

Having trouble seeing everything, like pictures?

[View this email in your browser](#)



WARNER COLLEGE
OF NATURAL RESOURCES
COLORADO STATE UNIVERSITY

March 2024



A Note from the CCC Team

*John Sanderson (CCC Director) is on a well-deserved break, so the CCC staff are taking over this Director's note – we'll be **reflecting on the importance of gathering.***

Collaboration is all about gathering, and Priya Parker ([The Art of Gathering](#)) reminds us that **"the way we gather matters."** She defines gathering as "the conscious bringing together of people for a reason." At the CCC, gatherings can be in-person or virtual; intentionality is what positions them for success.

"For me, gatherings are spaces to not only come together to "talk shop," but to make true connections and create community. We don't always think of work as

our community-building space, because most often our priorities are the outcomes and bottom-lines that we were hired to strive for. But the support and friendships that we make are invaluable, meaningful, and in the end, facilitate us achieving our individual and institutional conservation goals. This is one of the reasons that I am so excited for this year's [Confluence gathering](#) - it's not just a place to share knowledge and ideas, **it's a place to reunite with trusted colleagues and make new connections, all with people who know the exceptional opportunities (and ongoing challenges) that collaboration represents.**"

- Aireona

"In-person gatherings are such an irreplicable gift. At the same time, being able to Facetime, Zoom, or call to connect with loved ones, coworkers, and new people is so valuable when meeting in-person is not an option. **Gathering virtually connects people isolated by political boundaries, immunocompromisation, geographic settings, health-related limitations, and financial strains.** It allows us, in collaborative conservation, to work both locally and across scales and boundaries, and gathering is a large part of our programming at the Center ([CFCN Branching Out](#), [WCCN Working Groups](#), [Storyteller's Circle](#)). Feeling isolated from who you relate to and from the world with which you aim to connect is complicated, and gathering virtually is a sticky, but vital tool to aid in building relationships and collaborative successes alike."

- Roxie

"Pre-pandemic, collaboration across boundaries was via conference calls – I cannot express the frustration of never knowing who was talking or wrangling 15 people trying to talk at the same time. Zoom changed all that - to be able to connect a name, face, and voice together has allowed me to build relationships with people that I have never met in person. While virtual connections may not be as strong as meeting in-person, it has opened the doors to opportunities that could never have existed for me otherwise.

"*How* one structures their gathering, be it virtual or in-person, is crucial to setting up collaboration for success. Through the book [Connecting to Change the World](#), I have learned to build better performing collaboratives. Whether it's conflict between team members or between stakeholders involved with a cross-boundary conservation issue, **the fastest way I've found to transform conflict into collaboration is through gathering** to facilitate genuine connections and open communication, all so that people build relationships and learn how to work together to solve a problem."

- Nicole

"During the Fellows (Cohort 14) upcoming training retreat, we'll gather together as a learning cohort from Mongolia, Brazil, Mexico, and Colorado. We'll engage in peer-to-peer learning, take field trips to learn from others, and gather with students and the community to learn together. Throughout, we'll keep in mind Priya Parker's list of the **best practices for gathering**: define the purpose, determine who is gathering (and why them), creatively design and manage the gathering space, plan both the intro and outro, and never start with logistics!"

- Allison

Conservation is traditionally thought of as a field of environmental science, and it is often a space sought after by people who may feel that they connect more strongly with nature than other people (some of us fit in this category).

Truthfully, conservation is a human act, like gardening, and we can't do it alone. The connections that we build with one another help us create the reciprocal relationships with each other and with the rest of the natural world that we need to make our visions for a better future a reality. **Gathering is just a piece of this community building, but it's essential - not only for our work, but for our own well-being.**

We hope to gather with you soon!

Be well,

Aireona, Roxie, Nicole, and Allison

Learn more about our team [here](#).

News from the CCC



Branching Out: Guide to Creating & Revising Collaborative Governance Documents

At the [Colorado Forest Collaboratives Network](#), we have often heard that members of collaboratives need a place to reference governance documents, so they know what to expect in creating or revising their own group's documents. Hearing this need, we interviewed individuals from collaboratives and support organizations in Colorado, Idaho, Montana, Washington, and Oregon, analyzed real governance documents, and **compiled what we learned into an all-new *Guide for Creating and Revising Collaborative Governance Documents***.

Initially, we were asked to create a set of templates for groups to plug-and-play with. Spoiler alert: One of our #1 findings was that governance documents should be really tailored to individual groups!

