

ONE TAM

2018 – 2019
REPORT TO THE
COMMUNITY







ONE TAM is now in year six! We began with the idea that we could do more together for the mountain we love and depend on than we could alone. Now, we see the impact of partnership and working across our boundaries in conservation and science, community and youth engagement, building a culture of collaboration among our partners, and building community support for the enduring stewardship of Mt. Tam.

Inside you'll find highlights and accomplishments from October 1, 2018 to September 30, 2019.

This fifth annual report marks an important milestone: the successful completion of our first five-year vision. The stories featured here show how One Tam has become an effective way to work, to plan, to engage, to get things done.

Most importantly, it acknowledges five years of working together with our partners, volunteers, members, supporters—as a connected community—to give back to the mountain.

Sincerely,
The One Tam Executive Team



ONE TAM

EXECUTIVE TEAM

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

BENNETT HORENSTEIN
General Manager
Marin Municipal Water District

LAURA JOSS
General Superintendent
Golden Gate National Recreation Area
National Park Service

CHRISTINE LEHNERTZ
President & CEO
Golden Gate National Parks Conservancy

MARIA MOWREY
Superintendent
California State Parks
Bay Area District

THE OPEN SPACES ON MT. TAM

are a mosaic of interlocking protected areas primarily managed by four public agencies: the Marin Municipal Water District, National Park Service, California State Parks, and Marin County Parks and Open Space District. One Tam brings together these four agencies and the nonprofit Golden Gate National Parks Conservancy to support the long-term stewardship of Mt. Tam.



Point
Reyes
National
Seashore

Pacific Ocean

LEGEND:

-  Area of Focus
-  State Park
-  Golden Gate National Recreation Area
-  Marin Municipal Water District
-  Marin County Parks and Open Space District
-  Point Reyes National Seashore
-  Golden Gate National Parks Land Managed by Point Reyes National Seashore





MARIN COUNTY

San Pablo Bay

Samuel P. Taylor State Park

Maurice Thorner
French Ranch
Roy's Redwoods

Santa Venetia Marsh
Santa Margarita Island
San Pedro Mountain

China Camp State Park

Gary Giacomini

Terra Linda/Sleepy Hollow Divide

Loma Alta
White Hill
Cascade Canyon

Golden Gate National Recreation Area

Marin Municipal Water District

Bald Hill

CONTRA COSTA COUNTY

Audubon Canyon Ranch

MT. TAMALPAIS

Baltimore Canyon

King Mountain

Ring Mountain

Stinson Beach

Muir Woods National Monument

Mt. Tamalpais State Park

Old St. Hilary's

Richardson Bay

Angel Island State Park

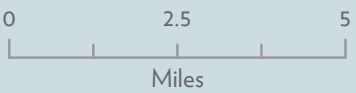
San Francisco Bay

Muir Beach

Golden Gate National Recreation Area

Golden Gate Bridge

SAN FRANCISCO COUNTY



Community members experience a king tide by kayak and, guided by experts, tour the evolving shoreline and ecology of Bothin Marsh.



CHANGING CLIMATE EVOLVING SHORELINES

Climate change is here and now in Marin County. Frequent flooding is a reality and is expected to dramatically increase with sea level rise, along with increased frequency and intensity of storms. One Tam, applying its community-based approach, is urgently working with Marin County Parks Leadership and local communities to adapt two critical sites to rising waters: Bothin Marsh and Bolinas Lagoon. Together, we can create solutions that make our natural and our human communities more resilient to climate change.

HIGHLIGHTS 2018–2019

6630
community members
engaged through
outreach

103
community engagement
events hosted or supported
by One Tam staff

BOTHIN MARSH

Bothin Marsh is a well-loved stretch of shoreline offering an important bicycle (alternative transportation) corridor, many recreational opportunities and important habitat for unique plants and animals. The area will likely see ten inches of sea level rise in the next ten years.

Restoration of the marsh's natural processes will help ensure Bothin Marsh's continued health and ability to adapt to rising waters, while also exploring opportunities to maintain transportation and recreation access.

Workshops held in 2018 brought together 24 local agencies and organizations to build a common understanding of the future impacts of sea level rise at Bothin Marsh. One Tam, along with local experts, shared this with the community in a number of ways, including the "Evolving Shorelines" series (where over 450 people turned out to kayak, hike, play, and learn), and programs with One Tam's LINC summer high school interns. Community members in turn shared what is important to them about the area, and their vision for its future.

Based on this effort, the project team completed a sea level rise adaptation vision for Bothin Marsh, the foundation for creating adaptation alternatives. We anticipate that Bothin Marsh will become a model for how innovative, nature-based techniques can support adaptation here and throughout the Bay Area.

