

FLN Networker No. 187: June 24, 2015

The FLN Networker is a publication of the Fire Learning Network—a partnership of the USDA Forest Service, Department of the Interior (BIA, BLM, National Park Service, US Fish & Wildlife Service) and The Nature Conservancy—intended to foster communication within the network and among its friends. Submit comments, links and subscription requests to Liz Rank.

For more about the FLN, visit www.conservationgateway.org/fln or contact Lynn Decker.

News from the Field

National: A couple of **reports** from the **FLN/FAC Net workshop** earlier this month are now available. The attached *Notes from the Field* gives an overview of the whole workshop, while the [summary on FACnetwork.org](#) goes into **more detail** on the work the FAC Net completed during the time when the networks worked separately.

California: FireScope Mendocino held its **sixth workshop** two weeks ago, with more than 50 people meeting in the 100-degree heat of Covelo to learn and deepen collaborative relationships. The workshop kicked off with a field trip to a **Round Valley Indian Tribes fuels treatment project** and parts of the **2012 North Pass Fire** on the Mendocino National Forest. Indoor work included **planning next steps** for subgroups working on Creating Fire Ready Communities, Landscape-scale Vegetation Management, Air Quality, Tribal Engagement and Recreation Infrastructure. The workshop ended with a discussion of “**What makes a good project?**,” followed by **brainstorming** potential projects and their **locations**; the core team will follow up with a work day to narrow the list of potential projects.

California: A report from the recent **facilitative leadership workshop** in the **Western Klamath Mountains** is in the attached *Notes from the Field*. According to **Will Harling** (will@mkwc.org), “The skills [learned] in this workshop will bring us **further and faster in our work**, and towards manifesting the changes we want to see in the world.”

Georgia, Texas: A couple of **Fire Adapted Communities Learning Network** members are highlighted as **good examples** on the **National Cohesive Wildland Fire Management Strategy** Southern Region website. Check out the [page](#) “**Towns County, Georgia Makes Exceptional Strides** towards Becoming a Fire-Adapted Community,” or the [page](#) “**Austin-Travis County Becomes a Model Fire Adapted Community** Following Destructive Wildfires.”

New Mexico: **Krys Nystrom** (ttvfd25@gmail.com) reports that **Santa Fe County** has received a “**National Association of Counties Achievement Award**” for its **Wildfire Hazard Assessment and Prevention Program** ([abstract](#)). These awards recognize **innovative** county government initiatives in 21 categories.

Oregon: The **Ashland City Council** has voted to enact a fixed **monthly charge on water** meters to **help pay for** the **Ashland Forest Resiliency Project** ([AFR](#)). AFR is a long-running multi-agency project aimed at **reducing wildfire risks in the watershed** by thinning dense timber stands and removing highly flammable undergrowth. Nearly all work to date has been paid for with federal funds and private grants; this charge will allow the city to **maintain the work** that’s been done. For more, see the [notice on city’s website](#) or contact **Chris Chambers** (chris.chambers@ashland.or.us) or **Darren Borgias** (dborgias@tnc.org).

Survey Request: Ecological Society of America

Surveys: To mark its centennial, the ESA is conducting **three parallel surveys**—of researchers, environmental managers and environmental policy makers—to identify key **advances**, unanswered questions, scientific **gaps that limit our management or policy decisions**, and the like. If you would like to add your two cents' worth, the survey links are:

- Environmental **researchers** (10-20 minutes) <https://www.surveymonkey.com/s/YL2DK6Q>
- Environmental **managers** (5-15 minutes) <https://www.surveymonkey.com/s/YLGX3LQ>
- Environmental **policymakers** (5-15 minutes) <https://www.surveymonkey.com/s/M3D7S7D>

Resources: FEIS / Social Media

FEIS: The **Southern Fire Exchange** has a new [fact sheet](#) out, on “Getting the Most from Online Fire Resources: **Fire Effects Information System**.” FEIS now includes “summaries and reviews of the scientific literature on life history, general ecology, and fire ecology and effects for over **1,100 plant and animal species** in the U.S.”