So, while you will not walk away from this [Branching Out](#) presentation with plug-and-play templates, **you will walk away with:**

- An understanding of **when and why governance documents are important** for a collaborative
- Knowledge of what **types of information you might want to consider including** in governance documents
- **Advice and stories from folks** who have been through the process of creating and/or revising governance documents
- A compilation of **resources and real examples** of governance documents, that may come in handy as you start your own process
- **First access** to the all-new *Colorado Forest Collaboratives Network Guide for Creating and Revising Collaborative Governance Documents*

[Join us](#) **Thursday, March 28th | 1:30 – 3:00pm**

[Click Here to Register for Branching Out](#)



Become a Fellows Mentor!

We know you have a passion for collaborative conservation. And we know **you dig that sense of deep satisfaction that comes from knowing you are creating lasting impact**. So we know you'll be interested in this opportunity to make a difference for CCC Fellows and the Fellows program!

Consider becoming a mentor for our newest Fellows (Cohort 14)! We are seeking a diverse array of mentors with a wide range of experiences and expertise.

Highlights:

1. A 12-month commitment, **designed to meet your schedule** (in-person or virtual)
2. Training and support provided
3. Matchmaking will ensure a great fit between mentor and Fellow, paving the way for a **productive and rewarding relationship**

To learn more, please refer to the [Mentor Letter of Invitation](#). **To take the next step, fill out the interest form [HERE](#)**. Reach out to Allison Brody (allison.brody@colostate.edu) with any questions!

Your Letter of Invitation!

WESTERN COLLABORATIVE CONSERVATION NETWORK

CONFLUENCE REGISTRATION CLOSES 3/19

WESTERN COLLABORATIVE CONSERVATION NETWORK
CONNECT CONSERVE CATALYZE
Confluence
COMMUNITY COLLABORATION CONSERVATION 2024

April 2-4, 2024
Tucson, AZ

Confluence Registration Deadline is NEXT WEEK!

We have got some great activities, panels, and field trips planned for Confluence 2024, less than one month away!

Registration closes in exactly ONE WEEK on Tuesday, March 19th.

Check out our most recent updates on Confluence [HERE](#), and see what it's all about & register [HERE](#).

We hope to see in in Tucson, AZ April 2nd through 4th!

Register Now



Join the Mentorship Match in Tucson!

At Confluence this April, the Emerging Leadership Working Group is playing match maker - **and you're invited to join in the fun!**

We will be pairing participants interested in being mentees/mentors as an opportunity to connect and learn from each other. In Tucson, AZ we'll be digging deeper into the meaning of mentorship, and tease out best practices for building these kinds of supportive relationships.

We hope that this effort will help build community, spark new relationships across the [Western Collaborative Conservation Network](#), and connect emerging leaders with the broader network of collaborative conservation.

Learn more about our [Mentorship Match here.](#)



February 29, 2024

Lucinda Morris

Relationship Building and Networking for
Communicators

Prairie Pothole Joint Venture and the
Northern Great Plains Joint Venture

ppjv.org

ngpjv.org

Relationship Building and Networking for Communicators

Why is networking so important, especially for communicators? How can we make our communications more effective and reach wider audiences through relationship building and collaboration? **Lucinda Morris of the Prairie Pothole Joint Venture (ppjv.org) and the Northern Great Plains Joint Venture (ngpjv.org)** presented and led this month's hour-long, topic-based discussion.

[Here](#) we share our thoughts and experiences with this important topic as we kick off the 2024 season of the Storyteller's Circle!

You can register for [this month's Storyteller's Circle Feedback Session](#) on March 28th, where we provide an opportunity for you as communicators to share challenges and projects, and give/receive feedback on each other's work. **Bring your questions, works-in-progress, or challenges that you'd like support with, and be ready to provide support to others in our community too!**

Our next Storyteller's Circle Presenter Session will be April 25th, with a separate registration [link here](#) - stay tuned to learn about our next guest speaker!

