in training can help build their capacity in the CAP planning approach focusing particularly on building skills in identifying key ecological attributes for conservation targets, strategies, effectiveness measures, and the use of Miradi as a planning tool. Furthermore, engaging RMI in the use of CAP to complement the Reimaanlok as a planning process can further build the capacity of conservation practitioners in RMI to use CAP and Miradi. It is noted as well that Karness Kusto from RMI Department of Resources and Development was trained in the use of Miradi in the Project planning, management, and evaluation training.



Yap

Yap through the Yap Community Action Program (YapCAP) has utilized the CAP planning process with assistance from The Nature Conservancy to assist several sites to complete their Conservation Action Plans. It is worthy to note that the CAP results have been utilized to complete management plans for Ngulu Atoll and Nimpal Channel Conservation Area, a model community based marine conservation projects in Micronesia. Vanessa Fread from YapCAP is an experienced CAP coach and is capable of facilitating and coaching a CAP workshop. She simply needs to enhance her skills in the use of the Miradi software. Berna Gorong is also a very experienced CAP coach and facilitator. She brings experience in community engagement, project management, and community enforcement. Identifying and engaging other partners in Yap to build their capacity to complement the two experienced CAP coaches in are the next steps to ensure there is enough capacity on islands to assist community based conservation planning.





Conservation
Coach Network



CONSERVATION ACTION PLANNING RALLY

NOVEMBER 7-11, 2011
SAIPAN, CNMI

WORKING AGENDA

Workshop Objectives

Goal: To train/enhance the capacity of conservation practitioners on the Conservation Action Planning Process (CAP) to become CAP facilitators/coaches.

Objectives: By the end of the workshop, participants would have (1) understood the basic practices of the CAP planning approach (2) enhance their facilitation skills (3) determine whether they can serve as CAP facilitator and or a coach, and (4) agree to participate in the Micronesia CAP coach network to assist in conservation planning.

Activities

Reintroduce participants to the CAP basic planning practices.

Improve/enhance participant's facilitation skills.

Discuss and recommend some basic practices and approach that can facilitate community engagement.

Enhance participants skills in the use of the software Miradi for project planning and evaluation

Strengthen participants skills in assessing target viability and evaluating impacts of threats to conservation targets

Enhance participants skills in stakeholder analysis

Strengthen and enhance participants skills in assisting CAP participants in defining key conservation objectives

Introduce participants to strategy effectiveness measures for adaptive management

Formalize the Micronesia CAP coach network

Enjoy ourselves in the company of the finest, most committed and most dedicated conservation colleagues we could ever hope for (that's us!)

Monday, November 7, 2011

9:00 - 10:30 am Welcome and Overview of Training Workshop

Welcoming and Prayer

Setting the expectations and mood

Topics to Cover:

Workshop purpose

Ground rules for the training

Icebreaker

Participants introductions

Participants expectation of workshop

10:30 - 10:45am **Break**

10:45 am- 12:00 pm **overview of CAP**

History of CAP

Linking CAP to management planning

12:00 – 1:15 pm Lunch

1:15 – 4:30 pm facilitation and community engagement

Best practices in facilitation and engaging with community

Break out exercise

4:30 – 5:00 pm **Recap of day 1**

Summary of day 1

Plus/Delta

Tuesday november 8, 2011

9:00 - 10:15 am The cap planning process

Basics of CAP

How to use MIRADI

10:15 – 10:30 am **Break**

10:30 am – 12:00 pm **conservation targets**

How to define targets?

Splitting or lumping

Cultural targets

Conceptual diagram

12:00-1:15 pm **lunch**

1:15 - 3:15am Target viability

Key ecological attribute

Target ranking (assessing current status)

3:13 – 3:30 PM **Break**
3:30 – 5:00 PM **threat ranking**

Direct and indirect threat
Stress & sources of stress
Ranking threats using Miradi

5:00 – 5:15 pm **plus/delta**

Wednesday November 9, 2011

9:00 - 10:15 am Conservation strategies

Key points to introduce in developing conservation strategies
Why is the step critical and sometimes so hard?
Critical questions and common issues encountered in developing conservation strategies.
Building results chain

10:15 – 10:30 am **break**

10:30 – 12:00 pm Developing objectives and actions

Defining objectives based on your result chain
SMART Objectives
Defining key actions to achieve objectives

12:00 – 1:5 pM **lunch**

1:15 – 5:00 pm Measures of succes & adaptive management

Why do we measure our actions?
Developing indicators (status measures vs. effectiveness measures)
Liking our measures for adaptive management

5:00 – 5:15 pM **plus/delta**

Thursday November 10, 2011 field trip to lao lao bay

From CAP to implementation
Reducing sediment impacts
Monitoring targets to determine effectiveness of strategy

Thursday November 10, 2011 Pacific island franchise and Micronesia CAP coach network

2:00 - 4:30 pm Conservation coach network

What is the Conservation Coach Network?
Establishing the Micronesia CAP coach Network
Developing work plans for 2012 (integrating CAP)
Workshop evaluation

