

A photograph of a person climbing a wooden ladder in a lush, mossy forest. The ladder is built from logs and is positioned next to a waterfall cascading over rocks. The scene is filled with greenery, including moss-covered rocks and dense foliage. The person is wearing a backpack and is looking back towards the camera.

# THE TAMALPAIS LANDS COLLABORATIVE

2016 – 2017 Report to the Community

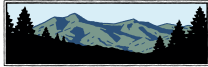


**WE ARE EXCITED** and honored to share with you this third annual report, featuring accomplishments from October 1, 2016 to September 30, 2017 in the areas of projects and programs, awareness and engagement, partnership and collective impact, and philanthropy and investment. This collaborative work is foundational for inspiring and expanding community stewardship to ensure a resilient and healthy Mt. Tam in the future.

We are grateful to our continually growing community of supporters, volunteers, and partners who share our commitment to protecting Mt. Tam. This year's advancements in youth and community programs, volunteer opportunities, new restoration projects, and conservation science are only made possible by their support. We would also like to acknowledge the Tamalpais Lands Collaborative (TLC) agency staff, leaders, and board members—especially the extraordinary Marin community, for believing in our approach to collaborative stewardship of the mountain.

If this is your first introduction to the TLC, we invite you to join us. As you'll see, there are many ways to support and get involved in this ground-breaking work to benefit our beloved Mt. Tam.

Sincerely,  
The Tamalpais Lands Collaborative Executive Team



TAMALPAIS LANDS COLLABORATIVE

## EXECUTIVE TEAM

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

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

**CICELY MULDOON**  
*Acting General Superintendent*  
Golden Gate National Recreation Area  
National Park Service

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

**VINCENT ANIBALE**  
*Acting General Superintendent*  
California State Parks  
Bay Area District

# PROJECTS & PROGRAMS

In completing our third year's work, we have sustained invaluable program offerings for youth, expanded volunteer opportunities and ways for the community to engage with our work, and initiated new conservation science efforts across the mountain. Together, One Tam and agency staff have:

## EDUCATION & ENGAGEMENT

**SUSTAINED** the LINC (Linking Individuals to their Natural Community) high school summer program, in which 17 local youth work with TLC partners to learn resource conservation and trail maintenance, conduct field research, and increase team-building and job skills. LINC students this year also participated in collecting data for a UC Davis Resilient Forest study.

**FACILITATED** 37 hands-on Trout in the Classroom programs, serving a total of 1,716 students and 490 adults.

**EXPANDED** the One Tam Roving Ranger program, in which a mobile trailhead and education hub appeared at 43 community events throughout Marin to share information about Mt. Tam and raise awareness of TLC activities, while training staff from all five partners.

**LED** 20 hikes on the mountain for One Tam members to engage with staff and learn more about Mt. Tam's natural and cultural resources.

**HOSTED** "Chico State Alternative Spring Break" in which students spent four days on the mountain participating in service work, naturalist hikes, and interactive lectures on collaborative land management, stewardship programming, and the history of Mt. Tam.

**LAUNCHED** a park pass program in partnership with Marin libraries to increase access for all community members to parks.

## VOLUNTEER STEWARDSHIP & COMMUNITY SCIENCE

**HOSTED** three mountain-wide One Tam volunteer work day celebrations: Mt. Tam Day of Thanks, Hands On Tam Winter Work Day, and Mt. Tam Earth Day.

**MAINTAINED** and restored trails in the Redwood Creek Watershed, Bill Williams Trail Complex, and Dias Ridge through community participation in more than 28 volunteer work days.

**RESTORED** habitat during 41 community work days at priority sites, involving volunteers in stewardship on the mountain.

**EXPANDED** the One Tam Wildlife Picture Index Project to southern Marin with an additional array of 80 cameras in the Redwood Creek Watershed (new data coming late 2017).

**CATALOGUED** more than 700,000 photos taken by 100 remote-sensing cameras for the One Tam Wildlife Picture Index Project, to better understand mammal populations over time on our public lands.

**TRAINED** 237 volunteer community scientists, interns, students, and staff members to maintain wildlife cameras and process photos.

## CONSERVATION

**ORGANIZED** three bioblitzes, which engaged 67 community members in documenting plant and animal species on the mountain.

**EXTENDED** the Early Detection Rapid Response weed management program to map and manage invasive weeds that are either new to the mountain or found in new locations; surveyed over 80 miles of roads, trails, and riparian corridors.

**TREATED** 56 patches of Tam's highest priority invasive weeds, which currently have limited distributions across the mountain and Marin County.