Get to Know the CCC



Meet our CCC Fellows: Dr. Joy Life

Dr Joy Life was Senior visiting Scholar in Central China Normal University from 2017 to 2018, and a PhD holder in Developmental and Educational Psychology in Central China Normal University from 2009 to 2012 in China. She is a Botswana Qualification Expert and an Assessor and Moderator, a Co-Director of Lijoka International Seminary and Bible College (Lijoka Investment), a counsellor, and a marriage officer. She is also the author of four Christian books, namely: "Be the best you can be", "Your mouth is the key to your victory", "Woman of Substance" and "Words your mouth should never speak about". Joy Life has co-founded an orphan care program in Botswana, Motse wa tsholofelo, and adopted a primary school in Botswana as an initiative to be there as a mother for a girl child to help her find out her desires, fears, dreams, needs, and help her to be a girl of worth. She is an adjunct Professor at New Convent International University, Miami Florida USA.



Meet our CCC Advisory Board: Dr. Diana Lane

Dr. Diana Lane leads The Nature Conservancy's thriving rivers and sustainable water supplies strategy in Colorado. In that capacity, she works with partners to create and implement water and watershed management solutions to increase resilience in the face of drought, climate change, and increased water demand. Prior to joining The Nature Conservancy in 2019, Diana had a 20-year career in public-sector environmental consulting, where she worked on large-scale ecological restoration projects for state, federal, and foundation clients. Diana has expertise in restoration ecology and planning, climate adaptation, and management of public funding. Diana holds a BA in Biology from Harvard College, an MS in Rangeland Ecosystem Science from Colorado State University, and a PhD in Biological Sciences from the University of Illinois at Chicago.



Join Us for Happy Hour!

Come get to know the people behind the CCC at our monthly happy hour! We meet the fourth Tuesday of every month at 5pm to hang out, have a drink, and build collaborative relationships. **Everyone is welcome**, and we want to especially invite our Partners and our friends and students at Colorado State University.

It takes place this month on **Tuesday, March 26th at 5:00 pm** at Avogadro's Number in Fort Collins, CO.

We hope to see you there!

Scholarly and Applied Impact

Here we review research to guide our practice. Please reach out with suggestions for what we should cover! CCC Fellows and staff are

indicated by bold font.

At this year's RiversEdge West Riparian Restoration Conference, I (**Aireona Raschke, Associate Director of Practice**) was invited to help put on a workshop that we ended up calling "*Just Trust Me*" with Shannon Wadas ([RiversEdge West](#)), and Shawn Johnson ([University of Montana](#)). Our workshop was focused on the importance and some how-to's for trust-building in collaborative conservation work. While the organizers have some exceptional expertise, what was really exciting about the workshop was the uncovering of shared knowledge. Some of this knowledge comes from the world of peer-reviewed, interdisciplinary research but much of it comes from people's professional and human experience. **The depth of understanding and creativity in the workshop led to some wonderful takeaways that I think deserve to be shared**; I think they will either resonate with your own experience and/or get you thinking about future collaborations and how you might build trust through your work:

1. **Trust is extremely dynamic.** It is necessary to get things done, but building and maintaining it is a constant practice. In our personal lives, when we move jobs we may have to rebuild our networks, and we will mess up – how do we recover trust and make amends? In our work, we must carefully design and tend to our collaboratives – who is at the table and are they the right fit? There is not one simple answer to doing this all right (mistakes will be made), but seeking to be genuine and honest about what you don't know can help. Also, acknowledging that trust-building takes time and energy is an important step. Finally, the group agreed that humor can go a long way, particularly when it comes to ourselves.
2. **Trust is a two-way street and reciprocation is key.** We need to show up as authentic and model the kinds of behaviors that we hope others in our group will partake in. However, there need to be boundaries and agreements as well – with the ability for you and your group to hold people accountable, while also creating spaces where people can make mistakes in good faith and come back from them.
3. **Unfortunately, trust will be broken at some point.** It may be a mistake we've made or something that someone else in the group has done once or consistently. The good news is that there are many ways to try to move past this, some ideas from the group included:
 - a. Direct conversation (don't avoid conflict when it is necessary to keep the peace)

- b. Consistent effort
- c. Recognition and ownership with a genuine apology
- d. Setting professional boundaries
- e. Consider project management or mediation
- f. Make adjustments to the environment or avenues that you are using to communicate
- g. Refocus on shared objectives
- h. AND MORE

It's really hard to summarize just how much we shared and learned through the workshop, but if you'd like to take a peek at some of the resources and ideas generated, be sure to look at the powerpoint that we produced at the end of the workshop [HERE](#). **There's sure to be one new idea in there for you about trust!**

Other News and Opportunities

EDR Collaboration Certificate Course | The Wallace Stegner Center's Environmental Dispute Resolution Program at the University of Utah is accepting applications for the 2024 [Collaboration Certificate Course](#). The 7-session online course teaches the "art and science" of collaborative problem-solving and is specifically designed for mid- and upper-level professionals working on environmental, natural resource, and public policy issues. The 2024 course begins in September; applications are due April 22, 2024. For additional information, contact edrprogram@law.utah.edu.

