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December 2022



A Note from the CCC Director

Are viruses alive? My daughter, a high school junior, was taught “no,” but, like me, she’s not so sure. On their own, viruses cannot do [several things typically associated with life](#). Perhaps most notably, they cannot reproduce on their own and they depend entirely on others for energy.

Well, it occurs to me that I cannot reproduce on my own, and I can’t even make a cup of bird-friendly coffee without relying on soil microbes, a conscientious farmer, and a delivery truck driver. In a recent conversation, a virologist questioned my analogy, but here’s the point: we exist in a relentlessly interdependent web of life.

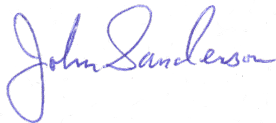
Embracing this interdependence is, in my view, vital to conservation. It seems to me that the usual way we talk about “nature” as separate from us is at the root of our conservation challenges.

It hasn't always been that way. In [this article](#), Andrea Wulf traces this history and points out that “we're part of nature — physically of course, but also emotionally and psychologically.” In a similar vein, Robin Wall Kimmerer says, “[it's not only the land that needs healing but our relationship to the land.](#)” In a recent compelling [TEDx talk](#), Lindsey Schneider reminds us that, “we come from the land, and the land is what sustains us, and therefore we have a responsibility to care for it.” In a [podcast](#) I found inspiring, adrienne maree brown says, “the natural world is up to a lot of things, and we are natural . . . and we can coexist . . . and we can collaborate.”

The same is true in conservation. There's not much, if anything, we can do on our own. If we work together, we can accomplish a lot. This is certainly true for the CCC. Without you and all our other remarkable partners and supporters, we would accomplish little. **Thank you!** for being connected with us, and for the passion and commitment you bring to working together for all life.

Be well, happy holidays, and very best wishes for a happy, healthy 2023.

Be well,



John Sanderson

P.S. Andrea Wulf also wrote the excellent book [The Invention of Nature: Alexander Von Humboldt's New World](#). And, if you haven't read Robin Wall Kimmerer's [Braiding Sweetgrass](#), please do.

P.P.S. It's also true that we need financial support to keep doing what we are doing. We would be grateful if you would consider a year-end [gift to the CCC](#).

Fellows Program



We are so proud of what the CCC Fellows have been able to accomplish this year!

We are grateful for the opportunities we have had this year to share insights on collaborative conservation with our [CCC Fellows](#), and to hear about the impactful work they are doing on the ground. The training highlight was a full-day retreat at The Nature Conservancy's Phantom Canyon Preserve, which the Fellows found to be ***“very informative, thorough & great discussions around development of projects & collaborative conservation.”***

Late in the year we received eighteen project pitches for our next Cohort, and we are now working with the semi-finalists to discuss how their projects can be made even more collaborative and impactful before announcing the Cohort 13 finalists in January.

In the [10-year review of the Fellows Program](#), we learned that this program transforms lives. This summer, the authors of the review published a follow-up [peer-reviewed article](#) that analyzed “how.” Among the keys to success: the Fellows program allows for flexibility while challenging Fellows to experiment with collaborative approaches. These characteristics have been vital as we continue to grapple with the global pandemic. Our Fellows had to shift their project focus, reframe objectives, extend timelines, and overcome logistical challenges. Yet we are so proud of all that the CCC Fellows have been able to accomplish this year! Among these:

- Simran Prasad (Cohort 12) conducted hundreds of surveys about mitigating human elephant conflict in India.
- Team New Mexico (Cohort 12) began working with Tribal partners to co-develop culturally relevant approaches to restoration.
- Team Columbia (Cohort 12) held workshops that empowered communities to develop action plans for their GMO-free territories.

Throughout, Fellows expressed sensitivity and respect for community members who contributed their time, knowledge, and expertise, while experiencing first-hand how empowering it is for all parties to have the opportunity to learn from each other. We cannot wait to see how these projects continue to unfold through August, and we look forward to welcoming Cohort 13!

Find out more about the [CCC Fellows Program](#) on our website.

– Allison Brody, Ph.D, Associate Director of Learning

Western Collaborative Conservation Network



The WCCN tackled a lot in 2022!

We reconnected with 115 partners and friends of the Western

Collaborative Conservation Network (WCCN) at [Confluence 2022](#), our first time meeting in person as a group since 2020! Together, we were able to create a welcoming and accepting space, where everyone felt included.

Confluence re-invigorated our community through the opportunity to share successes and to support one another through collaborative challenges. We were inspired by the collaborative work being done in the state of Montana, and through immersion in that exceptional landscape. Additionally, we increased connection within the collaborative conservation community via a mentorship program which brought together folks from early, mid-, and late-career stages.

