

Summary of Breakout Sessions

Rio Grande Water Fund Signatories meeting

April 27th, 2023

On April 27th 2023, Signatories of the Rio Grande Water Fund (RGWF) and other stakeholders and interested parties gathered in Albuquerque to network, learn, and get updates on the recent past and trajectory of the RGWF. Resources associated with the meeting, including presentations and the agenda are available [here](#).

As the first in-person RGWF meeting since 2019, the planning team really wanted to create an opportunity for participants to interact. To that end, the afternoon session was dedicated to breakout groups organized by focal areas within the RGWF landscape: Sandia and Manzano Mountains, Jemez Mountains, Sangre de Cristo Mountains – Santa Fe, Sangre de Cristo Mountains – Taos, San Juan and Chama area. The morning presentations and the panel discussion provided the context for the discussions to come during the breakout session. The goals of the breakout session were:

- Knowledge exchange of active and planned projects in focal areas.
- Identify capacity gaps, bottlenecks, and challenges that are slowing the pace and inhibiting the scale of forest and watershed restoration treatments, i.e. fuels reduction, prescribed burning, stream and wetland restoration, planning projects, etc.
- Knowledge exchange of resources (funding, businesses, etc.) available to help address capacity gaps and bottlenecks.
- Networking amongst participants that may lead to proposal development and/or problem solving.
- Provide insight for where the RGWF goes from here by identifying common themes and needs.

Participants were asked to respond to the four prompts below. Photos of the notes, which were taken on large format tables with each question as a column and a transcription of the notes are both include following this summary. A big THANK YOU to our breakout facilitators.

- **Capacity gaps, bottlenecks, challenges:** *How can you move quicker and at a bigger scale. What is holding you back? Refer to the first discussion question identified in the discussion guide and the first question asked of panel members earlier in the meeting.*
- **Project/initiative and partner(s):** *Tying it to a specific project may help participants dig deeper and learn about other's projects within the focal area.*
- **Solutions:** *What can be done to address the challenges? Who do you need to talk to? What resources do you need? If things are going well, what could you do with more? More what?*
- **Next steps:** *What actions can you or others take to implement a solution?*

A key question raised at the meeting is what will be done with the information gathered during the sessions? Really, there are two ways to ask that question. The first is what will *you*, participants, do with this information? The RGWF has always been about collective action as no one person or organization can achieve all that is needed in the landscape alone. One intention for the Signatories meeting was to stimulate connection amongst participants and spur greater collaboration and problem solving. The answer to this question remains to be seen. Each participant in the meeting brings a different perspective, skillset, and resources that can be applied to forest and watershed restoration. Not all of

the challenges and solutions identified in the notes will be relevant or a priority to everyone, and that is OK. Act on what you feel compelled to do, and within your means and interest.

The second way to ask that question is what will the *RGWF* do with this information? How will the challenges, solutions, and next steps inform action from the *RGWF* to advance our mission of increasing the pace and scale of forest and watershed restoration in watersheds that supply more than a million New Mexicans with water? As discussed at the Signatories meeting, the landscape has changed since the *RGWF* was established in 2014. Treatments and wildfires have occurred, the cost of implementation has increased, and funding from the state and federal government have increased substantially. The *RGWF* needs to adapt to these changes and the breakout sessions were one way to glean insight from partners on the ground as to *how* the *RGWF* needs to adapt. What is needed now that wasn't in 2014? What role should the *RGWF* play in 2023 and beyond? The answer to these questions, will become clear over the next year and a half as we update the 2014 comprehensive plan and chart a path for the next ten years of the *RGWF*.

One final thought about the breakout sessions is that many of the challenges that participants identified are not new. NEPA, workforce availability, landscape scale collaboration, and industry capacity are issues that have been challenging practitioners for decades. This fact raises another question; then why go through with the exercise to identify challenges if we already know what they are? The answer is two-fold. First, because there are additional resources in 2023 and success stories that didn't exist a decade ago. Re-visiting challenges aids in assessing the extent to which the issue is still a challenge and applying fresh thinking to old problems. Second, as a collaborative enterprise, it's imperative that the *RGWF* articulate a shared vision of problems and solutions to achieve the best outcomes. The April 27th Signatories meeting was the start of a process to bring the *RGWF* into the back half of its stated 20-year timeline. Collective action requires a shared vision and understanding for what is needed and we (TNC, Executive Committee, *RGWF* Signatories) will reference these notes as we plan and prioritize actions in the *RGWF* landscape.