Social Media: If you use social media for outreach and engagement, the [article](#) “**How to Allocate Your Time** Managing Social Media” is worth a look.

Reports: TEK / Smoke Drainage / Climate Change in SW

TEK: A recent [Fire Science Digest](#), “**Traditional Ecological Knowledge: A Model for Modern Fire Management**,” notes that “current **partnerships** among tribal leaders, agency and tribal land managers, and other stakeholders **promise to move some landscapes** closer to a resilient condition.” Among the examples highlighted is the **Karuk Tribe** in California.

Smoke Drainage: A recording of Susan O’Neill’s [presentation](#) “Characterizing Drainage Flows that Result in **Smoke Intrusions from Prescribed Burning**” from the AMS Fire and Forest Meteorology Conference may be of interest. **Blane Heumann** (bheumann@tnc.org) says of it, “I took away a couple bits to think about: smoke models do not currently do well at predicting smoke issues from **overnight or extended smoldering consumption**; and cool stuff using **weather station data** and typical burn prescription to **calculate statistics** on number and timing of available burn days (in terms of temperature, RH and winds).”

Climate Change in SW: The latest [working paper](#) from the Ecological Restoration Institute—“Climate Change and Fire in the Southwest”—summarizes the **current state of knowledge** about climate predictions, and the effects of the changes on fire through changes in fuel condition, fuel loading, and ignitions.

Articles: Diameter Caps / Rx Burning in the South

Diameter Caps: The [article](#) “**Ecological and Social Implications** of Employing Diameter Caps at a Collaborative Forest Restoration Project near Flagstaff, Arizona, USA” takes the work of the **Greater Flagstaff Forest Partnership** on the **Fort Valley Ecosystem Restoration Project** as a **case study**. The Ecological Restoration Institute has just released a [fact sheet](#) on this work. Among the highlights noted were that “distinctive **old growth characteristics outweighed a 16-inch diameter** cap in terms of protecting old pine trees” and “while the discussion of diameter caps **caused tension** within the collaborative group, the overall goal of forest **restoration was not compromised**.”

Rx Burning in the South: The [article](#) “Perspectives on **Trends, Effectiveness, and Impediments** to Prescribed Burning in the Southern U.S.” **reports on a survey** of more than 500 fire use professionals (reached through the Southern Fire Exchange mailing list).

In the News: Good Fire

Good Fire: The **Coconino National Forest** is getting some good fire on the ground, in the form of the **Camillo Fire** and **Horse Tank Fire**, low-severity fires that are being **allowed to burn southeast of Flagstaff**. There’s a [good article](#) about the management of these (and other) fires in the *Arizona Daily Sun*.

Job: Burn Boss

Burn Boss: The deadline for the city of **Austin** (TX) environmental program coordinator (burn boss) position (**RXB2 and Single Resource Boss qualifications**) has been extended to **June 24**. Details are on the city’s job site ([position number 114644](#)).

Webinar

August 18
new listing

Compositional and Structural Changes over Time with Different Fire Regimes in Linville Gorge, NC

noon Pacific / 1:00 Mountain / 2:00 Central / 3:00 Eastern

In this **Southern Blue Ridge FLN** webinar, **Cassandra Pallai** will discuss research conducted in Linville Gorge based on resampling plots originally put in during 1992 for her Master’s project at Duke University. The plots have been resampled (by Waldrop and others) periodically and give a nice sampling of different fire regimes in Linville. Plots within the Table Rock Fire footprint were recently sampled, and Pallai combined those results with the original sampling and Waldrop’s resampling to study compositional and structural changes over time with different fire regimes. ([Add to your calendar.](#))

Join the webinar: <https://nethope.webex.com/nethope/j.php?MTID=m62d49eb623f92bc2c4019d26003c1a66>

FLN and FAC LN Workshops & Field Tours

June 24-25
new listing

Western Klamath Restoration Partnership / Sawyers Bar, CA

This workshop will inaugurate planning efforts in the Salmon River watershed. Partners from the Forest Service, Salmon River Restoration Council, Salmon River Fire Safe Council, Karuk Tribe, Fire Learning Network, other organizations and agencies, and local community members will begin the process of creating a model of collaborative land management focused on restoring natural fire resiliency to the watershed.