**LED** grassland assessments to fill data gaps identified in the *Measuring the Health of a Mountain* report; surveyed 28 stands of grassland habitat using the California Native Plant Society relevé protocol.

**EXTENDED** a serpentine endemic occupancy project, a rare plant monitoring methodology, to additional partner lands comprising surveys at 25 serpentine barrens.

**FURTHERED** development of the Calflora Database to improve collaborative workflows, reporting, and data sharing.

**DEVELOPED** a cloud-based One Tam Wildlife Picture Index database in partnership with Conservation International, to make results from the project more accessible to the public, and to extend volunteer image cataloguing opportunities.

## HIGHLIGHTS



13

YOUNG ADULTS  
MENTORED THROUGH  
ONE TAM INTERNSHIPS



3

ALL-MOUNTAIN WORK  
DAY CELEBRATIONS  
HOSTED



69

HABITAT RESTORATION &  
TRAIL WORK DAYS  
ORGANIZED



3,242

VOLUNTEERS ENGAGED



## PROJECTS

**CONTINUED** the West Peak Restoration Alternatives Assessment and related community engagement, including educational hikes and a second full-day workshop with the summer LINC interns.

**INITIATED** a site inventory and analysis to understand opportunities and constraints for ecosystem restoration and improved visitor experience at Roy’s Redwoods, a treasured old-growth redwood grove.

## WEST PEAK RESTORATION ALTERNATIVES ASSESSMENT

A capstone project for the TLC, Mt. Tam’s western peak is the subject of a new restoration effort initiated this year. The top of the peak was removed in 1950 during the height of the Cold War to build the Mill Valley Air Force Station, now defunct. This project is the first step in understanding the methods and extent of possible restoration of West Peak, and involves both developing and assessing potential alternatives. The study is engaging a range of stakeholders in developing options that represent ecological needs, community input, and technical constraints. The study will culminate in late 2017, when restoration possibilities will be introduced at the MMWD Watershed Committee and other forums to gather additional community input.

## FILLING IMPORTANT DATA GAPS

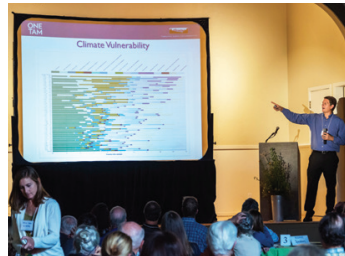
To build our knowledge base, inform stewardship, and measure resiliency, in 2016 The TLC convened 60 scientists from the five TLC partners and the regional scientific community in a nine-month effort to answer the question:

“Is Mt. Tam at peak health?” This effort and resulting report, *Measuring the Health of a Mountain: A Report on Mount Tamalpais’ Natural Resources*, was the first of its kind, and focused on identifying key health indicators (plant and animal species, and natural communities) and understanding their relative health through available data.

An important outcome of that effort was identifying gaps in available information about key resources on the mountain. This year, projects were initiated to address three priority data gaps: inventories of Mt. Tam’s pollinators (principally bees), bats, and seeps and springs. Results from these projects will be shared over the coming year as data is collected from the field and analyzed, and will inform how agencies manage these resources in the future.

## MT. TAM SCIENCE SUMMIT

Findings from the Mt. Tam natural resources assessment were presented at the first-ever One Tam Science Summit in October 2016. The two-day public event drew over 300 agency staff, scientists, community organizations, students, and interested community members to learn about the status of Mt. Tam’s natural resources. It was a rare opportunity for attendees to meet and discuss what we know—and what we don’t yet know—about the health of the mountain, and offer opportunities for community involvement. Learn more and download the technical report at [onetam.org/peak-health](http://onetam.org/peak-health).



400

NEW MEMBERS JOINED



37

WILDLIFE CATALOGING EVENTS HOSTED



80+

MILES OF TRAIL SURVEYED



700,000+

WILDLIFE PHOTOS CATALOGED BY VOLUNTEERS AND STAFF

# AWARENESS & ENGAGEMENT



Over the last three years we have worked in partnership with a growing network of community stakeholders to raise awareness and support toward the long-term care of Mt. Tam. Our conversations are now shifting to opportunities and pathways for active participation. To continue growing our community of volunteers and supporters, we have:

**PRESENTED** at 47 conferences, community groups, and other forums to introduce One Tam, answer questions, gain insights from others, and share our focus.

**PARTICIPATED** in 45 local events where we introduced more than 8,600 community members to our work and ways to get involved.

**ENGAGED** a total of 14,948 community members by attending community events, leading educational and member hikes, delivering presentations, and hosting special events.