In the meantime, work on the ground will continue. The *RGWF* will continue to fund important projects in the landscape, and we will continue to engage with our partners and signatories to close the gap in capacity and knowledge that will result in more treatment on the ground, more quickly. Thank you all for continuing to work together on this endeavor!

-Matt Piccarello
Forest and Watershed Health Manager, The Nature Conservancy
Secretary, *RGWF* Executive Committee

Capacity gaps, bottlenecks, challenges <i>How can you move quicker and at a bigger scale. What is holding you back? Refer to the first discussion question identified in the discussion guide and the first question asked of panel members earlier in the meeting.</i>		Project/initiative and partner(s) <i>Tying it to a specific project may help participants dig deeper and learn about other's projects within the focal area.</i>	Solutions <i>What can be done to address the challenges? Who do you need to talk to? What resources do you need? If things are going well, what could you do with more? More what?</i>	Next steps <i>What actions can you or others take to implement a solution?</i>
Sandia and Manzano Mountains				
Workforce & Industry	<ul style="list-style-type: none"> Lack of industry small pool of contractors small crew sizes slow pace (recruitment) training and qualifications 		<ul style="list-style-type: none"> Coordinated effort between Counties and Council of Governments – Economic development Capacity building funds Consistent working groups (localized and broad, i.e. collaborative groups and the Forest & Watershed Health Coordinating Group) Categorical Exclusions Coordinated effort and knowledge between partnerships and the private and public sectors Public communications: Utilize existing notices Steep slopes: hand crews, experts brought in from other places, appropriate funding levels to treat difficult acres, inmate work crews, Rocky Mountain Youth Corps and YCC Targeted trainings for industry: e.g. logging, chainsaws, ops Wilderness policy protections to better manage. Sandia Collaborative, Tijeras Creek Collaborative, MRG Urban Waters 	<ul style="list-style-type: none"> Explore opportunities for creating a clearing house of opportunities for: training, jobs, and funding. Explore partnering with project management firms Keep talking to each other Soil and Water Conservation Districts: Consistent funding (other options besides Mill Levy). IDIQ: Learn about these opportunities through the state Urban Waters Federal Partnership; Sandia Collaborative; Tijeras Creek Watershed Collaborative Capacity Building/grant writing workshop and admin support
Agency staffing (Forest Service)	<ul style="list-style-type: none"> Lack of continuity in personnel Learning curve and onboarding new personnel Lack of a hydrologist, archaeologist, and other specialists Wide spread recruiting challenges Bottlenecks to get through the bureaucratic hurdles 			
Capacity to apply for funding	<ul style="list-style-type: none"> Lack of office staff and grant writers 			
Wilderness areas	<ul style="list-style-type: none"> Restrictions to treat on over 30% slopes and wilderness areas Hard to get to the wilderness areas for treatment Wilderness Designations Community water systems and recharge areas are in wilderness areas Wildland Urban Interface AND Wilderness Urban Interface 			
Public support and trust	<ul style="list-style-type: none"> Lack of trust in the Community Communication gaps How to tap the urban population Public buy-in and resistance to thinning Managed wildfire setbacks: Fuel problem and smoke problem 			
NEPA	<ul style="list-style-type: none"> Lack of shovel ready acres Pre-implementation planning (Arch, biological surveys). 			
Sangre de Cristo Mountains - Taos				
Funding re: clearance, roads, staffing	<ul style="list-style-type: none"> Lack of current inventory data at landscape scale Funding for "clearance" work and road work Lack of data/nuts and bolts \$/expertise 		<ul style="list-style-type: none"> Re: data – Central point for shared/publicly available geospatial data (fire .shp, project .shp, soils data) Allocate funding for post-fire forest restoration Greater data sharing from the USFS to NGOs that have forest mitigation projects More workshops/seminars etc. 	
Lack of Tribal Support	<ul style="list-style-type: none"> Tribal network and cooperative entity Lack of federal support for tribal forest management (BIA) 		<ul style="list-style-type: none"> Red cards: <ul style="list-style-type: none"> Agencies and tribal wide agreements Human resource support Tribal support: <ul style="list-style-type: none"> Retire -> BIA Bring in new ambitious personnel 	

