Where: St. Thomas the Apostle Parish Hall; 1 Church Plaza, Abiquiu, NM
Time: 9:00 am – 1:00 pm

In Attendance (in person):

1. Randy Garcia, Abiquiu Community Member
2. Virgil Trujillo, Abiquiu Community Member
3. Michael Martinez, Trees, Water, People
4. Ed MacKerow, CPLA
5. Sage Faulkner, CPLA
6. Caleb Stotts, CPLA
7. Garrett Hanks, TU
8. Karen Menatrey, RGR
9. Matt Piccarello, TNC
10. Esmé Cadiente, Guild
11. Eytan Krasilovsky, Guild
12. Krista Bonfantine, Guild
13. Gabe Kohler, Guild
14. Collin McElroy, Guild
15. Cody Dems, Guild
16. Dana Guinn, Guild
17. Melissa May, MSI
18. Anthony Culpepper, MSI
19. Alex Handloff, MSI
20. Jan-Willem Jansens, Ecotone
21. Mannie Lopez, NFF

22. Teresa Beaty, NNMC
23. John Ussery, NNMC
24. Lily Calfee, CSU
25. Alejandro Collins, NMFWRI
26. Kathryn Mahan, NMFWRI
27. Natalia Shaw, NMFWRI
28. Joe Carrillo, NMED
29. Erin McElroy, NMED
30. Jack Marchetti, NMDGF
31. Kristen Pelz, USFS-FIA
32. Jeremy Marshall, USFS-CFLRP
33. Sandra Dingman, USFS-CFLRP
34. Brandy Richardson, USFS-CFLRP
35. Steven Del Favero, USFS-CFLRP
36. Shawn Kelly, USFS-SJNF/RGNF
37. Michael Tooley, USFS-RGNF
38. George Allalunis, USFS-CANF
39. Peter Rich, USFS-CANF
40. Nate Cordova, USFS-CANF
41. Tallyn Donati, USFS-CANF

In Attendance (virtual):
1. Brother Bede Bisonette, Christ of the Desert Monastery
2. Julia Ledford, MSI
3. Mike Remke, NMHU
4. Aaron Kimple, SWERI
5. Daniel Guevara, NMED
6. Bradley Lelande, USFS-R2
7. Amy Lockner, USFS-R2
8. Denine Schmitz, USFS-R2
9. Matt Ethington, USFS-R2

10. Cynthia Campbell, USFS-R3
11. Janet Nickerman, USFS-R3
12. Bella Mollard, USFS-R3
13. Wade Tinkham, USFS-RMRS
14. Clay Kempf, USFS-SJNF
15. Elroy Keetso, USFS-CANF
16. Daryl Kohut, USFS-RGNF

Process Overview:

The Guild hosted and facilitated a 2-3-2 Partnership Monitoring Committee Workshop in Abiquiu, NM on February 6, 2024. The first of its kind within the 2-3-2 space, the workshop was designed to be a participatory, discussion-based review of collaborative monitoring questions and implementation. Guild staff prepared 'Leaflets' (2-4 page briefing pamphlets; to view, visit https://232partnership.org/monitoring/ and click the '2023 Monitoring Results "Leaflets"' dropdown) for each of the 23 monitoring questions. Workshop participants (60+ community members, forest and regional USFS, multiple state agencies, college/universities, and NGO staff) self-selected into the breakout groups of their choice (2 groups per person) to review the leaflets, discuss their contents (or what was missing), and determine recommendations and actions that the 2-3-2 Partnership can collectively take to improve multiparty monitoring and collaborative function moving forward.