**REACHED** 2,337 community members through our monthly e-newsletter, an increase of over 200% from last year.

**HOSTED** “Mt. Tam: Inspiration for Action and Art” in partnership with the California Alpine Club, to showcase the work of several local artists and increase awareness of the need and opportunities for restoring West Peak.

**PARTNERED** with the Marin-based BayWood Artists organization to coordinate a public art sale of original works in support of One Tam.

**INCREASED** our membership by 385%, showing the effectiveness of the One Tam initiative, and the growth in visibility and community support of the TLC’s work.

**CONTINUED** developing the One Tam Community Ambassador Program, which trains community volunteers to expand One Tam’s outreach capacity and support by creating specialized working groups around specific outreach needs, such as working with our business community, local schools, and interested donors.

**HELD** the second 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.

**ORGANIZED** the Mt. Tam Science Summit, bringing together scientists, agency staff, conservation organizations, community members, and students for a two-day symposium sharing the findings of our study on the health of Mt. Tam’s natural resources.

## ONE TAM BUSINESS CLUB

Mt. Tam makes Marin a community unlike any other. To help sustain the mountain for future generations to enjoy, One Tam seeks to partner with local business leaders who recognize its value to the community, and share our value of stewardship. The One Tam Business Club offers a variety of ways that businesses can contribute to our work to protect the mountain and engage the community in stewardship.

## HIGHLIGHTS



14,948

COMMUNITY MEMBERS  
ENGAGED



30,000+

UNIQUE WEBSITE  
VISITORS SERVED



21

ACTIVE VOLUNTEER ONE  
TAM AMBASSADORS



45

COMMUNITY EVENTS  
ATTENDED

## 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.



**Rosa Schneider**  
Restoration and Community Science Program Manager

Rosa runs volunteer habitat restoration programs to support the agencies at key sites, and manages the volunteer arm of the Marin Wildlife Picture Index Project.



**Rachel Kesel**  
Conservation Management Specialist

Rachel heads One Tam's work to map and treat priority weed infestations mountain-wide. She and David Greenberger also support rare plant species monitoring and other vegetation inventory work. In spring of 2017 this team was joined by Josh Nuzzo and Allison Titus, two Conservation Management Seasonal Assistants.



**David Greenberger**  
Conservation Management Technician

## PARTNERSHIP & COLLECTIVE IMPACT

Involvement in the TLC is becoming an increasingly integral part of the five partners' work and way to accomplish shared goals on the mountain. The burgeoning strength of our partnership is demonstrated in a number of ways. For example, from 2015 to 2017, the number of partner staff regularly involved in the work of the TLC doubled. An independent long-term study also found that daily interaction among TLC partners has more than doubled, as has the level of integrated activities. The recently published 3rd Case Study revealed that partner staff frequently experienced enhanced job satisfaction as a direct result of participation in the TLC.

Everything the TLC undertakes supports a collective stewardship vision for the mountain, its health, and the community's ability to enjoy it into the future. In the simplest terms, we could not do alone for Mt. Tam what we are able to do together—our intentional, strategic partnership has produced on-the-ground results. For example, this year our partnership has:

**INITIATED** two new studies for restoration projects at sites identified as agency priorities: Roy's Redwoods and West Peak.

**REACHED** 2,337 community members through our monthly e-newsletter, an increase of over 200% over last year.

**HOSTED** "Mt. Tam: Inspiration for Action and Art" in partnership with the California Alpine Club, to showcase the work of several local artists and increase awareness of the need and opportunities for restoring West Peak.

**PARTNERED** with the Marin-based BayWood Artists organization to coordinate a public art sale of original works in support of One Tam.



*TLC partners and staff engaging with the community at an awareness building event for the West Peak restoration project.*

“

The TLC has exceeded my expectations. To me, the humongous success is that the five partners are all working together towards the same big goal –the long-term stewardship of Mt. Tam. And for the public to see and think about the mountain as One Tam.