FAO Report on The Unjust Climate | The UN Food and Agriculture Organization of the United Nations (FAO) recently launched a new report, "*The Unjust Climate - Measuring the impacts of climate change on the rural poor, women and youth*". This report, two years in the making, assembles an impressive set of data from 24 low- and middle-income countries in five world regions to measure the effects of climate change on rural women, youths and people living in poverty. This evidence is essential because, while climate risk and adaptive actions are context specific and require local solutions, global evidence is important for identifying shared vulnerabilities and priority actions for scaling up effective responses. Watch the recording of the event [HERE](#) and read the report [HERE](#).

Colorado Wildfire Resilient Homes Grant | The Colorado Department of Fire Prevention and Control has announced a round of small grants for homeowners to work primarily on home hardening. Grant applications are due April 15. For more information, click [HERE](#). Apply [HERE](#). Thanks to Kenzie Hart of [The Ember Alliance](#) for sharing this information.

Jobs

Check out the CCC's [Job Board](#) for a list of jobs focused on natural resources and collaborative conservation!

Here are just a few postings shared through our board:

Peer Learning Facilitator at the National Center for Appropriate Technology | The National Center for Appropriate Technology (NCAT) is seeking a contractor to organize and lead a pilot peer-to-peer learning program for Colorado farmers and ranchers. As part of its USDA-funded project, Colorado Department of Agriculture (CDA) has asked NCAT to create peer-to-peer learning opportunities at several locations around Colorado, aimed especially at supporting STAR Plus participants. To get involved, [apply here](#).

Full-Time Field Technician at the Klamath Bird Observatory | To meet its mission of advancing bird and habitat conservation through science, education, and partnerships, Klamath Bird Observatory is looking to hire a full-time field technician. The primary responsibility of the Field Technician is to support avian long-term monitoring and applied ecology studies within the context of Klamath Bird Observatory's mission to advance bird and habitat conservation in Oregon. To contribute to the many facets of field research both during and outside of the avian field season, [apply here](#).

Land Conservation Leader with Mile High Youth Corps | The Land Conservation Leaders (LCL) Program is a team-based leadership experience. LCL Corpsmembers begin the program with two weeks in-house training and seven weeks of field-based training and projects. They then transition to Crew Leader roles for the Summer of Service and Fall Forestry seasons. LCLs lead environmental stewardship projects on public lands, and is looking especially for people to serve in Denver and in Colorado

Springs. Apply to each of these [here](#) and [here](#).

Project Coordinator or Director at Kearns & West | Kearns & West is a leader in the collaboration and communications field, providing services in strategic communications, public affairs, public involvement, facilitation, and community outreach and engagement for the public and private sectors. Based in Denver, the Project Coordinator position involves a wide range of responsibilities and roles including with multi-party collaboratives, stakeholder engagement, communications, and outreach. Also in Denver, the Director's responsibilities and roles include facilitation; community engagement; project management; and translating for public transportation, land use, natural resources, water, and energy issues in Colorado, regionally, and nationally. Apply for the Project Coordinator position [here](#) and for the Director position [here](#).

Scientists in the Parks Fellowship on Sagebrush | Help the National Parks Service (NPS) answer this research question: "Can we develop an effective ecosystem service valuation for sagebrush steppe and other at-risk ecosystems that informs management actions and helps prioritize fuels treatments, wildfire recovery, and invasive species control, among other management actions?", by developing an ecosystem service framework for use in resource management decision-making by NPS. [Learn more and apply here.](#)

If you have job openings that are aligned with our work on collaborative conservation and you want us to share them, submit them to our [job board](#).

If you think a colleague would find value in reading CCC news, please forward this email to them and invite them to subscribe to our email list using the form at the bottom of the [CCC home page](#).

If you feel moved to support our work supporting conservation, please consider [supporting the CCC with a donation](#).

Questions? Ideas? Opportunities? Please email the CCC Director [John Sanderson](#).

Be well.



Want to change how you receive these emails?
You can [update your preferences](#) or [unsubscribe from this list](#).