This document outlines the review and summary of the 2-3-2 Monitoring Committee Workshop notes. All notes were:
1. Compiled, transcribed, categorized, and sorted into three bins (For full 2-3-2 consideration, For monitoring consideration, and For leaflet consideration)
2. Combined into lists of potential actions/recommendations by bin -> ***Appendix***
3. Reviewed and summarized into 'higher-level' action items -> ***Section 1***
4. Translated into potential proposal ideas -> ***Section 2***

Section 1

	Task	# of mentions
2-3-2 Partnership	**Lead focused, community-specific outreach and develop pathways to pay people for their time engaging with the project.** - Expand direct landowner outreach and trainings (i.e., community clean-up days) - Create network of community champions to facilitate knowledge transfer (i.e., peer-learning retreats, 2-3-2 Ambassadors, Community Liaisons, youth engagement) - Provide opportunities for development of mayordomo/leñero program in project area	8
	Clearly define agency decision making processes, guidelines, and laws as they relate to collaborative efforts. - Clarify decision space (i.e., how does community input actually impact decision making?) - Identify specific opportunities for 2-3-2 Partners to comment/promote agency plans. - Identify and track non-USFS input/fingerprints on agency decisions - Develop prioritization plan that incorporates and acts on 2-3-2 Partnership feedback	7
	Continue to build and maintain relationships with tribes, pueblos, and traditional communities. - Develop pathways for relationship building, discussions, and follow-through. - Is there record of nation-nation consultation?	4
	Develop site- or project-specific communications products to highlight current successes. - Communicate small wins to build momentum	4
	Develop strategy to connect with and support local contractors. - Promote local contracts. - Engage Small Business Administration - Identify sources of, and work to prevent, economic leakage.	4
	Expand surveys and interviews beyond 2-3-2 Partners to understand how project benefits communities. - Summarize community acceptance (including water associations) to inform treatment opportunities (i.e., adaptive management potential; build plans around where community supports work/type of work) - Incorporate and/or valuate ecosystem services	4
	Revisit and quantify desired/undesired conditions. - Tie to ecosystem type and develop related adaptive management watchouts. - Determine reference conditions - Define terminology (i.e., sustainable, resilient)	4

	Task (cont.)	# of mentions (cont.)
2-3-2 Partnership	**Clarify use of focal and priority watershed designation, particularly on non-USFS managed lands.** - Articulate how focal/priority watershed designation support all-lands planning and management (i.e., re-examine what we are trying to accomplish with designation: are USFS decision makers bought in on focal and priority watersheds? Does designation bring more resources to on-the-ground work or complicate the process? Will non-USFS partners coalesce around focal watershed designation or continue to work where opportunity allows?) - Select additional focal watersheds to complement USFS selections	3
	Expand job opportunities within the area of interest. - Explore CDL training and inmate labor programs - Coordinate job recruitment across youth corps - Identify available career tracks in each EJ community.	3
	Support an active biomass committee and develop clear subcommittee communications and goals. - Regular meetings and communications - Explore novel harvesting opportunities (see current Cimarron efforts) - Maintain list of active wood processors in project area. - Serve as POC for wood processors. - Support SE monitoring.	3
	Consider 2-3-2 Partnership name change. - What does the name mean to non-partners? - Can the name be more evocative/inspiring?	2
	Continually re-evaluate 2-3-2 meeting needs based on partner feedback. - Earlier notification of 2-3-2 events. - Consider pros/cons of multi-day event	2
	Expand 2-3-2 participation beyond conservation-focused entities/sectors. - How does the 2-3-2 "kindle" well-being and connections with community health, education, housing, food security, etc.?	2
	Diversify funding sources that support work in project area.	1
	Support wide range of 2-3-2 Partners as leaders and supporters. - Encourage people to engage at right time and right place (i.e., Is my voice the right one?)	1