Contractor capacity	<ul style="list-style-type: none"> Occasional shortage of contractors We need more personnel to do the work Recruit, retain More monitoring of projects that help with: <ul style="list-style-type: none"> Public education of combined efforts Local capacity (contracting industry) Shortage pf local contractors/limited capacity f those who are there Systemic barriers in becoming a contractor <ul style="list-style-type: none"> SAM process Insurance Perceived preference for out of state contractors 		<ul style="list-style-type: none"> Address barriers to entry for new contractors <ul style="list-style-type: none"> Equipment sharing for shared cost of upkeep Paid mentorships/trade training? Address the prohibitive cost of insurance/workers comp etc. Higher cost/acre Cooperative of forestry contractor union that could <ul style="list-style-type: none"> Underwrite insurance policies Finance/manage/operate wood utilization facilities Enter into master agreements Subcontract Provide financing to contractors Provide training/certs 	
Lack of collaborative capacity/trust	<ul style="list-style-type: none"> Not enough people to run projects/collaborative Turn over/workload Collaboration among signatories Collaboration forum with local partners Bridging five focal areas of Taos Valley Watershed Coalition: Talpa Foothills between Miranda canyon and Taos Canyon projects Lack of trust (managers to partners) 		<ul style="list-style-type: none"> More face time with each other Assuming best intent Working groups around data and collaboration with working groups cross disciplinary More field trips (non-agency led) We need all of us to truly value ecosystem services Info blitz events Sharing/creating RGWF listserv Incentives for collaboration with signatories? 	
Lack of Human Resources	<ul style="list-style-type: none"> Recruiting challenges experienced by all Translating overhead investments into on the ground accomplishments Hiring in various areas 		<ul style="list-style-type: none"> Career pathways development from school science programs -> RMYC & UNM-Taos-CCC program to preferential hiring with federal agencies (USFS, BLM etc.) so local knowledge is kept within agencies, NGOs, businesses etc. Lobby legislature to allocate more money to human resources. 	
Wood utilization	<ul style="list-style-type: none"> Need greater investment in forest product utilization 		<ul style="list-style-type: none"> Change contract types for restoration treatments Support initiatives such as Good Wood that are lobbying to expand inclusion of small diameter wood products in construction local industry. Fund community wood utilization cooperatives Utilize wood to the fullest extent Biochar Additional funding 	

Public outreach/involvement	<ul style="list-style-type: none"> Public info and education & public trust/acceptance "Education" common ground on steps moving forward Lack of community involvement 		<ul style="list-style-type: none"> Hire public information/outreach specialists Order PAOs to support implementation projects like they are a fire incident What info needs to be given? Increased public engagement in planning and implementation Media, schools, community events/festivals Train employees/staff/volunteers on effective communication and empathetic conflict avoidance (we need to support our PIOs) Provide emergency management training to outreach staff More outreach to local leaders (elected and un-elected), public affairs and information people to engage 1:1 frequently Engage more forest stewardship leneros/river source/water quality etc. Connect more people and stewardship of agency to make decisions Coaching and training for agency staff with methods of outreach and collaboration with communities Northern California and Oregon Collaboratives \$ for PR (Tahoe) Prioritization of public information Collaborative groups host the PR responsibilities 	
Bureaucracy and red tape	<ul style="list-style-type: none"> Grants and agreements process Byzantine certs process Training programs right-sized to local needs Red cards – jurisdiction issues/liability Unnecessary red tape 		<ul style="list-style-type: none"> Civil disobedience 	
Jemez Mountains				
Landscape scale coordination	<ul style="list-style-type: none"> Lack of coordination at watershed scale Multiple ownership <ul style="list-style-type: none"> Ancestral lands/tribal values Need to build trust 			
NEPA	<ul style="list-style-type: none"> NEPA project planning needs consistency and associated surveys (archeology, owls, etc.) A lot of NEPA positions are vacant NEPA: State Historic Preservation Office is a bottleneck Disconnect between USFS and state about cleared acres – (USFS not telling state they have acres) (for state to manage contracts) 	<ul style="list-style-type: none"> 1,000 acres took 5 years (USFS lacking staff for NEPA) 	<ul style="list-style-type: none"> Can NEPA be accelerated? NEPA -> do more outreach/education to reduce opposition/snags. Consider effective ways to reach people Streamline NEPA requirements USFS, USFWS, NPS NEPA MOU for riparian upland State burn certification 	<ul style="list-style-type: none"> Shift resources to NEPA process (long-term planning) Need contractors officers who can support/advocate for contractors and supply Radio and better public communication Complacency of USFS needs to stop. Need accountability
Workforce	<ul style="list-style-type: none"> Staffing <ul style="list-style-type: none"> Qualified applicants People don't know they're qualified High demand 	<ul style="list-style-type: none"> Engage private contractors through consistent funding in restoration Jemez is culturally rich! This is not fully recognized with all federal agencies. 	<ul style="list-style-type: none"> Strong partnerships Co management opportunity Agreements to allow sharing of resources 	<ul style="list-style-type: none"> Restoration post fire work: What is the trigger? Standardize emergency response restoration training 10-18 for local responders
Reforestation	<ul style="list-style-type: none"> NM Reforestation Center <ul style="list-style-type: none"> Fund the rest (~\$56 million) Scale up cone collection (workforce development) Seed crisis! Planting (workforce development) SHPO/USFS -> NEPA 			<ul style="list-style-type: none">

