A. **Major Repeated Themes Raised in the Discussion.** *A grouping of ideas repeated with some frequency in the session and brought up again during the group summation process. Also includes diverging views and/or questions about the topic.*

**Measuring and Monitoring Success in Cooperative Conservation Efforts: Major Themes**

- Cooperatives/Collaborations need adequate time, money, resources, and trust internally and externally. Trust: trust between stakeholders and for the process at a national and local level.

- Defining upfront in the effort the problem, approaches, definitions of terms, and desired outcomes – and monitoring for successes along the way both with product and process (relationships, procedural) – and yet when circumstances occur (hurricanes, unrealistic goals, ..) be willing to revisit and revised the process and get agreements on this upfront. Processes remain organic not predetermined. And results are implementable and implemented from the data and measures.

- You need a realistic process to get results: go slow to go fast – process is iterative, “ground truthing” (avoid the train wreck - test the process with those who will implement it). Provide realistic budgets for each stage of the evaluation process and through multi-years.

- Provide rewards, recognition, and positive encouragement throughout the process, for each of the stakeholders, and from respective organizations and agencies (both internally with the stakeholders, and externally; national representatives attend local efforts,…)

- Encourage the use of standardize and quality information; sharing data (shared GIS database); having baseline data, providing a cultural change towards the use and acceptance of qualitative data while continuing to relay upon quantitative – both should go hand in hand to measure and monitor results.

- Encourage the use of citizen and stakeholder monitoring. Establish policies to legitimize.

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*This document represents the views of the individual participants and does not reflect group consensus.*
• Empowerment – everyone has equal power and input, and inclusive. You need ground rules stating everyone in the group/room are equals with individual empowerment to contribute.

• Processes need leaders, catalysts, and facilitators.

• Constant communication within the group and outside to the community.

• Walk the talk- from leader of the country, middle managers, to the local level – be commitment and provide protection for the commitment to follow through.

B. National-level Practical Actions that could be taken by the Federal government, national NGO’s, and other national organizations. Diverging views and/or questions are also noted.

• Providing training for capacity building and action.

• Align dollars with actions. Those who are not walking the talk get the cut, those who are should get the funding they need.

• Ensure consistency between agencies, policies, program evaluations

• Provide multi year funding-not annually digging for money

• You need accountability: for results, financial

• Recognition that strong law draws people together to solve problems

• Recognition that policy/laws/ encourages collaboration.

C. Local-level Practical Actions that could be taken at the local or community level by Tribes, state and local communities, private citizens, and local organizations. Diverging views and/or questions are also noted.

• Implement train the trainer programs.

• Encourage national presence at local efforts.

• Before making national policy, seek the input from field office.

• You need accountability: and also clearer definitions between local and national levels on what constitutes accountability- programmatic and financial are reported and measured differently. better define how federal money was spent

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C. Particularly insightful quotes from participants that capture the essence of key points made during the group’s discussion.