



**THE TAMALPAIS LANDS  
COLLABORATIVE**  
2015 – 2016 Report to the Community





**WE ARE EVER THANKFUL** to the increasingly diverse group of volunteers and donors who believe in our approach to the collaborative stewardship of this beloved place. We also would like to acknowledge the Tamalpais Lands Collaborative (TLC) agency leaders and board members, Marin's incredible stakeholder organizations, and community members whose support makes our work to benefit Mt. Tam possible.

**THIS SECOND ANNUAL REPORT** features accomplishments from October 1, 2015 to September 30, 2016 in the areas of projects and programs, awareness and engagement, partnership and collective impact, and philanthropy and investment. Our second year shows that this groundbreaking partnership continues to bring measurable value to its members' efforts to manage and protect the mountain.

Sincerely,  
The Tamalpais Lands Collaborative Executive Team



TAMALPAIS LANDS COLLABORATIVE

**KRISHNA KUMAR**  
*General Manager*  
Marin Municipal Water District

**DANITA RODRIGUEZ**  
*Superintendent*  
California State Parks  
Bay Area District

**MAX KORTEN**  
*Director and General Manager*  
Marin County Parks and Marin County  
Open Space District

**AARON ROTH**  
*Acting General Superintendent*  
National Park Service  
Golden Gate National Recreation Area

**GREG MOORE**  
*President & CEO*  
Golden Gate National Parks Conservancy

# PROJECTS & PROGRAMS

One Tam staff have continued to add capacity and reach to existing partner programs by expanding educational offerings for youth, increasing volunteer opportunities, and undertaking further conservation science activities on the mountain. Together, we have:

## EDUCATION & ENGAGEMENT

**CONTINUED** the LINC high school summer program, in which 17 local youth worked with TLC partners to learn resource conservation and trail maintenance, conduct field research, and increase team-building and job skills. Four second-year LINC students returned to take on advanced career development internships.

**SUPPORTED** a college-level Forest Succession Lab program and Restoration and Ecology field trips for elementary and high school students at 15 Marin County schools.

**FACILITATED** the hands-on Trout in the Classroom program for 72 classrooms, serving a total of 1,854 students and teachers.

**ASSISTED** 12 Healthy Parks Healthy People events on and around the mountain, working with Latino Outdoors and other partner organizations.

**PRODUCED** the new One Tam Roving Ranger, a mobile trailhead and education hub that will visit locations and community events throughout Marin to share information about Mt. Tam and raise awareness of TLC activities.

## VOLUNTEER STEWARDSHIP & COMMUNITY SCIENCE

**HOSTED** four mountain-wide One Tam volunteer work days: Mt. Tam Day of Thanks, Hands On Tam Winter Work Day, Mt. Tam Earth Day, and National Trails Day.

**RESTORED** habitat during 32 work days that engaged volunteers in stewardship on the mountain.

**CATALOGED** more than 813,000 photos taken by 100 remote sensing cameras for the One Tam Wildlife Picture Index Project, which is helping track mammal populations over time on our public lands.

**TRAINED** 125 volunteer community scientists, interns, and staff members to help maintain wildlife cameras and process photos.

## CONSERVATION

With last year's hiring of both a Conservation Management Specialist and a Technician, we are poised to achieve our goal of surveying the entire mountain for invasive plant species and rare native plants in three to five years. Surveys do not cover the total land base, but are focused on early detection and rapid response in priority locations to maximize results from treatments. These new staff members coordinate closely with the agencies and have added much-needed capacity to this effort.

**ORGANIZED** two bioblitzes in partnership with the California Academy of Sciences, the Marin Chapter of the California Native Plant Society, agency staff, and community members to help document plant and animal species on the mountain.

**LAUNCHED** an Early Detection Rapid Response weed management program to map and manage invasive plant species that are either new to the mountain or found in new locations; surveyed over 50 miles of roads, trails, and riparian zones.

**TREATED** 65 patches of Tam's highest priority invasive plant species, which currently have limited distributions across the mountain and Marin County.

**CONVENED** two scientist workshops to help understand the health of Mt. Tam's natural resources.

**PREPARED** a technical paper, *Measuring the Health of a Mountain: A Report on Mount Tamalpais' Natural Resources* (2016), available for download at [onetam.org/peak-health](http://onetam.org/peak-health).

**TESTED** a rare plant monitoring methodology for annual plants on serpentine barrens, surveying 15 barrens and recording individuals of 10 rare plant species.

**ENHANCED** data sharing and analysis opportunities among partners by expanding the Weed Manager Calflora Database, and developing a cloud-based One Tam Wildlife Picture Index database.