Stream and wetlands projects	<ul style="list-style-type: none"> Getting stream projects into the forest planning system fast enough to keep up with funding availability 		<ul style="list-style-type: none"> Networking: acquisition of water tanks from intel corp. Water operator and commitment for 3 year pay for training CNM course for state licensing and mentoring. 	<ul style="list-style-type: none"> Need higher level of coordination Payment mechanisms for outside orgs to respond to Rx fire
Wood utilization and industry	<ul style="list-style-type: none"> Availability of forest industry and restoration and wood utilization Fire capacity Long-term agreements 10+ years Thinning <ul style="list-style-type: none"> Availability of future resources (timber) for industry. Long term viability Agency agreements for restoration and utilization for long terms Need for stable continual work. CFRP provided this and that helped businesses. Businesses can't grow without steady work (NEPA ready and contracts available) 			<ul style="list-style-type: none"> Large scale participation agreements with multiple agencies and groups to allow sharing resources for Rx fire.
Managed wildfires	<ul style="list-style-type: none"> Managed natural fires Public support, education, understanding data sets and problem statements 	<ul style="list-style-type: none"> Managed summer fires and T&E species Long term grant funding can provide contractors the opportunity to grow Youth Corps and crews to bring young people into the system Outreach and education students on career options Climate corps similar to depression era CCC. 		<ul style="list-style-type: none"> Mobile biochar (less trucking) fewer emissions. Competes fire though. Think about hauling costs and providing local supplies.
Post-fire restoration and stream/wetland	<ul style="list-style-type: none"> Cultural clearances for stream projects New generation of people as water operators Immediate post fire treatment response 			
Prescribed fire use and capacity	<ul style="list-style-type: none"> Set backs with fire treatments (but fire treatments are necessary) # of days with good Rx weather Workforce development: Keeping people working in high paying jobs with development potential Need for skilled workforce. Not enough people with the right skills. How funding flows (time it takes, # of people involved) from agency to contractors Burn capacity off of federal lands on private and tribal lands. State price agreement. <ul style="list-style-type: none"> Needs to be done annually. Contracts not being put out for contractors. 			<ul style="list-style-type: none"> CFLRP – provided some stability. Need more of this. This was just east side. Don't impact out of state contractors. Hire locally.
San Juan and Chama area				
Workforce and wood industry	<ul style="list-style-type: none"> Attracting and retaining industry partners and operators Transportation Mill locations. Where to take material? Price of timber not offsetting cost of work at the current scale Local workforce capacity Social context (prior timber value -> service contract) 	<ul style="list-style-type: none"> Tell industry what we need public private partnerships. What can we move the needle on? 	<ul style="list-style-type: none"> Subsidies? Continual offerings. What's next? Stewardship agreements. Keep \$ in area. IRSTCS, larger scale sales. Value in treatment acres vs timber. Prefer partners and can be in house. 	<ul style="list-style-type: none"> Workforce development? Career growth communicated. Clear entry points. Commitment from contracts as maintenance.
Landscape scale collaboration/work	<ul style="list-style-type: none"> Who's the boss in cross jurisdictional scenarios? 		<ul style="list-style-type: none"> Use of Grants and Agreements (state, NFF?) Grow locally and meet with outside perspectives and opportunities. 	<ul style="list-style-type: none"> Clear POC Leadership at state (speed) <ul style="list-style-type: none"> State capacity? Credibility, emotion, plan
Public education and outreach	<ul style="list-style-type: none"> Having a plan that is specific and predicts impacts, attracts the investment. How do we tell the story? 	<ul style="list-style-type: none"> Local commitment needed. Acres treated @ X rate -> outcomes 	<ul style="list-style-type: none"> A new agency? Navajo Blanco resiliency strategy Coordinated strategy to create peer pressure in the policy space 	<ul style="list-style-type: none"> Elementary school curriculum about non-native surface water. Opportunities for Americorps etc.?
Treatments in Wilderness areas	<ul style="list-style-type: none"> Wilderness jurisdiction, roadless opps/challenges 	<ul style="list-style-type: none"> Precautionary principle: avoid "no action" alternative. Act and plan all at once. Avoid acting from fear, not disregarding science. 	<ul style="list-style-type: none"> Strip logging up high/patch. Is there the political will? 	