Information: Scott Harding (fire@srrc.org)

July 1
postponed

Georgia Blue Ridge Mountains Landscape / Chattahoochee NF

Key partners have been called out to wildfires, so this field tour will be rescheduled for some time in September

Information: Malcom Hodges (mhodges@tnc.org)

FLN Prescribed Fire Training Exchanges

- Sept. 15-Oct. 5** **Spanish-Language TREX / northern NM**
This training exchange will be held in and around the Santa Fe National Forest, and will bring together participants from several countries and across the U.S. (The application deadline has passed.)
- Sept. 28-Oct. 10** **Klamath River TREX / northern CA**
Information: see the flyer attached to [FLN Networker No. 186](#)
- Oct. 19-Nov. 1** **Northern California TREX / northern CA**
Save the date for this training—details soon; applications will be available in July.

Conferences, Workshops, Training, Etc.

- July 28-29** **Best Practices for Communication and Delivery of Prescribed Fire Messaging / Tall Timbers Research Station, FL**
This course is aimed at increasing the use of prescribed burning in fire maintained ecosystems on private lands through more effective, coordinated communications.
Information: <http://www.ncsu-feop.org/RxFire/communications/>
- July 29-30** **Shortleaf Pine in the Appalachians—A Workshop to Discuss Threats, Barriers and Successes in the Restoration of Shortleaf Pine / Asheville, NC**
The Consortium of Appalachian Fire Managers and Scientists and The Nature Conservancy host this workshop, which will include facilitated discussions and a field tour of the Sandymush Game Land.
Information: <http://www.srs.fs.usda.gov/news/591>
- August 26-27** **Patch Burn Grazing Meeting / Pratt, KS**
The call for abstracts for the Great Plains Fire Science Exchange meeting is open through July 10.
Information: <http://blogs.missouristate.edu/gpfirescience/2015/04/28/call-for-abstracts-2015-patch-burn-grazing-meeting/>
- September 24-26** **Colorado Wildland Fire Conference: Creating Fire Adapted Communities / Snowmass Village, CO**
The conference theme will be “Fire adapted communities—who owns the risk?”
Information: <http://www.wildfire-colorado.com/>
- October 22-24** **Backyards & Beyond: Wildland Fire Education Conference / Myrtle Beach, SC**
Information: <http://www.nfpa.org/training/backyards-and-beyond>
- November 16-20** **AFE Fire Ecology & Management Congress / San Antonio, TX**
The call for proposals (oral & poster presentations, attached meetings) is open.
Information: <http://afefirecongress.org/>

Send News, Links & Comments

Lynn Decker – ldecker@tnc.org – Lynn is in the office.

Guy Duffner – gduffner@tnc.org – Guy is out June 29-30.

Heather Montanye – hmontanye@tnc.org – Heather is in the office.

Jeremy Bailey – jeremy_bailey@tnc.org – Jeremy is in Hoopa, CA June 26-29; Reno, NV June 30-July 1.

Mary Huffman – mhuffman@tnc.org – Mary is in Salmon River, CA June 22-25; Hoopa Valley, CA June 26-28; out June 29-July 12.

Wendy Fulks – wfulks@tnc.org – Wendy is out June 19-26.

Liz Rank (editor) – lrnk@tnc.org – Liz is out June 25.

Note: July 3 is a Conservancy holiday.

To stop receiving the FLN Networker, please reply to this message and include your request in the body of the message.