If you would like to learn more about Confluence or refresh on your experience, be sure to check out our [Key Takeaways Report!](#)

Confluence 2022 was a perfect opportunity to re-energize and expand the [WCCN's Working Groups](#). In addition to the creation of a GIS Working Group, the Public Policy working group evolved into the "Collaborative Governance Working Group". They recently completed their white paper and summaries with actionable recommendations for collaborative conservation in federal agencies and beyond! You can [access all of these resources here](#).

The Emerging Leadership Working Group has also been hard at work this year finalizing their mentorship best-practices project proposal and plan to launch the project in 2023.

From the backbone team, thank you so much to everyone in the WCCN community for making this year of transition and renewal a successful one. We appreciate everyone's time, ideas, and contributions to our West-wide work to connect with one another. If you have any interest in getting involved in the WCCN, please do not hesitate to [contact me](#) for more information about the network.

Lastly, a special thanks to the Confluence Planning Team, steering committee members, Communications team, and Working Group leaders and members for all of their ongoing work for our community.

– Aireona B. Raschke, Ph.D, Associate Director of Practice

P.S. If you'd like to receive weekly emails with current opportunities that support collaboration such as funding, webinars/trainings, and jobs, sign up for the

[WCCN newsletter here](#). We also send out a quarterly "Collaborative Voices" newsletter to share stories from our partners across the West.



Thank you for connecting!

I cannot express enough how grateful I am for the dozens of folks across Colorado and the western US who have supported us this year as the [Colorado Forest Collaboratives Network](#) has grown from idea to reality. In just one short year we have met innumerable inspiring leaders, shared collaboratives' perspectives at several Forest Health Council meetings, connected in-person with 50+ collaboratives at four regional forums, and recommenced the annual Forest Collaboratives Summit.

At this year's [Annual Forest Collaboratives Summit](#), attendees shared,

“Having the opportunity to provide feedback and insights to decision-makers was really valuable.”

“Forest Collaboratives leaders showed up, engaged and met one another with plenty of time for networking.”

“Excellent day of learning. Connecting with other collaboratives, thinking through stages [of readiness], hearing creative solutions, were all highlights.”

Thank you all for a productive and fulfilling 2022. I hope you have a chance to rest, reflect, and catch up with family over the next few weeks. Cheers to even more learning, storytelling, supporting, and connection-building in 2023!

– **Katie McGrath Novak, Forest Collaboratives Network Coordinator**

If you are interested in keeping up-to-date on forest collaboratives in Colorado, **you can sign up for [our mailing list here](#)**. CFCN emails do not go out on a regular schedule. Instead, we send emails when we have information, resources, and events to share that are relevant to community-based forest collaboratives, including information about what is happening at the [Colorado Forest Health Council](#).

2022 CONSERVATION FINANCE BOOT CAMP

Conservation's often-cited #1 need: funding

In partnership with the [Conservation Finance Network](#) and [The Haub School of Environment and Natural Resources](#), in June we held the week-long [2022 Conservation Finance Boot Camp](#). The Boot Camp brought 3 dozen mid-career professionals to the Colorado State University campus to learn about conservation funding and financing trends and innovations, including public funding, private investment capital, bridge financing and loans, gifts and grants, income from the land, and monetized ecosystem services. Emphasizing hands-on tools and lessons from relevant case studies, the week featured many interactive presentations from national conservation finance experts and funders. Feedback from participants told us it was a valuable week and well worth the time and expense.

The Boot Camp comes to CSU only once every four years, but you can still participate next year when the [2023 Boot Camp](#) is held at the Yale School of the Environment. The application period will open in January. Subscribe to the [CFN newsletter](#) for news on the Boot Camp and other finance and funding resources.

Even if you cannot attend Boot Camp, you can find relevant resources under the “Finance and Funding” section on our [“how to” page](#).

Blog Series This Year



Have you seen our blog series? Check them out!

Our CCC Communications Team, in partnership with the **Western Collaborative Conservation Network**, have been leading the publication of **two exciting blog series: *Emerging Leaders* and *Collaboratives Behind the Scenes!*** Both profile series are meant to provide insight and guidance to conservation collaboratives and professionals.

[*Collaboratives Behind the Scenes*](#) features one-on-one interviews with conservation collaboratives throughout the western United States. We ask our interviewees how their collaborative is structured, what kind of work they do, their greatest challenges, and their best advice.

The [*Emerging Leaders*](#) blog series highlights individuals new to the conservation field with innovative visions for the future of conservation and the motivation, passion, and collaborative mindset to work toward that vision.

"It's been such an honor to work on the WCCN blog series. Being behind the curtain as an interviewer has not only advanced my skills as a writer and storyteller, but has also given me opportunities to learn first-hand from a range of conservationists doing inspiring work. As a communications team, we work to make our blog posts immersive,

authentic, and informative: we want to recognize that we are all striving together towards a similar vision. We hope the blogs benefit the network by sharing partners' strategies to overcome challenges and their innovative approaches to reach conservation goals."