## HIGHLIGHTS



7

YOUNG ADULTS  
MENTORED



4

ALL-MOUNTAIN  
WORK DAYS HOSTED



60

HABITAT RESTORATION &  
TRAIL WORK DAYS  
ORGANIZED



1,249

VOLUNTEERS ENGAGED

## PROJECTS

**INITIATED** the West Peak Restoration Alternatives Assessment, to include a community engagement strategy coming fall 2016.

**FINALIZED** a Design Study to rehabilitate the Log Cabin at Phoenix Lake, and initiated a fundraising assessment.

**PARTNERED** with Save the Redwoods League to implement a “Fern Watch” permanent monitoring plot program to track climate change effects in redwood forests.

**COMPLETED** the assessment and installation of wayfinding signage on trails in Mt. Tamalpais State Park.



## WILDLIFE PICTURE INDEX PROJECT

The One Tam Wildlife Picture Index Project (WPIP), the first large-scale project of this kind in North America, employs 100 motion-activated cameras that capture images of animals as they move through the Lagunitas Creek Watershed. Understanding where wildlife occurs offers new knowledge about the health of our mammal populations, which helps improve our stewardship. Volunteers helped catalog more than 50% of the 1.7 million images taken to date, and also maintained the cameras in the field.

This project will expand to the Redwood Creek Watershed in 2017. The One Tam WPIP was selected as the first project in North America to beta test the new Wildlife Management Analytics System through a partnership with the Conservation International Foundation, which will create a cloud-based catalog and analysis of the image data, and will report initial findings in 2017.

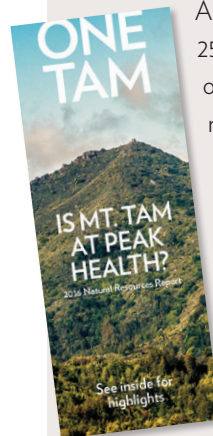


## LINC AND PACKING THE PARKS

Linking Individuals to their Natural Community (LINC) is a six-week-long job skills and natural resources training program that exposes youth to the four different agencies on the mountain and immerses them in its landscapes. LINC offers progressive involvement to keep students engaged in learning and skills building, and this year Marin Municipal Water District hosted two 2015 LINC alumni for a second summer of training.

The culmination of the 2016 program was Packing the Parks, a celebration of the National Park Service (NPS) Centennial, in which LINC students—along with youth in organizations from the NPS and East Bay Regional Parks—hiked for four days across the Golden Gate National Parks in the company of land managers, rangers, and staff.

## HOW HEALTHY IS MT. TAM?



Approximately 60 local and agency scientists evaluated 25 indicators that collectively help paint a baseline picture of the health of Mt. Tam’s natural resources. Indicators ranged from redwood forests to foothill yellow-legged frogs. Findings were recently published in *Measuring the Health of a Mountain: A Report on Mount Tamalpais’ Natural Resources* (2016), and were presented at a two-day Mt. Tam Science Summit in October. Visit [onetam.org/peak-health](http://onetam.org/peak-health) to explore what we learned about selected plants, animals, and processes—and the changing conditions on Mt. Tam.

## HIGHLIGHTS



1

TECHNICAL PAPER  
PUBLISHED



35

WILDLIFE CATALOGING  
EVENTS HOSTED



50

MILES OF TRAIL  
SURVEYED



813,000

WILDLIFE PHOTOS  
CATALOGED BY  
VOLUNTEERS



# AWARENESS & ENGAGEMENT



We believe that authentic, continuous, two-way exchange is essential to create a shared vision for Mt. Tam and to foster the community support needed for the long-term care of the mountain. To grow the conversation, we have:

**MET** with 54 community groups, businesses, Rotary Clubs, municipal leaders, and other groups with close ties to Mt. Tam to introduce the TLC, answer questions, gain insights about their work, and share our focus.

**ATTENDED** 40 local events where we introduced more than 4,240 community members to our work and ways to get involved.

**HOSTED** “The Mountain Calls” at Throckmorton Theatre in Mill Valley, bringing together the inspiring work of several local artists to increase awareness of the need and opportunities for restoring West Peak.

**PUBLISHED** the 6th edition of *Mount Tamalpais Trails* by Barry Spitz, the definitive guide helping visitors navigate the mountain, offered as a gift with One Tam membership.

**INTRODUCED** a new biodiversity web page ([onetam.org/biodiversity](http://onetam.org/biodiversity)) to share information about the rich plant and animal communities that call Mt. Tam home.

**LAUNCHED** the One Tam Community Ambassador Program to train community volunteers to expand One Tam’s outreach capacity and help build support for One Tam with the business community, local schools, and interested donors.