Colorado engagement	<ul style="list-style-type: none"> Is CO coming to the table? <u>Policy</u> Four national forests -> San Juan, Rio Grande, and 2 USFS Regions. 	<ul style="list-style-type: none"> Price lakes public private 	<ul style="list-style-type: none"> NFF resources? Consistent project pipeline 	<ul style="list-style-type: none"> Learn from others CO front range and Denver water PSHS
Treatments on private lands	<ul style="list-style-type: none"> ½ public ½ private lands – put landowner support and willingness 		<ul style="list-style-type: none"> Make a film, make it good San Juan Chama project contractor memo and tour in August, 2023 	<ul style="list-style-type: none"> Ecosystem service models Bonding for green infrastructure? SWIF Supporting industry in supporting their workforce.
Coordinating access to funding	<ul style="list-style-type: none"> Distribution of \$, does anyone know about this? 		<ul style="list-style-type: none"> US Forest to faucets 	<ul style="list-style-type: none"> Round up for water, try again.
Sangre de Cristo Mountains – Santa Fe				
Coordinating access to funding	<ul style="list-style-type: none"> Distribution of \$, does anyone know about this? 	Santa Fe Mountains Landscape Resiliency Project	<ul style="list-style-type: none"> Cut projects into small parts Outreach Education <ul style="list-style-type: none"> Assert obligation to act Indigenous influence (knowledge) Place based knowledge Include the details Figure out how to say yes without breaking any laws, rules, etc. Grants and agreements contracts 	<ul style="list-style-type: none"> Include native knowledge and perspective. Oregon model: watershed coalitions with staff paid by the state <ul style="list-style-type: none"> Write grant proposals Local knowledge
Public education and outreach	<ul style="list-style-type: none"> Public perspective, misinformation (active) Media highlights negative news 		<ul style="list-style-type: none"> Community incentives to pay into projects and give feedback on success. 	
NEPA	<ul style="list-style-type: none"> Agency turnover Continuity - experienced staff to get through the process <ul style="list-style-type: none"> National Historic Preservation Act National Environmental Policy Act Contracts Agreements 	<ul style="list-style-type: none"> Lack of background slows down 		
Workforce	<ul style="list-style-type: none"> Work needs to be done with temporary workforce 		<ul style="list-style-type: none"> Pay labor what its worth. Training people to do the work 	
Treatments on private land	<ul style="list-style-type: none"> Private land work 	<ul style="list-style-type: none"> Greater Santa Fe Fireshed Coalition 	<ul style="list-style-type: none"> Educate HOA and home owners Disseminate information requirements from city/county e.g. insurance. 	<ul style="list-style-type: none"> Implement Fireshed coalition strategy Ambassador program. Field trips!
Public education and outreach	<ul style="list-style-type: none"> Advocacy community targeted for outreach Lack of trust from acequia community 	<ul style="list-style-type: none"> Relationships. Keep a list. 		