– Audrey Clavijo

We deeply appreciate all of the collaboratives and individuals who have taken the time to be a part of these series in 2022: A special thank you to *Sarah King and Altar Valley Conservation Alliance, Tammy VerCauteren and Bird Conservancy of the Rockies, Wilynn Formeller and Estes Valley Watershed Coalition, Alex Funk and Theodore Roosevelt Conservation Partnership, as well as emerging leader J.R. Logan. You can find all of their profiles on our website or via the links above!*

– Audrey, CCC Communications Intern

Exciting New Project Funded!



An important aspect of collaborative conservation is that it centers human well-being, promotes equitable participation, and acknowledges power dynamics within conservation efforts. We know that accomplishing this requires a specialized suite of skills and tools. We are therefore pleased to have received a grant from the Colorado State University's Equity and Inclusion Network to create a **"Toolkit for Meaningful Engagement with Indigenous & Marginalized Communities in Conservation."**

This Toolkit will help facilitate improved engagement and shared decision-making with Native Nations, Indigenous communities, and other historically excluded communities within conservation. We think it might assist all of us to better engage with, include, and amplify Indigenous and marginalized community efforts, priorities, and knowledges within the field of collaborative conservation. The idea is to expand the reach of collaborative conservation efforts by enabling the inclusion of the voice of people “living in this place” and with significant contributions to conservation (past, current & future), but who currently experience marginalization in this field.

Keep an eye out for updates on this project in 2023!

– Gem Gifford & Arielle Quintana, Special Projects Coordinators

Solutions Lab

Join our new Community of Practice in 2023!

We are proud to launch our [Solutions Lab](#), a community of practice that will meet monthly beginning January 2023. These meetings will feature **like-minded peers and lively conversations** about issues that are important to you in your collaborative conservation work.

Monthly meetings in this pilot program are scheduled from **4-5pm M.T. on January 11, Feb 8, March 8, April 12, May 10**. We encourage you to bring your beverage of choice for these evening chats!

Our first Solutions Lab discussion in January will delve into **our collective experiences and strategies for collaborating with Indigenous people and Tribal nations**. Aspects of this discussion might inform the development of the CCC “Toolkit for Meaningful Engagement with Indigenous & Marginalized Communities in Conservation” mentioned above.

[Register here!](#)

As a participant in this community of practice, YOU will help determine future discussion topics, formats, and possible speakers – we want to dig deep into issues that matter most to you and anyone interested! **Please share [our flyer](#) with your networks!**

We look forward to having enjoyable conversations with you all in 2023!

– Allison, Aireona, & Nicole

In Case You Missed It: CCC 2022 Publications

In addition to all the programmatic work we have done this year, current and former CCC staff have also been sharing our insights through these peer-reviewed publications.

Hauptfeld, R.S., M.S. Jones, and K. Skyelander. 2022. ***Building Capacity for Individual and Systems-Level Collaborative Conservation Impacts: Intentional Design for Transformative Practice***. Published in *Society & Natural Resources*. *Rina, Megan, and Kim assessed the CCC Fellows Program through surveys and interviews with our first decade of Fellows. The authors found that the Fellows program has “moderate to transformational impacts on participants’ practice and professional trajectories, and on multiple dimensions of capacity.” They also make a compelling case that “building collaborative conservation capacity involves more than training: applied experiences, immersion into communities of practice, and flexible funding can support long-term adoption of new approaches.”* ([link](#))

McGrath Novak, K., S. McCaffrey, and C.A. Schultz. 2022. ***Comparing land manager and community perceptions of a Colorado prescribed fire outreach program***. Published in *Journal of Forestry*. *Katie and her team interviewed community members and land management professionals about effective forms of public outreach related to prescribed fire. They found that community members’ goals for learning changed over time, so outreach efforts need to change, too. Also, unsurprisingly, jargon leads to confusion and dissatisfaction. One-on-one meetings and experiential group learning were widely considered to be the most useful outreach strategies.* ([link](#); this one is behind a paywall, so if you don't have journal access, email

katie.mcgrath@colostate.edu)

Raschke, A. B., K. V. Pegram, N. A. Melkonoff, J. Davis, and S. A. Blackwell. 2022. ***Collaborative Conservation by Botanical Gardens: Unique Opportunities for Local to Global Impacts***. Published in Journal of Zoological and Botanical Gardens. *Aireona and her team describe how botanical gardens have a unique array of resources and expertise which make them ideal candidates for leadership or partnership in collaborative conservation efforts. Through several case studies, they paper highlights the ways botanical gardens can provide unique opportunities as conservation partners and leaders.* ([link](#))