BOLINAS LAGOON

Bolinas Lagoon is an internationally recognized wildlife hotspot and a popular destination for visitors from near and far. Past development has dramatically altered its wetlands and streams, the natural processes that sustain them, and reduced wildlife habitat. Climate change now threatens the health of the lagoon and its surrounding communities, as many of the lagoon's important tidal wetlands will frequently be under water.

The Bolinas Lagoon North End Project includes a suite of changes to local roads, wetlands, and streams to reduce flooding, and is part of a much larger, community-led vision to make Bolinas Lagoon healthier and more resilient to climate change. A critical first step is reconfiguring the "Wye" intersection where State Route 1 and the Olema-Bolinas Road meet. Natural processes will be restored by removing barriers to connect upland and lowland areas, allowing the site's habitats to continue to shift and adapt more naturally. The project will also improve traffic safety.

This year, working with the communities of Bolinas and Stinson Beach, Marin County Parks and One Tam began the design process for this project. Funding was also secured to complete important surveys and project design.





Tatiana Manzanillo, then an Early Detection and Rapid Response Technician with Marin County Parks, helps volunteers identify and inventory plants and pollinator species during a bioblitz event. Tatiana is now a Conservation Management Assistant with One Tam.

LAUNCHING CAREERS THROUGH ONE TAM

Tatiana Manzanillo is at the forefront of a movement: incredible career movement within the One Tam partnership.

Tatiana started as an academic intern with the National Park Service, moved to the Parks Conservancy with One Tam as a habitat restoration and community science intern, then moved to the Marin Municipal Water District (MMWD) and Marin County Parks before returning to One Tam for her current role as a Conservation Management Assistant.

Each stop has been a building block for her career, thanks to the unique skills she picked up from each partner. At MMWD she worked with volunteers on the Marin Wildlife Picture Index Project, at Marin County Parks she fine-tuned her technical skills in surveying and monitoring, and now she's using those skills on critical projects like monitoring invasive plants.

"The network here is really tight," Tatiana says. "You hear a lot about career opportunities from the people you work with, or someone from a different agency will send an email around and then you hear about it from there."

Now that One Tam is in its sixth year, the partnership has helped launch a multitude of park careers via a multitude of opportunities: internships, seasonal work, and full-time jobs.

Sam Abercrombie benefitted from all three of those before landing his current role as a biologist at engineering firm AECOM. Sam was a Parks Conservancy intern before moving to Marin County Parks, then worked seasonally for One Tam on the Marin County Fine Scale Vegetation Map project.

"Being a Parks Conservancy intern was really life-changing for me," Sam says. "It really set me up to do things that I very much enjoy doing."

Lidia D'Amico also works as a biologist at AECOM after working with the National Park Service in the Golden Gate National Recreation Area, and she says her time in the field gave her invaluable experience with special-status species.

"The California red-legged frog is a species that comes up with almost every single project in the Bay Area," D'Amico said. "Getting that experience with identification and doing all the different types of protocol level surveys was a huge benefit."

Each survey and each project is another chance to learn and eventually build a career in the parks, and One Tam is providing the building blocks at each step of the way.

23

youth served through internships

210

community members participated in community science projects

MAPPING THE DETAILS FOR THE BIG PICTURE



“I strongly believe that innovation results from collaboration. All of our separate agencies are working on many of the same objectives. Working together has allowed people of different backgrounds, strengths, and experiences to create new (better) solutions. Working separately limits all our abilities to remain progressive and challenge our existing ideas.”

– Partner Staff

Marin County is home to a bewildering number of ecosystems—from coastal bluffs to rippling grasslands—that provide refuge for a diversity of plants and animals and serve as a lush recreational area to the region’s inhabitants. This ecological richness is increasingly threatened by the forces of global climate change, human-introduced plant and animal species that negatively impact biodiversity, and plant disease.

To care and monitor for the region’s bountiful wilderness, One Tam partners have collaborated with other local organizations to create a countywide fine-scale vegetation map and landscape database. The Fine Scale Vegetation Map and Landscape Database Project will serve as a resource of the county’s plant communities and habitats, as well as its topography and physical and biotic features. The map is an invaluable tool for county officials and resource managers to understand the area’s critical habitats as well as forest diseases, and fire and flood hazards. Such an enterprise requires an immensity of fine detail and up-to-date information that is currently unavailable on local and national maps.

Upon its completion, the project will also help experts model the potential impacts of climate change—including sea level rise—and monitor changes in the landscape over time. This is especially critical given that in the last two decades sudden oak death has impacted much of the county’s oak woodlands, while other issues—such as wildfire and beetle outbreaks—have continued to reshape the landscape.