Full Links

News from the Field—National workshop summary: http://facnetwork.org/wp-content/uploads/2015/06/SantaFe_FACNet_Workshop_Summary.pdf

News from the Field--Georgia—Towns County: <http://www.southernwildfire.net/models-for-action/towns-county-georgia-makes-exceptional-strides-towards-becoming-a-fire-adapted-community>

Texas—Austin-Travis County: <http://www.southernwildfire.net/models-for-action/austin-travis-county-becomes-a-model-fire-adapted-community-following-destructive-wildfires>

News from the Field--New Mexico: http://www.uscounties.org/cfiles_web/awards/program.cfm?SEARCHID=2015emer13

Resources—FEIS: http://www.southernfireexchange.org/SFE_Publications/factsheets/2015-2.pdf

Resources—Social media: <http://www.adweek.com/socialtimes/michael-patterson-sprout-social-how-to-allocate-your-time-managing-social-media/621895>

Reports—TEK: <http://www.firescience.gov/Digest/FSdigest20.pdf>

Reports--Smoke drainage: <https://ams.confex.com/ams/11FIRE/webprogram/Paper271936.html>

Report—Climate change in SW: <http://library.eri.nau.edu/gsd/collect/erilibra/index/assoc/D2015016.dir/doc.pdf>

Articles—Diameter caps: <http://library.eri.nau.edu/gsd/collect/erilibra/index/assoc/D2015004.dir/doc.pdf>

Fact sheet: <http://library.eri.nau.edu/gsd/collect/erilibra/index/assoc/D2015017.dir/doc.pdf>

Articles --Rx burning in the South: <http://www.mdpi.com/1999-4907/6/3/561>

In the News—Good fire: http://azdailysun.com/news/local/letting-lightning-fires-burn-a-benefit/article_469b69d4-9717-5bb1-bb78-c090148c1740.html

The Fire Learning Network is supported by *Promoting Ecosystem Resilience and Fire Adapted Communities Together: Collaborative Engagement, Collective Action and Co-ownership of Fire*, a cooperative agreement between The Nature Conservancy, USDA Forest Service and agencies of the Department of the Interior.

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Fire Learning Network Notes from the Field

Networking to Build Wildfire Resilience

FLN-FAC Learning Network
National Workshop
Santa Fe, NM
June 2-5, 2015

Eighty people—members of the Fire Learning Network (FLN), Fire Adapted Communities Learning Network (FAC Net) members, guests and partners—came from landscapes and communities across the country to meet in Santa Fe. This was the second national-level joint workshop of the two networks, and was aimed at strengthening ties within and between the networks, as well as sharing knowledge and working together.

Eighty people, of course, brought 80 sets of expectations and goals to Santa Fe, but some overall objectives of the workshop included:

- Increasing the synergy between the networks;
- Creating new—and strengthening existing—connections;
- Sharing ideas and innovations;
- Better understanding FAC and learning networks;
- Capturing some of the learning of the FLN;
- For members of the FAC Net, getting a clearer understanding of the network's purpose and direction, and how everyone fits in;
- Launching an effort to encourage and support communities of practice; and
- Beginning work on the coming year's work plans, with peers and staff available to discuss and help shape ideas.

Day 1: Learning in the Field

The workshop's location in northern New Mexico provided an excellent opportunity to explore numerous fire-related challenges—and approaches to meeting them. The challenges

here are big: The Southwest has been significantly impacted by climate change over the past decade, and is currently in a deep drought. The Santa Fe area has been affected by numerous large, destructive fires in recent years, including the Cerro Grande and Las Conchas fires, which burned much of the same area 11 years apart. Large areas of WUI add complexity, and a high proportion of the state's water supply clearly depends on healthy forests.

To meet these challenges, both the FLN and FAC Net are active in this area. The FLN, led by The Nature Conservancy, is working on watershed resiliency (through the Rio Grande Water Fund) and is developing a Burned Area Learning Network to mitigate and address the myriad consequences of the inevitable big fires. The FAC Net, led here by the Forest Guild, is working in a full range of fire adapted communities efforts, from outreach to targeted fuel treatments. Together with numerous partners, these local leads planned a full and fruitful day of sharing some of the problems they face, and the solutions that are being used and developed.