	Task (cont.)	# of mentions (cont.)
Monitoring Committee	**Continue participatory monitoring discussions and adapt them to current needs.** - Lean into discussion-based data review over PowerPoints (i.e., replicate leaflets, provide raw data) - Outline clear expectations and goals for each event, and who benefits (i.e., avoid check-the-box activities and ensure the Partnership and partners benefit) - Consider appropriate data review timelines and how it differs by subject (i.e., subcommittees to review specific areas, annual meetings may exhaust partner participation)	18
	Revisit monitoring questions and approaches to align with project goals, desired conditions, and actionable adaptive management watchouts. - Align monitoring questions with project goals and actionable adaptive management opportunities - Simplify question wording - Ask questions that can be addressed with existing data gathering or by partner organizations - Increase focus on benefits to local communities - Focus on doing a few things well.	13
	Evaluate limits of forest plot data and leverage new technologies to capture stand variability. - Complete plot power analysis - Follow-up with FIA program to improve plot comparisons and use (why do 2-3-2 and FIA plots have both similar and different data summaries?) - Leverage new technologies to connect plot, drone, and remotely sensed data for landscape monitoring - Determine opportunities and limits of GTAC remote sensing assessment	11
	Continue to explore creative monitoring approaches. - Incorporate climate change into fire and vegetation monitoring - Track staff turnover - Query USA spending data at CFLR-level - Measure decisions made because of collaboration rather than how collaboration feels - Track who receives CFLR dollars - Incorporate ecosystem specificity - Incorporate qualitative monitoring - Review FEMI and FTEM - Refine carbon carrying capacity approach	9

	Task (cont.)	# of mentions (cont.)
Monitoring Committee	**Explore opportunities for community science throughout the project landscape.** - Consider when and where community science is appropriate, and to achieve what goal. - Tap into existing community science efforts	7
	Refine and expand water monitoring. - Expand water monitoring (i.e., wetland acreage, defunct barriers, in-situ water storage, water retention, evaporative loss, turbidity, streambank stability, tie with 303d impairments, snow-soil-water relationships, up and down stream benefits) - Increase extent of USGS stream gages	6
	Support a wildlife monitoring subcommittee to review and focus wildlife monitoring efforts. - Revisit 2-3-2 species of collaborative concern - Limit 2-3-2 collection of wildlife monitoring data and tap into existing efforts/networks - Clarify habitat vs. species monitoring interests/needs	5
	Capitalize on forest plots and collect additional data while in the field. - Update plot protocols to include pest/disease presence (consider carbon measurements?) - How do plots fit with BLM AIM program?	4
	Expand WHO is involved in data analysis. - Identify data gaps and partners able to fill them (i.e., RMRS, academic institutions) - Identify where 2-3-2 goals align with university/college researchers. - Use existing protocols and data repositories where possible.	4
	Conduct spatial analysis of treatment proximity to EJ communities. - In addition to proximity, consider community benefit - How does treatment proximity change based on EJ community descriptor?	3
	Strategically monitor forest pest and disease to inform adaptive decision making and management. - Focus on mortality not just presence - Monitor pest/disease trends within 2-3-2 and compare with adjacent landscapes (i.e., track which pest/disease outbreaks my enter 2-3-2).	3
	Expand and implement widespread invasive plant monitoring. - Expand invasive species monitoring efforts (i.e., develop landscape-scale plan, determine additional resources needed, incorporate community science).	2
	Support existing all-lands tracking efforts.	1

	Task (cont.)	# of mentions (cont.)
Leaflet Updates	**Update leaflets for clarity/understanding.** - Build out 'Notes from the field' for improved understanding of data and data limits. - Update select figures for improved comprehension. - Include summary sentences at top of each leaflet.	21
	Update future leaflet process/presentation. - Tweak leaflet layout for easier reading (i.e., move banner to top of page; make date of leaflet clearer; trimmed-back version for public distribution; Include project goals and desired conditions; Include summary sentences at top of each leaflet) - Provide more details about external/third-party data uncertainty and caveats. - Present summarized data with variability metrics (i.e., plot data) - Explore other ways to visually present data (i.e., "who is involved" pie chart; Include 'Landscape of Collaboration Map' and ID where place-based collabs don't exist) - Revise monitoring questions and ensure presented data aligns with a given question.	11

