

## Evaluation of Performance 2016

Underlined items are either TO Dos or ideas of the future. Yellow = decisions.

### *Transition Plan*

- Did it well (it being the restoration work)
- Rapid monitoring and maintenance teams were funded
- 3 years of good data completed on rapid monitoring
- Need to determine how best to use data and present to the partnership and all stakeholders. Group agreed to put on fall DRRP meeting agenda (presentation).
- Handled the reduction of funding and capacity well
- Corps Teams were able to shift and work across BLM boundaries
- Brought up that need to ensure smooth transition when BLM staff go off of DRRP work or retire or otherwise leave their jobs. Be diligent and thoughtful about this. The DRRP is losing some Champions this year (Amanda and Nikki and Julie).
- Continued to engage the BLM and private land owners
- Why is this working? trust, we have history together, we each keep our areas running, flexibility and adaptability
- Daniel's role is essential: helps everyone be accountable; holds others accountable; Lots of project management occurring; seems to be working
- Commitment of the partners is still strong (40 people at last DRRP full meeting!)
- Lots of personal commitment too; lots of passion still there (recognition too that capacity is waning and that is an issue)
- Subcommittee model seems to be working pretty well; DRRP seems to understand its governance model; it's clear; people get it and don't question it
- We had a good partnership meeting even though it was only. Had new players (CDOT); group still has energy; still feels this is necessary
- Kicked off a Stewardship Subcommittee; they have a beginning plan with vision, goals, strategies and four work teams; plus they are using a "pod" model where work is happening by geography
- There was funding success with what was raised and also establishing the Restore our Rivers fund; we dealt with the WFF moving away from the substantial funding role they used to play; got money for rapid monitoring; diversified funding this year
- DRRP reports on a set of metrics. Very helpful to have all that in place.
- Developed a stronger relationship with CPW monitoring; new projects with CPW around fish channels
- Seems like our monitoring and message and "take care of our investment" messages are really paying off
- Got communications materials done this year (new branding); see below
- We are continually evaluating ourselves: what is working, what isn't
- DRRP is staying relevant to needs on the ground
- We have systems in place for dealing with things (e.g. contracts, monitoring, etc.).

- Are we meeting ecological goals? A question. Answer is yes but this is a complicated question. Need to revisit in agenda.
- Julie is transitioning.
- Daniel and Celene closed out some TNC grants. This was a ton of work but it's done.
- The DR-RAP combined with the Transition Plan and now the Communications Plan feel like the DRRP now have “binding” or something that stitches this all together for current work, and the future.
- Emily will return as crew leader. Future opportunity: How to grow crew leaders within DRRP and DRRP organizations?
- Need to rename the new SMS and Implementation SubC to something else
- Agreed to put new language in the Transition Plan that refers to the Communications Plan (either a Web link or an appendix)
- We need to do a better job of aligning funding and work and capacity. Something Mike and Daniel will work on. Now, with Julie leaving, need to integrate in how monitoring will get done.
- There could be challenges ahead with BLM funding. Need to plan for this...
- Group agreed that on a call in the future, revised or new indicators can be included in an update to the Transition Plan

### Communications Plan

- Agreed a major to do is to update funders and decision makers. Core Team will take entities to update (e.g. BOCCs and Water Boards); Celene can handle southern end. The CT can probably do some streamlining. List of who to outreach to in the Communications Plan can be updated.
- Got good feedback on communications materials this year (A Report; new brochure; branding; new logo; etc.)
- The vast majority of the Communications Plan tasks for 2017 were accomplished.
- Speakers Bureau: Does this need to be finalized? The Core Team plays this role. That seems to be working. However, bring in local partners to speak when possible.
- 2 new videos done this year
- ID conferences and workshops to outreach to.
- Revising the spreadsheets of outreach contacts and reprioritize.

### Future Actions and TO DOs from the Above Discussions about Evaluating 2016 and Thinking Ahead

*(some of these are also reflected above)*

### Communications

- 1) Update the Communications Plan with a reprioritized list of who to outreach to...
- 2) Core Team acts as Speakers Bureau (just as in the past) but involve key partners, by locale, as often as we can
- 3) Focus on cultivating a champion(s) in each BLM office

- 4) Plan for BLM staff transitions
- 5) Continue briefings with BLM at key junctures/times

#### Transition Plan

- 1) Update plan (DO has specifics); have a phone call on any additions or changes to measurements
- 2) Rename Implementation and Science Monitoring Committee
- 3) Add work from Stewardship Subcommittee (e.g. goals, etc.)