A map of this breadth and detail has never been completed on a countywide level in Marin, said project manager Danny Franco.

“It’s a great collaborative effort to achieve something of this scale,” Danny said.

The visual map and GIS layer should be available to the public in 2021.



A One Tam team collects data on the ground to aid the interpretation of aerial imagery as we build a county-wide vegetation map.

400

priority weed patches treated (100 of which were the highest priority species in the One Tam area of focus)

688

community members volunteered to restore habitat

101

miles of road, rails, and riparian corridor surveyed for priority weed species



“I think that bringing together the best and brightest from the partner agencies to figure out how to best address pressing conservation and stewardship needs has proved very effective. Also, there are efficiencies that are gained by working collectively across borders because different agencies/partners can provide different resources that help streamline project implementation.”

– Partner Staff

One Tam teams up with local organizations to promote trail safety. One Tam has not only increased connectivity among its partners, but among community members too.

MEASURING THE IMPACT OF PARTNERSHIP

One Tam formed with the idea that we can do more together for Mt. Tam than we can alone, working across boundaries to protect the mountain's treasured landscapes. We know that landscape-level partnership is essential for managing vulnerable resources in our changing environment, but how can we measure that impact and illustrate our successes for others to learn from them?

Over its first four years, independent researchers studied One Tam using a new social science approach, involving surveying partner staff, observing meetings, and conducting interviews. This year, the impressive results were released in the report, *Generating, Scaling up, and Sustaining Partnership Impact: One Tam's First Four Years*, which outlines the value of this new cross-boundary

partnership, and metrics for measuring and evaluating partnership impact. Others can use this model to help guide and assess their own collaborative stewardship work.

The researchers identified 11 partnership impacts that emerged from their research on One Tam. These include increased connectivity, increased resource and information sharing, increased project and program scaling, an extended support network, added capacity, and collaborative culture. One key and critically important impact that the researchers observed was greater trust and awareness of different partner cultures. The researchers saw a staggering 80% increase in trust among the five partner agencies since the formation of One Tam in 2014.

This pioneering research is some of the first of its kind conducted on a multi-agency partnership, and has broader application beyond One Tam. Organizations throughout the country and around the globe are looking to One Tam and this report to learn how working at a landscape scale through cross-boundary partnership can help them reach their conservation goals. This work has also led to the development of a new model called the Partnership Impact Model™. Learn more and view the report at: onetam.org/partnership-impact-model.

92

partners and stakeholder groups represented in One Tam's network

105%

increase in shared activities among the five One Tam partners since its formation on 2014

STAFF

Guided by the collective priorities of the One Tam five-year Strategy, the One Tam-funded staff featured here work closely with project and program managers from the five partners to meet annual goals. The One Tam partnership is fueled by the work of over 100 staff from all five partners.



Monica Stafford
*Community Engagement
Program Manager*

Formerly One Tam's Community Ambassador Program Director, Monica now works in this new capacity to bridge and deepen our community engagement efforts.



Janet Klein
*Community Conservation
Programs Director*

Janet oversees One Tam's community science conservation management, resource stewardship programs, and data systems.



Rosa Schneider
*Restoration Program
Manager*

Rosa runs volunteer habitat restoration programs that support the agencies at key sites, improving the health and function of the mountain's landscapes.



Grecia Solis Pacheco
*Youth and Community
Programs Manager*

Grecia joined One Tam this year to lead our youth programs, including LINC, and expand ways to connect local communities to the mountain.



Lisette Arellano
*Community Science
Program Manager*



Sara Leon Guerrero
*Community Science
Program Assistant*

Lisette, with Sara's support, leads the Marin Wildlife Picture Index Project, expanding opportunities for community members to engage in our science work.



Rachel Kesel
*Conservation Management
Specialist*




David Greenberger
*Conservation Management
Technician*



Tatiana Manzanillo
*Conservation Management
Assistant*

Rachel heads One Tam's work to map and treat priority weeds mountain-wide. She and David Greenberger also support rare plant species monitoring and other vegetation inventory work. Tatiana Manzanillo returned to One Tam this year to support this work.



“ One Tam is able to consistently bring together at least one (if not more) representatives from related agencies on a regular basis. We look to each other and discuss which lands need help and discuss what resources agencies could contribute for the ‘larger cause’.

– Partner Staff

ONE TAM



MARIN MUNICIPAL
WATER DISTRICT



Learn more about One Tam, get the latest information about our projects and programs, and find out how to get involved at onetam.org.