Section 2: Potential proposal ideas to support action items in *Section 1.*

- Funding for 2-3-2 Partnership committee and subcommittee leads/participation (Executive Committee, Biomass Committee, Monitoring subcommittees -> SE, wildlife, water, Other/New -> Workforce)
- Funding for improved community engagement (hiring liaisons to go between 2-3-2 and specific communities, stipends for public participation, hosting community centric meetings to identify focal watersheds, etc.)
- Feasibility study of current capacity and future needs related to wood processing in project landscape
- Expand water monitoring (develop/select protocols, hire field staff, purchase equipment, contract with Partners)
- Expand invasive plant species monitoring (more on-the-ground surveying, remote sensing of specific species)
- Expand Community Science (hire volunteer coordinator, provide volunteer stipends)
- University partner to survey community benefit and acceptance (ensure it can be longitudinal and repeated)
- Academic/Agency wildlife monitoring
- Assessment of available career tracks and economic benefit to EJ communities.

Appendix: List of all potential actions identified in workshop note review.

For full 2-3-2 consideration:
- Encourage biomass committee function and clear communications (consider novel biomass/harvesting approaches to pilot)
- Revisit desired (undesired) conditions
- Stronger promotion of local treatment/processing contracts
- Voice support/build relationships to increase USGS stream gages - ID NGO to lead this effort?
- Select focal watersheds around USFS priority and focal selections
- Invite other sectors into the mix (health, education, etc.) to ensure project is benefiting communities in multiple ways
- Clarify decision space -> how does community perception actually impact decision making?
- Expand direct landowner outreach and trainings (community clean-up days?)
- Diversify $, consider novel approaches (conservation finance?)
- Work to keep investments on the landscape (prevent economic leakage)
- AM opportunity exists in understanding community barriers and acceptance, and building plans around that
- Create network of community champions to facilitate spread of information (peer-learning retreats?)
- Communicate small wins - successes for specific sites and species
- Consider mayordomo/leñero model in landscape
- Select sites/case studies to communicate project-level successes
- Incorporate/place value on ecosystem services
- Expand CDL training and inmate labor programs
- Use shared stewardship portal - designate POCs to input data?
- Targeted job recruitment (youth corps) in low income/low job access communities
- Engage SBA to capture spending in rural and underserved communities
- Expand work force to validate aerial detection surveys
- Expand Tribal relationships and support monitoring of tribal lands
- Quantify desired conditions (no carbon desired conditions)
- Track how feedback/opportunities for non-USFS feedback are offered.
- Outline decision space for FS and non-FS
- Encourage people to engage at right time right place - find where to lead, where to follow (Is my voice the right one?)
- How to engage communities with focused contact to increase participation - Consider promoting community champions, 232 ambassadors
- Consider how heatmaps, sand table exercises, surveys can inform prioritization and 232 planning
- No guarantee that managers will follow through on priority/focal designation and WRAPs

- Re-examine what trying to do by defining priority/focal watersheds (engage communities; HUC12 may not be best scale to work with tribes and traditional communities; designation can make it harder to do the work (more requirements, more planning voices))
- Consider 232 name change
- More notice of upcoming events/meetings
- Increase local community and local government involvement
- Promote individual projects for improved comms and outreach
- Align monitoring with achievable AM opportunities
- How to tap 232 relationships to comment/promote/review NEPA?
- Different messages and efforts in decision making circle and public forum (where does 232 sit and how to foster both?)
- identify where cultural decision making occurs
- Communicate current successes to build momentum