– Agency staff

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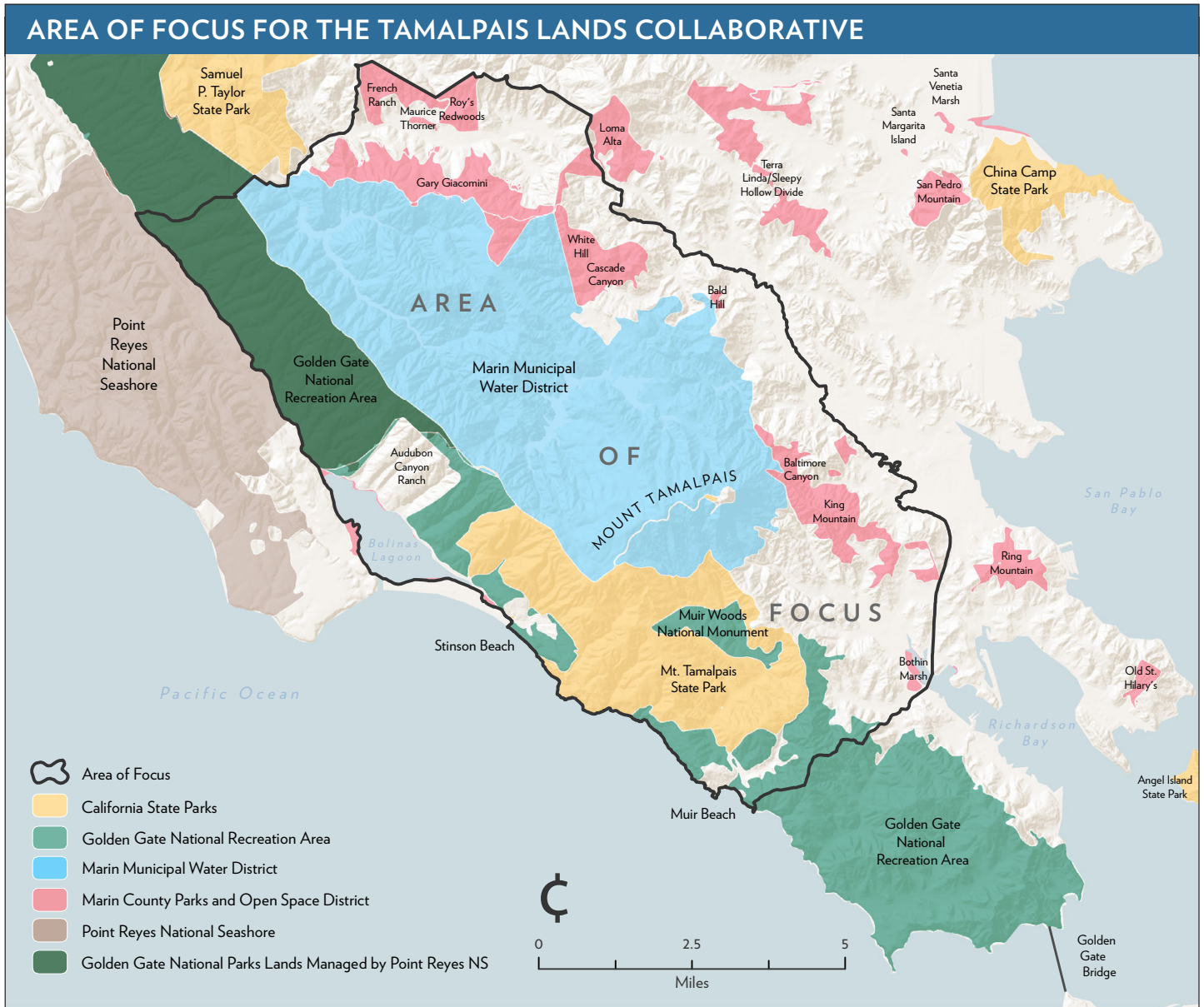
## SCALING UP THE COLLABORATIVE STEWARDSHIP CONVERSATION

This year the TLC became one of six founding members of an emerging group dedicated to advancing collaborative land stewardship, known for now as the California Land Stewardship Network. The purpose is to facilitate exchange, share tools, build relationships, meet discrete collective priorities, and promote innovation among land stewardship practitioners and colleagues. This new network held its first convening in

June 2016. Representatives from the TLC will take part in the formation and concrete outcomes of this new “network of networks.” This is inspired by a vision to create a community of practice that could guide the conversation around the value and need for supporting and scaling collaborative land stewardship—and elevate this conversation to the statewide and national level.



One Tam is the community-wide initiative of the Tamalpais Lands Collaborative (TLC), created to protect the enduring health of Mt. Tamalpais by engaging volunteers in caring for its treasured resources, and renewing 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 public agencies: the Marin Municipal Water District, National Park Service, California State Parks, and Marin County Parks and Open Space District. The TLC brings together these four agencies and the nonprofit Golden Gate National Parks Conservancy to support the long-term stewardship of Mt. Tam. The area of focus pictured here represents an expansion of the partnership's previous boundary, as additional projects of collective benefit were identified this year.

## TAMALPAIS LANDS COLLABORATIVE



Learn more about the TLC and One Tam, and get the latest information about our projects and programs at [onetam.org](http://onetam.org).

Cover photo:  
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