Sangre de Cristo Mountains - Taos

Focal area		
Participants	J R Lopez, Darian Fernandez, Gabe Romero, Dawn Boulware, Sid Brittan, Kyle Rose, Callen Payne, Patrick Nickelson, Rachel Bean	
Capacity gaps, bottlenecks, challenges	Project or Initiative	Solutions
<p>How can you move quicker and at a bigger scale? What is holding you back? Refer to the first discussion question identified in the discussion guide and the first question asked of panel members earlier in the meeting.</p> <p>Lack of data / wts and bolts # / capital</p> <p>Lack of tribal support</p> <p>Contractor Shortage</p> <p>Lack of collaborative capacity / trust</p> <p>Lack of human resources</p> <p>Lack of wood utilization</p> <p>Public outreach / involvement</p> <p>Bureaucratic BS</p> <p>Other notes: Lack of tribal support, Local Capacity (Contracting Industry), Not enough people, Turn Over, Collaborate, Capacity, Public Information, Rep PAOS, Unnecessary Red Tape.</p>	<p>Solution</p> <p>Re. Ltr, Local Capacity, Tribal Support, Higher \$ / hour, Info Blitz events, Growing/Creating Resources for Collaboration w/ Organizations, Public Outreach, Increase Public Engagement, Planning & Infill, Civil Disobedience.</p>	<p>Next steps</p> <p>What actions can you or others take to implement a solution?</p> <p>John Idea Box</p>

local area				
participants				
capacity gaps, bottlenecks, challenges How can you move quicker and at a bigger scale? What is holding you back? Refer to the first discussion question identified in the discussion guide and the first question asked of panel members earlier in the meeting.		Project or initiative Tying a challenge to a specific project may help participants dig deeper and learn about others' projects within the focal area.	Solutions What can be done to address the challenges? Who do you need to talk to? What resources do you need? If things are going well, what could you do with more? More what?	Next steps What actions can you or others take to implement a solution?

funding ~~Project~~ Capacity to use it
 Public Perspective misinformation (active)
 NEPA
 Agency turnover
 Continuity - experience staff to get thru processes
 NHPA
 NEPA contracting agreements
 Media highlights negative
 Work needs to be done w/ temp work force
 private land work
 advocacy community targeted for outreach
 acedia lack of trust

Santa Fe Mts
 lack of background sbus down
 Fireshed
 relationships
 keep a list

Cut project into ~~chunks~~ small parts.
 Outreach!
 Education - assert obligation to act
 - indigenous influence (knowledge)
 - place-based knowledge
 - include the details
 figure out how to say yes w/ breaking any bus. rules etc
 grants - agreements contracts
 community incentive ^{pay into} and feedback on success
 pay labor what's it's worth
 training people to do the work
 educate HOA and home owners
 disseminate information requirements from city/county e.g. Insurance

include native knowledge and perspective
 Oregon model:
 Watershed coalitions w/ staff paid by the state
 - write grants
 - local knowledge
 implement Fireshed Coalition Strategy
 Ambassador Program
 Field trips!

India and Manzano Mountains

WiFi: CNM

Focal area			
Participants			
Capacity gaps, bottlenecks, challenges How can you move quicker and at a bigger scale? What is holding you back? Refer to the first discussion question identified in the discussion guide and the first question asked of panel members earlier in the meeting.	Project or initiative Tying a challenge to a specific project may help participants dig deeper and learn about others' projects within the focal area.	Solutions What can be done to address the challenges? Who do you need to talk to? What resources do you need? If things are going well, what could you do with more? More what?	Next steps What actions can you or others take to implement a solution?
<p>Capacity gaps, bottlenecks, challenges</p> <ul style="list-style-type: none"> Lack of Industry Small pool of contractors The time it takes to get approval for actions Implementation Crew size ↓ slows pace Need A Hydrologist Lack of Architectural for the necessary materials Wide Spread Recruiting challenges Bottleneck: getting through the bureaucratic hurdles Lack of sufficient grant application writers!! Lack of grant writers Restrictions to treat on over 30% slope + wilderness area Hard to get to the wilderness areas for treatment Wilderness Designation Community water systems "wilderness" areas are not wilderness areas Lack of Trust in Community Public Buy In and Resistance to thinning Managed Wildfire Setbacks - fuel problem - smoke How to keep the urban population Shovel Ready Acres Pre-Implementation Planning (i.e. summer) <p><i>Handwritten notes:</i> Training qualifications, timing of onboarding, Personal (Learning Curve), Lack of sufficient grant application writers!!</p>	<p>Project or initiative</p> <p>Sandia Hazard tree + thinning proj.</p> <p><i>Handwritten notes:</i> people thinning</p>	<p>Solutions</p> <ul style="list-style-type: none"> coord effort b/t Counties & COGs - economic development consistent working groups (localized + broad i.e. collabs + FWHCC) Capacity building funds Coordinated effort/knowledge-partnership b/t private + public public comms - spreading existing notices re: steep slopes - hand crews (approx \$ to find) <ul style="list-style-type: none"> ↳ experts brought in from other places - Inmate Work Crews RMYC + YCC wilderness policy protections to better mng targeted trainings for industry <ul style="list-style-type: none"> Ex: logging, chainsaw ops Sandia Collab, Tijeras Creek Collab, MRG Urban Waters 	<p>Next steps</p> <ul style="list-style-type: none"> capacity bot Explore ops for creating cleaning house of apps - jobs Explore partnering w. project mgmt firms Keep talking to each other SWCD - consistent funds (other options than mil levy) AI grant writing? IDIQ - learn about these through state/FS Capacity building grant writing workshop / admin support <p><i>Handwritten notes:</i> funding, Urban Waters Federal Partnership, Sandia Alternative, Tijeras Creek Watershed Collaborative</p>