For monitoring consideration:
- Create process for identifying wood processors and soliciting feedback on missing contractors
- Expand water monitoring: wetland acreage, defunct barriers, in-situ water storage (ground water wells, remote sensing, piezometers?), water retention, reduction in evaporative loss, turbidity and streambank stability, tie to 303d impairments and what can be addressed with treatments
- Create community science network to support data collection, photo points, remote sensing?
- SE tie: Survey water associations to understand how treatments affect people.
- ID snowtel sites - and there importance or lack of in monitoring
- Reconsider question wording to align with actionable management decisions, include interest/benefit to non-partners, separate monitoring Q of defensible space and water resources (or clarify connection)
- Continually incorporate questions from tribal and traditional communities (develop pathway for relationship building, discussions, and follow-thru)
- Revisit species of collaborative concern and clearly outline previous process/decisions -> Include USFS and state agencies, select species based on planned treatment (type and location)
- Rely on existing monitoring efforts for specific species -> can 232 support ground truthing? Need to build these partnerships.
- Clarify why monitoring habitat and/vs. species -> consider reframing questions to encourage partners (academic/agency) to find the data for us.
- identify gaps in data and see who is willing to help fill gaps (Academics?)
- Invest in a wildlife-centric monitoring group (subcommittee)
- Review NMDGF NMERT
- Focus on doing one thing really well - what is that going to be?

- Track price per cord across landscape, ecosystem service values, and firewood/fuelwood - how? incorporate climate change in fire modeling
- Define sustainable -> determine/outline reference conditions
- How to track staff turnover?
- Analyze treatment proximity to EJ communities
- Determine if/how GTAC resources support monitoring, and treatment planning
- Outline limits of GTAC and census data
- Measure ratio of low vs. high income as EJ benefit?
- Measure treatment proximity AND benefit to EJ communities?
- Understand how USA spending data can be queried to CFLRs
- Summarize career tracks available to EJ communities - how can we track this?
- Undergo plot sample size effectiveness/statistical power assessment
- Review/summarize/visualize proximity of plots to FIA points
- Leverage new technologies to build plot->drones->landscape scale
- Explore remote sensing tools for fuels data
- Explore why some 232 plot and FIA data agree, and others not.
- Explore more robust invasive species monitoring options (additional resources needed? community science? plots as ground truth for training remote sense models?)
- Add pest/disease data to plot collection
- Follow-up FIA for increased coordination/use
- Align invasive monitoring with opportunities to treat select species (AM)
- Make sure we can answer questions with data we are collecting - consider scale for plot and landscape-level
- Include carbon in plot measurements?
- Measure decisions made because of collaboration rather than how collaboration "feels"
- ID non-USFS input and fingerprints on FS decisions?
- How to expand to include interviews with "lay partners"?
- New watchout? Partner satisfaction increased but participation/representation decreased.
- Reframe questions ->Measure what matters to make a difference, lead with support of local communities
- Data tells not enough tribal engagement is happening
- Develop specific task groups to share results with targeted audiences and solicit feedback
- Track where CFLR dollars are going and who receives them.
- Is there USFS record of consultation with Tribes?
- Connect with youth so communications can flow up

- Revisit community science
- Plan for engagement with universities/colleges? Align monitoring and research questions?
- How to make data analysis a co-production effort?
- Follow-up Dan Guevara water quality monitoring
- Expand drone monitoring and remote sensing - can increase monitoring coverage and get more details about large trees/snags (work to be done to monitor large trees)
- Tie questions back to project goals
- How to incorporate ecosystem specificity?
- How to incorporate qualitative monitoring?
- Important to expand invasive species monitoring (and during right season) - opportunity for community science?
- Carbon carrying capacity - not addressing this currently - explore other options
- Be aware of pest/disease on adjacent landscapes that may enter ours (San Juan National Forest)
- Add specific metrics to measure disease (often overlooked by FIA and remote sensing
- Focus on mortality From disease - not just presence, they will always be present
- Interpreting data every year may lead to stakeholder fatigue
- Create clear pathway/connection between plot data and landscape assessment
- Incorporate BLM AIM program
- Pest/disease analysis -> compare to trends on adjacent landscapes

For leaflet consideration:
- Clarify limits on human-subject studies and approvals
- Add clarity on data sources and known uncertainty
- Add context to origin of 15 mill/23 mill funding numbers - what is USFS funding vs. direct CFLR funding vs. leveraged?
- Define jobs supported vs. maintained
- Add percentages to pie chart
- Define how local product vs. exported is measured.
- Add note for how to read table on pages 2 and 3
- Add note that FS grazing allotments to not measure trespass.
- Clarify limits on reporting survey respondent demographics
- Can we determine where money is leaving landscape? And how much?
- Was there a threshold of population for community to make list -> clarify community selection/definition
- Explain jobs supported
- Note definition of sustainable and reference conditions (R3 Framework process?)