APPENDIX 2. PARTICIPANTS LIST

Country/ Jurisdiction	Family Name	First Name	title	Agency Organization	
Palau	Sam	King	RI Education and Outreach Coordinator	Koror State Conservation and Law Enforcement	
Palau	Beouch	Joyce	BWA Coordinator	Palau Conservation Society	
Palau	Decherong	Lolita	Management planning coordinator	Palau Conservation Society	
Guam	Quituqua	Jeff	WildLife Biologist	Department of Aquatic and Wildlife Resources	
Guam	Camacho	Christine	LAS/MC Coordinator	Guam Coastal Resource Management Office	
Guam	Maria	Kottermair	Planner	Guam Coastal Resource Management Office	
CNMI	Dana	Okano	Coastal Management Specialist & Coral Management Liaison	NOAA Office of Ocean & Coastal Resource Management	
CNMI	Ryan	Okano		Department of Environmental Quality	
CNMI	Castro	Fran	Program Manager	Department of Environmental Quality	
CNMI	Zuercher	Rachel	NPS Coordinator	CNMI Coastal Resource Management	
CNMI	Johnson	Steven	Marine Biologist	Department of Environmental Quality	
CNMI	Mattos	Kaitlin	Watershed Coordinator	Department of Environmental Quality	
CNMI	Sabalan	Sam	Executive Director	Department of Environmental Quality	
CNMI	Quan	Jose	GIS Coordinator	Department of Environmental Quality	
CNMI	McKagan	Steven	Coral Reef Ecologist	NOAA	

CNMI	Bickel	Aric	Coral Program Fellow	Department of Environmental Quality	
CNMI	Buniag	Jihan	Education and Outreach Coordinator	Division of Environmental Quality	
Chuuk, FSM	Graham	Curtis	Marine Program Manager	Chuuk Conservation Society	
Chuuk, FSM	Albert	Julita	Natural Resource Manager	Chuuk Environmental Protection Agency	
Pohnpei, FSM	Joseph	Eugene	Marine Program Manager	Conservation Society of Pohnpei	
Pohnpei, FSM	Sohl-Obispo	Francisca	Terrestrial Program Manager	Conservation Society of Pohnpei	
Pohnpei, FSM	Lihpai	Saimon	Chief	Division of Forestry and Marine Conservation	
Kosrae, FSM	William	William	Program Manager	Yela Land Owners Association	
Kosrae, FSM	Carlos	Cianchini	Terrestrial Program Assistant	Kosrae Conservation and Safety Organization	
Kosrae, FSM	Kephas	Dison	Environmental Educator/Outreach Program Coordinator	Kosrae Conservation and Safety Organization	
Kosrae, FSM	Sanney	Jacob	Terrestrial Conservation Officer	Kosrae Conservation and Safety Organization	
Yap, FSM	Gorong	Berna	Private Consultant	YapNetworker	
RMI	Okney	Milner	Terrestrial Conservation Officer	Marshall Island Conservation Society	
RMI	Jacob	Applebaum	Integrated Resource Management Coordinator	Marshall Island Marine Resource Authority	
RMI	Fowlers	Sophia	Terrestrial Conservation Officer	Marshall Island Conservation Society	
American Samoa	Tuitele	Christianera	Water Program Manager	Environmental Protection Agency	

American Samoa	Lokeni	Tumau	Education and Outreach Manager	Environmental Protection Agency
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APPENDIX 3. RESOURCE TEAM

Name	Organization / Agency	email	role	Sessions/Presentations
Trina Leberer	The Nature Conservancy-Micronesia	tleberer@tnc.org	presenter; facilitator	Workshop opening
Umiich Sengebau	The Nature Conservancy-Micronesia	fsengebau@tnc.org	presenter; facilitator	Participants introductions and expectations; community engagement
Steven Victor	The Nature Conservancy-Micronesia	svictor@tnc.org	workshop coordinator; presenter facilitator	Workshop coordinator; overview of CAP; defining conservation targets
Mae Adams	The Nature Conservancy-Micronesia	madams@tnc.org	presenter; facilitator	Objectives
Matthew Durnin	The Nature Conservancy-Asia Pacific	mdurnin@tnc.org	presenter; facilitator	Conservation strategies
Peter Houk	Pacific Marine Resource Institute	peterhouk@gmail.com	presenter; facilitator; field trip	Presentation on viability ranking and Lalao field trip
Lorraine Rdiall	The Nature Conservancy-Micronesia	lrldiall@tnc.org	logistic support	travels and meeting logistics

APPENDIX 4. RESOURCE DOCUMENTS PROVIDED AS ELECTRONIC COPIES TO PARTICIPANTS

- TNC-CAP Basic Practices
- Open Standards for the Practice of Conservation Version 2.0
- The Nature Conservancy's Approach to measuring biodiversity status and the effectiveness of conservation strategies.
- Conservation area planning for tangible cultural resources
- CRCP performance measures manual
- Participatory conservation planning manual
- CAP reports for Ailuk, Marshall Islands; Nett, Pohnpei; UFO, Fefan, Chuuk
- Draft management plans for Piti-Asan Watershed, Guam; Yela Forest, Kosrae, Talakaya Watershed, Rota, CNMI
- Five year management plan for Rock Islands Southern Lagoon, Koror, Palau
- Presentations and resource materials for facilitating the different components of the CAP planning process

ACKNOWLEDGEMENT

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