In the Santa Fe municipal watershed, Bill Armstrong (Santa Fe National Forest) talked about the

history of the Forest Service's management. They have treated 6,000 acres over the past 13 years, starting with thinning and progressing to the use of prescribed fire. He stressed the need to listen to stakeholders, and the importance of bringing residents and elected officials into the watershed to see demonstration areas showing what various prescription options mean and look like.



The large group split into three smaller groups to better facilitate discussion at stops during the day. Bill Armstrong (above) fields a question from one group, while others (below) discussed funding issues.

Photos: TNC/Liz Rank; IAFC/Shawn Stokes

Nearby, Dale Lyons (The Nature Conservancy) and Alan Hook (Santa Fe Water Division) talked about efforts to secure long-term funding for ongoing restoration and maintenance in the watershed. A collaborative group was able to make a strong



enough case for active restoration that the City of Santa Fe now shares ongoing program costs with the Española Ranger District, funded by water customers. Also at this stop, Eileen Everett (Santa Fe Watershed Association or SFWA) and Sandy Hurlocker (Santa Fe National Forest) discussed their organizations' roles in implementing the Watershed Plan. The SFWA leads regular field trips to the watershed (which is otherwise closed to the public). There is evidence that the group's work has made a significant difference in the public's acceptance of fire and other treatments in the watershed. These treatments, which are led by the Española Ranger District, began in 2001 with an infusion of \$5 million in federal funding.



Photo: Liz Rank

At Hyde State Park, conversations over lunch turned to local FAC work. Porfirio Chavarria (Santa Fe Fire Department Wildland Fire Division) talked about how a New Mexico Youth Conservation Corps crew has been trained to clear flammable vegetation from around Santa Fe homes. The Division also conducts home assessments and outreach to homeowners about defensible space. Eytan Krasilovsky (The Forest Guild) shared some of their work in convening peer learning workshops and other efforts to help a host of stakeholders advance FAC principles.

Near the Santa Fe Ski Basin, the group stopped at an overlook for more conversation. With Santa Fe in the background, Anne Bradley (The Nature Conservancy) led a discussion about the Burned Area Learning Network, which is forming to help communities and agencies prepare for—and later rehabilitate—large areas impacted by wildfire. Nearby,

Laura McCarthy (TNC) discussed the Rio Grande Water Fund. She solicited peer feedback on whether the collaboration was on the right track to fund and implement its ambitious restoration plan, and heard from a participant who noted similarities to the Comprehensive Everglades Restoration Plan (CERP), a \$10.5 billion, 35-year undertaking to increase storage and water supply for the natural ecosystem, as well as for urban and agricultural needs. And a bit further on, Dale Lyons (TNC) provided an overview of an avoided costs analysis (a comparison of forest treatment / risk reduction costs to estimated cost impacts from a wildfire in the same area) that the Water Fund conducted to help make an economic case for investing in forest restoration.



Photo: TNC/Jim Beck

Making Connections

The evening poster session and reception then gave participants opportunities to catch up with old colleagues and get to know new ones. In addition to having some free time to mingle, there was a trivia game based on the posters from all the FAC Net members and FLN landscapes. The evening also kicked off the networks' take on "StoryCorps," with pairs of people assigned to record interviews with each other. (Interviewing continued



Teamwork was called for at the poster session, where teams scrambled to recall facts—trivial and otherwise—from the posters of the 30 FLNs and FAC members attending the workshop. Many of the posters will be repurposed for outreach use at other events.

Photos: TNC/Liz Rank

over the next several days, and yielded a treasure trove of stories—along with plenty of "Aha!" moments as participants got to know people they might not otherwise have had a chance to sit down with.) The evening was rounded off with remarks and reflections on the day Vicki Christiansen (Forest Service Associate Deputy Chief, State and Private Forestry) and Terry Sullivan (The Nature Conservancy New Mexico State Director).