- Use same colors in flame length map and table
- Tie AM watchout to ecosystem type and DFCs
- Consider how to capture up and down stream shadows
- Review FEMI and FTEM
- Explain jobs supported vs. jobs maintained
- Define "firm"
- Clarify plot data is all pre-treatment
- Present data with variability metrics
- add "most work occurs outside of meetings" - recommendation/feedback or data notes?
- Communities at risk - clarify at risk of what?
- Consider "who is involved pie chart"
- Include "landscape of collab map" - ID where place-based collabs are not
- "Traditional communities missing" - Note on survey participation/232 operations?
- Move 232/Rio Chama banner to top of page
- Clarify date of leaflet creation
- Include summary sentences at top of leaflets.
- Trim back for public use?
- Revisit traditional use leaflet - question too wordy, question broad but data specific, mismatch between question and content
- Leaflets don't illustrate desired conditions or goals -> tie monitoring back to project goals
- Clarify leaflets are baseline data only - no comparisons
- Include summary at top of each leaflet

Comments submitted to feedback box:
- Is there space to reconsider the 2-3-2 name? How is the name sounding among people in the communities? can we find a more evocative, inspiring name?
- I was surprised how little the info, questions, methods, etc. refer to, benefit, or consider relevance for local, community beneficiaries?
- How could the 2-3-2 monitoring work be boiled down to 2 or 3 key learning goals? (to know whether key goals or principles of the initiative are met)
- Are there plans/ideas to include non-natural resources people (e.g., people form sectors of public health, education, housing, food production) to engage in conversations beyond the boundaries of "forestry and water"? For example, to check how the 2-3-2 and CFLR are impacting wide community values - which are necessary for long term wellbeing in the area that the 2-3-2 might "kindle"
- Leaflets could use a little disclaimer, something like, "this is a draft/working draft, we are open to your feedback"
- Include contact email on leaflets for who to talk to if you want to be involved in this conversation in the future

- I love leaflets, good format, excited to see the rest of them
- Great workshop
- Appreciated meeting in Abiquiu
- Cody did great job facilitating
- Handouts very nice - much better than ppts
- Don't give into calls for relying on citizen science
- Wish the room was not so white but you did get a lot of agencies/orgs at the table
- One day meetings would be easier to schedule in the future - Challenging with two-day events
- Overall very engaging and the appropriate amount of time for breakouts
- If possible, provide leaflets ahead of time for those who want to dig into info a lot more
- Not sure of the point of today's meeting? Felt like a check the box exercise
- Seems like you could compliment this with online slack group for organizing info/collaborations
- More leaflets per table
- Facilitation training for all at-table facilitators
- Need to make a menu of citizen science opportunities/needs available to local NGO's to "adopt" specific metrics for specific monitoring gaps.
- Need to plug and play that already have protocols and date mgmt. plan/repository (example, riparian photo points
- See USFS citizen science website
- Put poster of CFLRP goals on wall as guide reference
- Put project goals on leaflets
- Critical need - add an in situ water storage metric to the watershed monitoring question (this is how to capture public and private $ for funding restoration actions) (Great place for university partners to take the lead on developing a monitoring protocol that relies on existing, high quality, repeatable and curated data sets)
- Make the goal clearer, you state what you are monitoring but what are the goals and who will it help?
- Great job organizing the discussion and breaking it down to manageable pieces
- Great time and meeting management
- "Raw" data materials/reports as companion to pamphlets could be helpful
- Now that we have some idea of what data are/will be, could refine questions (and desired conditions), and exact way we will monitor them.
- Pamphlets are really useful for discussion, Thank you