Sanderson, J., R. Alper, J. Barrack, C. Byrd, E. Glenn, K. Jespersen, A. Kimple, H. Knight, P. Konrad, T. Kowalski, D. Nezzie, K. Ortez, C. Robles, T. Ruth, D. Smith, N. Steele, T. Stevens, G. Wagner, and J. Archibald. 2022. ***Best practices for collaborative conservation philanthropy***. Published in Conservation Science and Practice. *This paper emerged from a 2-day workshop that included eight funders and eight practitioners who discussed and agreed upon eight "best practices" that we believe funders and practitioners should be doing to better reach collaborative conservation goals. These eight best practices are: (1) collaborate, (2) nurture relationships, (3) invest in capacity, (4) plan well, implement well, (5) engage diversity, (6) support entrepreneurial spirit, (7) reduce burdens, and (8) tell our story.* ([link](#))

If you have new papers on collaborative conservation that we should know about and share, especially if you are former CCC staff or a Fellows Program alum, please let us know at conserve@colostate.edu.

Resources to Learn More

Advance your collaborative conservation skills and the success of your collaborative with resources featured in the [CCC "How-To" page](#)! With topics including *Sustaining Partnerships, Evaluating Collaboratives, DEI, Facilitation, Conservation Planning, Fundraising* and more, you can find everything you're looking to learn to advance your collaborative capacity!

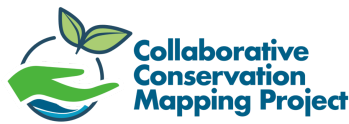
Looking for other conservation collaborative organizations doing work throughout Colorado and the western United States? It's time to

explore our [Atlas of Collaborative Conservation in Colorado](#) and [WCCN's Regional Map!](#)

The CCC Atlas charts Colorado's 220+ collaborative conservation initiatives and compares and contrasts the problems and issues the initiatives address, the activities they work on together, their leadership and how they organize themselves.



Similarly, the **WCCN Collaborative Conservation Mapping Project** provides an interactive map to easily connect and collaborate with other organizations doing conservation work throughout the region. If your collaborative organization is not already on the map, be sure to click the "[Get on the Map](#)" button and start connecting!



And whether you are seeking a new career opportunity or would like to advertise a job at your organization, the CCC's [Job Board](#) is a perfect resource, featuring a list of jobs focused on natural resources and collaborative conservation! Find a list of jobs updated daily and submit any jobs you would like us to share!

A year of change and growth on the CCC staff



One year ago, two core CCC staff—Kim Skyelander and Heather Knight—retired after years of guiding impactful programs. Kim and Heather were such skillful, experienced members of our small staff, it was easy to wonder: can we fill their shoes?

A year later, we know the answer: yes!

Dr. Allison Brody joined us in April as Associate Director of Learning. Allison is tightening and deepening how we share collaborative conservation concepts, skills, and tools across all our initiatives.

Dr. Aireona Raschke joined us in May as Associate Director of Practice. Aireona was a key member of the large team that made Confluence 2022 such a great event. Going forward, Aireona will spend half her time focused on the collaborative leadership of the Western Collaborative Conservation Network and half on advancing CCC's on-the-ground practice through further development of Center's conservation engagement and research programs.

But that's not all. The CCC has also grown.

Katie McGrath Novak joined us in January as half-time coordinator of a new initiative, the Colorado Forest Collaboratives Network. We are excited that Katie will be moving to full time in February.

Nicole Reese, a CSU [Conservation Leadership](#) graduate, moved from contractor to part-time staff in July to lead communications for all our initiatives. Nicole also brings her facilitation skills to our applied conservation engagement.

Last but most definitely not least, we have students on staff who are smart, skilled, and overall wonderful individuals. Katie Dorman (now with [Coalitions and Collaboratives, Inc.](#)) and Rosie Costain (now with [People and Carnivores](#)) graduated from CSU's Conservation Leadership program last year but stayed on with CCC and generously stepped up to a wide range of tasks early this year. Audrey Clavijo and Holly Gordon, current Conservation Leadership students, are key contributors to our communications and the Colorado Forest Collaboratives Network, respectively.

And we are thrilled that Gemara Gifford and Arielle Quintana, both PhD candidates, have joined us to build the Toolkit mentioned above.

If you are curious, you can learn more about our team [here](#). Together, we want to say THANK YOU for connecting with us and being partners on the important work we do together. Please stay in touch!

Your financial support makes our work possible. Please consider making [a donation](#). Thank you!

If you think a colleague would find value in the resources and information we share through this newsletter, please forward this email to them. If you do not yet received our newsletter, you can sign up [here](#).

Do you have questions, suggestion, ideas, or opportunities? Please email CCC Director [John Sanderson](#).



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