#### Funding Subcommittee

- 4) Determine if the Funding, Implementation and Science/Monitoring Subcommittees could all be one committee some day. Answer for now is that the Funding Subcommittee will continue to meet as needed.
- 5) Need to identify where we are “at” for 2017 and what needs raised.

#### Web site

- 6) Get a Google Analytics done on current Web site
- 7) Have someone from within TC, BLM and/or TNC look at the current Web site and give recommendations. Make a decision on how to manage it with Bill Ball’s retirement (current Web Master) but also, need to determine if we need a new site. Group agreed 1 site is ample but the question is: Will our current site suffice during this phase of the DRRP?
- 8) Need to move the SMS site to the current site or ensure a link is there

#### Other

- 9) Determine ways to USE the data on monitoring (e.g. future learning, DRRP presentation, advertise link to SMS Web site, etc.); Mike and Julie
- 10) Work to better align funding, capacity and work (Daniel and Mike and Mike and Julie)
- 11) Add Mark Grover to Core Team (representative from Stewardship Subcommittee)
- 12) Plan a Core Team rafting trip this year
- 13) Possibly look at funding a Monitoring Coordinator in the future

#### **Roles Discussion**

Daniel, DRRP Coordinator

- Is the coordinator; is where all roads pass through
- Does planning , implementation
- Keeps his eye on all that is happening
- Connects the dots
- Sometimes would like help in doing that
- Is roughly ½ time on DRRP
- Helps get “new spaceships” off the ground but then manage the ones already “in the air”

- Day to day project management
- Works on grants

#### Celene, The Nature Conservancy

- Cutting way back on DRRP work; isn't funded to do much DRRP work
- Will be on Core Team and Stewardship SubC
- Can play an inquiry role with funding
- Main contact for TNC
- Is a prompter and helper, connector
- Can work with Daniel as necessary
- Can play a role with briefing decision makers/speaking to groups

#### Alicia, Liaison to BLM

- Coordination and outreach to BLM
- Is on the look out for opportunities (money and briefings, as examples)
- Helps as an ambassador to all the FOs including in Utah too
- GIS
- Assist with relationship building (i.e., with personnel transitions)
- Help us find creative solutions across Districts
- Help with data (most of this is dialed in but some problem solving might be needed)
- Wants concrete actions to do (Ok to give them to her!)
- Grease the skids with the BLM when needed
- Develop AAs and MOUs, again when needed
- Be on the look out for funding opportunities
- Attend Core Team meetings and be on phone calls

#### Julie, Science and Monitoring Subcommittee (TC)

- Her role is changing when new Science Coordinator is hired at TC
- Time on DRRP will be reduced
- Her committee, SMSubC, is going into Implementation
- Not as much to do now that all the heavy lifting has been done
- Still to do: (with new person)
- Bird monitoring needs covered
- Ongoing DRRP monitoring needs done/reported out
- She did the Plan ID Workshop and someone may wish to take that on
- Keep a place on the Web where monitoring reports can easily be downloaded and accessed
- A bit of work to do on Geo Data Base

Mike, Conservation Legacy

- Has no current capacity money to be involved
- Needs to work with DRRP to improve the balance between all the work nplanned and funded, the corps' teams and the planning/capacity needed to get everything done.
- Has a passion and history with this that means he is still involved
- No longer coordinates across other Corps
- Still oversees some grants
- Will not do Core Leader Training this year
- Will help Emily "morph" into a role (maybe she can do some of the capacity piece)
- Limited time doing some Restore our Rivers outreach in Durango-area (one lunch planned)
- His organization very much sees the DRRP as a model; as a flagship for its conservation legacy but he is stretched to the max; cannot take anything else on and his time on the DRRP is dramatically reduced; need to plan for this

Rusty, Tamarisk Coalition

- Plays much less of a role but still very helpful, especially as link to TC decisions
- Plays a historical role
- Will stay on Core Team and attend annual DRRP meeting
- Wants to be kept in loops
- Needs to give us one valuable diagram a year!

Kristin, Tamarisk Coalition

- Funding coordinator for DRRP
- Restore our Rivers fundraising (with 2 other people)
- Tracks on funding, timelines, grants, needs
- Chairs Funding SubC
- She is more strategic these days than implementer

Marsha, Facilitator

- Facilitates Core Team retreat and annual DRRP meeting
- Other meetings as requested
- Closely works with Daniel on agendas, etc.
- Has a subcontract for Web services and meeting recording
- Is taking a sabbatical this summer. She is doing some career/life planning.
- Has a contract for one year through TC.