Focal area: **SAN JUAN CHAMA**

Participants: Steve B. TNC, Sherril S. Dip Reg Forester R3, Ed. M. CPLA, Caleb S. CPLA, Joyce Baca Vitel construction, Shauna Miller Markt, Malik Bahl Markt, Melissa May MS1, Dana Guinn FSO, Bianca Gonzales St. Land Division.

Capacity gaps, bottlenecks, challenges: How can you move quicker and at a bigger scale? What is holding you back? Refer to the first discussion question identified in the discussion guide and the first question asked of panel members earlier in the meeting. **NO!**

Project or initiative: Tying a challenge to a specific project may help participants dig deeper and learn about others' projects within the focal area.

Solutions: What can be done to address the challenges? Who do you need to talk to? What resources do you need? If things are going well, what could you do with more? More what?

Next steps: What actions can you or others take to implement a solution?

Attracting + retaining industry partners + operators
 - transportation - where take material
 - mill locations - price timber not offsetting cost of work @ current scale
 ↓ local workforce
 Social context (prior timber value → service contract)

→ tell industry what we need
 pvt - public partnerships. *What can we move the needle on?*
 need to Δ attitudes, identity. *real hard core*

Subsidies? Continual offerings. *185Tics, larger scale sales*
 - what's next? *↓ value in TX acres vs. timber*
 • Stewardship agreements *- keep \$ in area prefer ↑ partners + MF cambio in house*

Workforce development?
 Career growth communitated
 • clear entry points
 - Commitment from contracts as maintenance

Who is the boss?
 in cross jurisdictional scenarios

Local commitment needed
 as treated @ x rate → outcomes.

- USE of GNA (state, NFF?)
 Grow locally + meet with outside perspectives + opportunities
 a new agency? ** Navajo-Blanco Resiliency Strategy*

• clear POC
 • leadership @ State (speed) → state capacity?
credibility, emotion, plan

Having a plan that is specific + predicts impacts, attracts the investment
 How do we tell the story.

Precautionary principle ** Avoid the "no action" alternative. ACT + plan all at once.*
avoid act from fear, not disregard sci.

coordinated strategy to create peer pressure in the policy space.
 Strip logging up high / patch ** political will?*

→ *or what ever grade*
 3rd grade School curriculum about non-native surface water.

wilderness jurisdiction, roadless opps/challenges

Price takes public-private

CONSISTENT PROJECT PIPELINE

opportunity for Americas etc.? partnership

IS CO coming to the table? *policy*

Price takes public-private

NFF resources?

learn from others
 CO front range + denver water.
 PHS

4 National Forest → *San Juan Rio Grande*
 2 USFS Region

→ make a film, make it good.

+ San Juan Chama proj contractor memo + tour in Aug 2023

ecosystem service models.

public 1/2 pvt lands - pvt landowner support + willingness

→ like really good.

use forest to faucets.

Bonding for green infrastructure? SWIF
 support industry in supporting their workforce

Distribution of \$, does anyone know about this?

→ like really good.

use forest to faucets.

Round up for water, try again