Day 2: Getting to Work

After a brief welcome session, the FLN and FAC Net worked separately for much of the day. Their tasks reflected the networks' different stages of development: the FLN aimed at capturing some of the big picture learning of the network, while the FAC Net worked on building, refining and solidifying their direction.

Fire Learning Network

The FLN set two tasks for itself on this day: capturing some of the learning about process that has occurred over its long history, and setting some focus for the coming year's work plans. The number one ground rule for the day was "have fun."

The group that gathered was atypical of recent FLN workshops, with numerous FLN partners and leads attending for the first time in place of "older" members. There were also several guests from partner agencies present—in short, not everyone knew each other, so introductions were in order. Going around the room with name, role and "tell us something no one in the room knows about you" set the stage well for a fun day—from whistleblower to toilet paper, everyone got an earful.

Attention then turned to the work of the day: creating a game. Small teams were given blank game boards and supporting items, and tasked with turning the game of forest and fire restoration that lives in their heads into a concrete, visible game. The goal of the exercise was to capture in a different way some of the processes, relationships and results that move projects ahead or back (in the same vein as “Chutes and Ladders”). The room filled with talk (and laughter) as the five teams took on this task. In the end, five very different games were produced, along with a whole array of obstacles and their remedies. But perhaps more interestingly, a number of questions with great real-life analogs came up: What constitutes a player? What is the goal? How much emphasis should funding have? How do you win a collaborative game? The process of working through these questions together—especially with such varied teams—was valuable in itself.

The exercise was also a good segue into the last session of the day. During discussion about the new year’s work plans, FLN partners were encouraged to think outside the box when it comes to their project proposals.

Fire Adapted Communities Learning Network

The day started with reflections on the evolution of the FAC Net since its inception in 2013, with members sharing FAC Net related lessons or insights. Many focused on the importance of building relationships and keeping the collaborative process with stakeholders moving forward. One person summed it up as “Be the glue”—an expression that resonated well and “stuck” throughout the week.

A good portion of the day was spent on reasons for engaging in the network (“individual value propositions”), the overall purpose of the network (“collective value proposition”), and potential operating principles members might want to adopt. Participants said they joined the FAC Net for a wide variety of reasons—from learning from the community



After developing the games, each group walked everyone else through their game, leading to lively discussions about similarities and differences, and the varied solutions hit upon by the groups. *Photos: TNC/Liz Rank*

and receiving feedback to being part of a national movement to having a source of inspiration. Working in small groups, members discussed a draft collective value proposition, and together came up with a good working version: We help society live safely with wildfire.

Participants then turned to the operating principles for the FAC Net, discussing the norms they want to foster within the group, and reflecting on some of the ways the network can support its emergent culture.

Reading assigned before the workshop—*Connecting to Change the World*—suggested five principles: make the network do the work; do everything with someone, not alone; let connections flow to value; keep network information and decision making open and transparent; and keep plans flexible. Members added others, including: lead by example; foster continued learning; always re-weave the net; and document change and adaptation. These ideas will form the foundation as the group continues to implement and refine its operating principles as the network evolves.

The afternoon then focused on the Connect-Align-Produce, or “CAP” sequence, designed to help members deepen their thinking about how connections and alignment of actions can lead to joint action. First, breakout groups—each led by a member—were asked to determine their collective years of FAC-related experience and consider a specific question, such as the advice they would give to a new practitioner building a FAC program. The group found it had a total of more than 400 years of experience. The advice shared highlighted the importance of connecting and aligning messages with one’s audience and their needs; leveraging non-traditional partner connections; getting compelling speakers; meeting people on their turf and working where they are most comfortable; and, importantly “failure is okay.” After the discussion, a worksheet template was shared, to encourage deeper exploration of the CAP sequence and stimulate thinking on how the upcoming year’s work plans can include broader peer engagement.