**PROVIDED** quarterly e-mail updates on One Tam projects, programs, special events, and opportunities for the community to get involved.

**HELD** the first Tam Talk, an interactive dialogue between interested members of the public and TLC leadership about our first year of accomplishments, and plans for the year ahead.



## COMMUNITY AMBASSADOR PROGRAM

Recognizing that community awareness, engagement, and philanthropic support are critical to the success of One Tam, we launched a Community Ambassador Program. The program aims to work with volunteer community leaders to leverage their talents and leadership in support of One Tam. Seventeen ambassadors now create and distribute outreach materials, table at public fairs and events, host gatherings, create media, and inspire others to get involved.

## HIGHLIGHTS



4,240

COMMUNITY MEMBERS  
ENGAGED



36,420

UNIQUE WEBSITE  
VISITORS SERVED



4

QUARTERLY E-MAIL  
NEWSLETTERS  
DISTRIBUTED



40

COMMUNITY EVENTS  
ATTENDED

# PARTNERSHIP & COLLECTIVE IMPACT

The TLC partners continue to measure and assess the impact of their collaboration, while striving to hone and improve the efficacy and efficiency of their work together. Their feedback has been conclusive: the results have been a net benefit to all parties—and, most importantly, a boon to Mt. Tam.



*Being able to share data and reports across our various jurisdictional boundaries is so helpful when looking at issues such as weeds. Having a shared mapping protocol, database, and reporting metrics, helps me understand my work in a larger context and provides important resources for my agency.*

– Conservation Management Team member



## STAFFING

Guided by the collective priorities of the TLC Working Group, One Tam staff work closely with project and program managers from the five partner organizations.

### **William Hough**

Youth and Community Programs Manager

In addition to being the lead for LINC on Mt. Tam, William develops and runs youth and adult volunteer programs and helps connect local communities to the mountain. He also supports the habitat restoration programs of the four land management agencies by assisting with mapping and monitoring, invasive plant management, seed collection, and trail rehabilitation. Intern Claire Hathaway assisted William in this vital work this year.

### **Rosa Schneider**

Restoration and Community Science Program Manager

### **Jacob Kurzweil**

Assistant Project Coordinator

Rosa runs volunteer habitat restoration programs to support the agencies at key sites, and manages the volunteer arm of the One Tam Wildlife Picture Index Project. Jacob stepped into this role temporarily in spring 2016. Intern Tatiana Manzanillo assisted Rosa and supported other TLC partner programs.

### **Rachel Kesel**

Conservation Management Specialist

### **David Greenberger**

Conservation Management Technician

Rachel heads One Tam's work to map and treat priority weed infestations mountain-wide. She and David also support rare plant species monitoring and other important vegetation management priorities.

*In addition, One Tam also contributed funding for temporary ranger positions for several State Parks staff.*

**THOUGH ONLY TWO YEARS OLD**, the TLC has already proven its value to the community that stewards Mt. Tam. An independent longitudinal study of the TLC finds that we've doubled the sharing of resources among partner staff, and we share three times as much data and information as we did two years ago. The number of community stakeholders, and levels of trust and interaction among partners, also have seen a substantial boost. Through our increased collaboration, we met our first and second year objectives, hired two additional staff to add capacity to existing agency programs, and accomplished new goals that would not have been possible without the TLC, such as:

**LAUNCHING** LINC TAM (provides high school students with natural resources and leadership internships)

**GROWING** the One Tam Wildlife Picture Index Project (gathers baseline wildlife occurrence information)

**MEASURING** the health of the mountain (uses science to understand the status of plants, animals, and landscapes on Mt. Tam, and communicates results to the community)

**MAINTAINING** cross-jurisdictional databases

**DEVELOPING** the One Tam initiative (increases community involvement in stewardship)





One Tam, the community initiative of the TLC, raises awareness about the need to maintain the long-term health of Mt. Tam, engage more volunteers in caring for its treasured resources, and renew the spirit of philanthropy that has been so fundamental to its preservation over the past century.



The open spaces on Mt. Tam are a mosaic of interlocking protected areas managed by four different public agencies: the Marin Municipal Water District, National Park Service, California State Parks, and Marin County Parks and Open Space District. The Tamalpais Lands Collaborative (TLC) brings together these four agencies and the nonprofit Golden Gate National Parks Conservancy in a unified approach to the long-term stewardship of Mt. Tam.

## TAMALPAIS LANDS COLLABORATIVE



Learn more about the Tamalpais Lands Collaborative and get the latest information about One Tam projects and programs at [onetam.org](http://onetam.org).