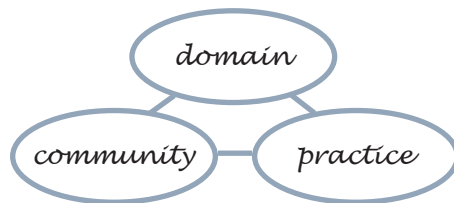


FAC Net members worked all together, in small breakout groups—and even, occasionally, alone—in a variety of exercises throughout the day to better define the network and its purpose, as a whole and individually.

Photo: WRTC/Michelle Medley-Daniel

Day 3: Building Communities of Practice

The networks came together again to explore using communities of practice (CoP) as a way to both strengthen and take advantage of the existing networks, and to expand their influence outward. Bruce Goldstein (University of Colorado) and Nick Goulette (Watershed Research and Training Center) began the day with presentations about what CoPs are (and are not), and introduced a simple model of a CoP having a domain, community and practices. They highlighted that CoPs are good for addressing learning that is grounded in place and context, and about much more than just facts. Also key is that members of CoPs share a passion for what they do and interact regularly to learn how to do it better.



Community of practice, from Bruce Goldstein's presentation: The domain is what the people in a CoP care about or do, their common ground, issues. The community is the set of people who trust one another enough to interact effectively (and includes shared goals, beliefs; collective stories; a sense of purpose; a sense of common identity). The practice is the work or activity—the way things actually get done through methods, techniques, tools, specialized language and the stories told about using these things. Practice is not just expertise—it includes social interaction and cultural understanding.

The rest of the day was then spent working out the CoPs to launch in the coming year. Participants first brainstormed about potential domains (what the CoPs would be “about”), and then winnowed these down to a manageable number. A World Café session then helped flesh out many of the practices (the “how”) for the selected domains (along with a good deal of other useful conversation). And finally, work on the communities part (the “who”) got started, with people indicating their interest by signing on in various roles, from lead to “lurker.” This work will continue to

unfold over the coming weeks and months, and members and staff work to nurture and support the fledgling CoPs—and adapt as needed.

Closing: Taking it Home

Day 3 wrapped up with the first farewells, as FLN participants headed home after a busy, productive and fun few days. Back home, they are tasked with taking the lessons of the workshop—and the renewed connections—and applying them to their plans for the coming year. These will build even closer ties between the networks as time goes on.

Members of the FAC Net stayed on for one more half-day work-planning session. Building on the concepts and work of the previous days, they began refining proposals for their coming year's work. Several groups identified opportunities for joint projects and all developed new connections that will serve their work. In addition to the community-level projects and regional opportunities for joint projects, members are included support for growing the nascent communities of practice in their work plans. At noon, there was another round of farewells—but not really, as various projects and other ways of communication will keep everyone working together until we meet again.

Some Differences between Work Groups and Communities of Practice

CoP	vs.	Work Group
a practice		an assignment
open-ended		time-bound
performance		deliverables
continuous		finish up
it <i>is</i> the work		get back to work
my identity		apart from me
sustainable		not sustainable



Photo: TNC/Wendy Fulks

Communities of Practice: Domains Selected for Development

- Community Capacity Building
- Fire as a Tool
- FAC and the Fire Service
- “Next Generation” Community Wildfire Protection Plans (CWPPs)
- Watershed Management
- Forest Treatment Economics
- Public Outreach and Engagement
- Working with Landowners / Homeowners

More Information and Resources

A more detailed account of the FAC Net part of the workshop is posted on their website at: http://facnetwork.org/wp-content/uploads/2015/06/SantaFe_FACNet_Workshop_Summary.pdf

A link to a presentation about the Rio Grande Water Fund avoided cost analysis discussed in the field is at: <http://www.carpediemwest.org/hh-abq-9th/>

Members of the FAC Net read from *Connecting to Change the World* (P. Plastrik, M. Taylor and J. Cleveland, 2014) to prepare for this workshop.

The Fire Learning Network and Fire Adapted Communities Learning Network are part of *Promoting Ecosystem Resilience and Fire Adapted Communities Together*, a cooperative agreement between The Nature Conservancy, USDA Forest Service and agencies of the Department of the Interior. For more information, contact Lynn Decker ldecker@tnc.org.



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Fire Learning Network Notes from the Field

Training in Facilitative Leadership with the Interaction Institute for Social Change

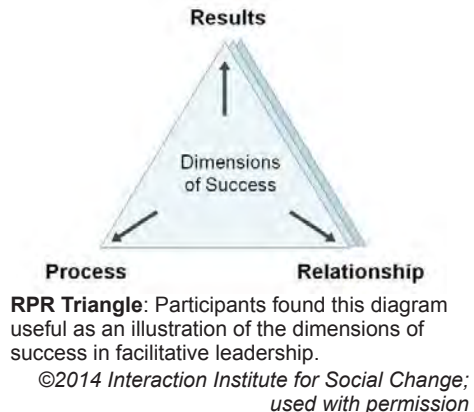
Western Klamath Restoration Partnership
Happy Camp, California
April 27-30, 2015

At an earlier workshop of the Western Klamath Restoration Partnership (WKRP), Karuk tribal member Josh Saxon asked whether there was “a way we can learn facilitation techniques so that members of our local community can help facilitate one another’s meetings?” FLN director Lynn Decker agreed, noting that “learning leadership skills that enable stakeholders to help each other is an important growth step that makes collaborations more resilient and robust.” She and other staff had found workshops of the Interaction Institute for Social Change useful in their work as facilitators, and so arranged to have a similar workshop adapted for a community collaborative group, and brought to the community.

For decades the Interaction Institute for Social Change has worked with people across the globe to build the capacity to collaborate in meaningful ways that actually create positive changes. They view these efforts through three lenses:

- building power, pursuing equity, ensuring inclusion;
- leveraging networks for social change; and
- harnessing love as a force for social transformation.

Over the course of three days, participants engaged in multiple learning sessions that covered a variety of topics. Much attention was focused on developing the facilitative leader-



Participating Organizations

Karuk Tribe / Mid-Klamath Watershed Council / Salmon River Restoration Council / USDA Forest Service—Klamath NF / Western Klamath Restoration Partnership

For more, contact Mary Huffman (mhuffman@tnc.org) or read Curtis Ogden’s blog post inspired in part by this workshop (<http://interactioninstitute.org/facilitative-leadership-and-fueling-the-fire-of-change/>)



“Given that we spend so much time in meetings, we can make this time infinitely more valuable by applying the tools in this course to the process of planning and facilitating them. The skills in this workshop will bring us further and faster in our work, and towards manifesting the changes we want to see in the world.”
—workshop participant

Participants from the Forest Service, Karuk Tribe and Mid-Klamath Watershed Council celebrate the paper tower they built while exploring “process, relationships and results.”
Photo: Jon Grunbaum

As a result, in late April several members of the WKRP and two FLN staff members participated in the “Facilitative Leadership for Social Change” workshop in Happy Camp, California. Curtis Ogden, a senior associate with the Institute, served as trainer and mentor for the eleven workshop attendees. The session was aimed at enabling WKRP’s core team to develop leadership skills that support collaboration, including developing and practicing facilitation skills.

ship qualities of the group so that they have the necessary tools to meet the challenges and opportunities of living and working in the Klamath Mountains using the power of participation. A favorite tool of workshop participants was the “RPR triangle,” which teaches that success in “co-laboring” has three dimensions: process, relationships and results. Each dimension involves shared responsibility among participants, and good processes and relationships are essential to sustaining results over time.

As intended, participants are already using the things they learned. As Josh

Saxon recently reported, “I got great feedback from using the listening pairs exercise Curtis taught us at the River Rally on Saturday, I had to shorten the time down, but it was amazing—they wouldn’t stop talking to each other!!”

The FLN is part of the *Promoting Ecosystem Resilience and Fire Adapted Communities Together (PERFACT)* cooperative agreement between The Nature Conservancy, USDA Forest Service and agencies of the Department of the Interior. For more on PERFACT, contact Lynn Decker at ldecker@tnc.org or (801) 320-0524.



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