

# **Charting a Course for Integrated Bird Conservation in New Mexico: An “All-Bird” Workshop**

26 – 27 October 2004  
Best Western Rio Rancho Inn & Conference Center  
Rio Rancho, New Mexico

## **OBJECTIVES**

- a) understand NM’s importance to bird conservation
- b) understand status of NM’s birds and conservation issues
- c) introduce national bird conservation plans
- d) understand groups/tools/funds for implementation
- e) understand agency needs to build capacity for conservation
- f) develop ideas/plan for moving NM bird conservation forward

### **TUESDAY, OCTOBER 26**

#### **Introductions** – Chuck Hayes (NMDGF)

Why all-birds? These workshops have been done in a number of other states to tie together the variety of bird conservation initiatives and conservation groups in the state. Thanks to IAFWA for funding this workshop. Good tool to spread the larger message of conservation of resources. Interest spans other disciplines, also from one’s backyard to a national perspective. Hopefully this workshop will round out each participant’s knowledge of all the facets of bird conservation work.

#### **Welcome** – Bruce Thompson, Director (NMDGF)

Would be good to dedicate this meeting to John Taylor who recently passed away and had dedicated his life to bird conservation in New Mexico. We recognize that NM is a crossroads habitat and bird communities, ecoregions, as well as cultures. This workshop has a good breadth of scale. We are in a position to bring together a great deal of knowledge and will hope to bring some integration to the work that is happening in New Mexico. Bear in mind, the ecological and social context in which you are working. The NM State Comprehensive Wildlife Conservation Strategy (CWCS) is currently being developed. It will embrace birds in a larger context. It will benefit birds, the state as well as the region. Gov. Richardson is also interested in seeing the results of the workshop and wants to be known as the Conservation Governor. David Henderson is here and is a NM Game Commissioner.

Handouts in the Notebook should be referred to. Attendee List and a List of Acronyms are in [HANDOUT #1]

## **New Mexico and its Birds-Why is there a need for conservation? Sandy Williams (NMDGF) [HANDOUT #2]**

We have a high diversity of birdlife in NM. We have 510 species known to occur. It has the fourth highest bird list in the US. NM has a huge land area, situated near the Mexican border, with a high diversity in topography. It contains birds typical of the Mexican Highlands, Chihuahuan Desert, Great Basin, Rocky Mountains, and the Great Plains. Important rivers include the Rio Grande, the Canadian, the Pecos, Gila and San Francisco, the Zuni and San Juan.

History: There is an excellent Native American record, and written records from 1540 by the Coronado. We have the longest written history of birds in the US. Boundary surveys gave a good deal of bird information. Railroad surveys also helped give biological surveys. Those efforts morphed into the Bureau of Biological Survey. Outfits like NMDGF came into being in the latter part of the last century, they were concerned primarily with migratory game birds. A growing number of people got interested in birds, culminating in the founding of the NMOS in the 1960's, to systematically gather records and publish bird information. In 1964 NMDGF formed the Endangered Species Program that has functioned as a Biological Survey for the Department.

NMOS formed in 1962 to systematically gather, record and publish the information on the avifauna within New Mexico. Partners in Flight organized in 1992. Bird Books for NM are now mostly out of date and out of print:

Value of birds to NM :

Importance to healthy ecosystems

Are visible indicators of the health of the ecosystem. *Not just "frills" within the ecosystem.*

Ecotourism provides \$32 billion annually nation-wide.

Aesthetics

Ceremonial and spiritual values

Value of New Mexico to birds

- Disproportionate responsibility for many species and the habitats that they depend upon
- Grasslands, playas, riparian systems, ponderosa pine forests, etc are critically important.
- Very important contribution for migration needs of many species.

Habitat loss, degradation and alteration are the major issues within the state.

The Endangered Species Act (ESA) grew out of a problem in 1973. NM followed suit in 1974. 32 birds are currently listed by the state list. Now its time to do something about those lists. Identify the problems before those species get on the ESA.

**National/Continental Planning - Carol Beardmore, FWS and Sonoran JV [HANDOUT #3]  
North American Waterfowl Management Plan (NAWMP)**

Waterfowl. Created in 1986. Plan got the Wetlands Conservation Act passed in Congress. Created the Joint Ventures.

Partners in Flight (PIF). Landbirds. Initiated in 1990. In 1996 state and Physiographic Area (PA) plans were written. P.A.s are no longer being used. The Neotropical Migratory Bird Conservation Act passed to help establish a funding mechanism for implementation. Developed first landbird population estimates and objectives.

U.S. Shorebird Conservation Plan (USSCP). Shorebirds. Out in 2000. Has regional plans. Goal is recovery and stabilization of shorebird populations. Strategic objectives.

North American Waterbird Conservation Plan (NAWCP) – 2002. Just deals with colonial waterbirds. Site-based conservation is very important. Marsh birds to be dealt with later.

Common Themes between the plans include prioritization, objectives set for each group of birds, a well-laid out need for conservation, international cooperation, recommended actions, and accountability.

Uses of plans: remember that there are regional plans, look at the priorities, some differences between regional and national priorities. Incorporate bird plan priorities in agency plans. Use the bird plans as justification for the habitat work that you are doing, as granting agencies want to see how your plans fit in with national objectives.

Websites are listed in the handout (refer to this valuable resource).

### **North American Bird Conservation Initiative (NABCI) - Debra Hahn ( IAFWA)**

Only through a coordinated approach could the four bird plans be well implemented. Thus NABCI was born. It is coordinated Partner-driven Delivery. Encourages bird conservation across taxa. The four bird initiatives are the heart of NABCI. NABCI is a forum for discussion, broadening partnerships, increased funding for bird conservation, using resources efficiently, building off structures such as Joint Ventures, building a common landscape currency for bird plans. High powered folks on the board in the U.S. Mexico and Canada also have NABCI committees that are developing to meet the needs of each country. There are tri-national NABCI meetings. Including Central and South America and the Caribbean are also within the vision of NABCI.

BCRs – NABCI developed Bird Conservation Regions which cross political boundaries. These are ecologically distinct regions with similar birds, habitats and land use issues. They provide a joint regional context for each of the bird plans.

Current NABCI tasks – Farm Bill – helping to become more bird habitat useful. Funding – developed the Bird Conservation Funding Coalition made up entirely of NGO's, National Bird Conservation initiative priorities, regional alliances in Mexico working on shared projects across three countries.

So when you are doing bird conservation, think big picture, cross boundaries, consider all birds, use all partners on the landscape, ask how can NM make its biggest contribution, and support stewardship ideas.

#### Questions & Answers (from audience)

Which BCRs are in NM?

Four BCRs occur within the state of New Mexico for planning purposes. They are as follows:

Shortgrass Prairie – BCR 16

Colorado Plateau and Southern Rockies – BCR 18

Chihuahuan Desert – BCR 35

Sierra Madre Occidental / Mexican Highlands – BCR 34

Comment: This is great for birds. Will this be happening for the other taxa? Those will be incorporated into the NM CWCS.

Comment: 9% of the NM landscape is administered by tribal authorities. We are very fortunate and important that we have this attendance at this workshop.

#### **State-level Planning**

**New Mexico's Place in National Bird Conservation and the New Mexico Partners in Flight (NM PIF) Program**—Christopher Rustay, Shortgrass Prairie BCR Coordinator [**HANDOUT #4**]

How does NM help meet national objectives? How can NM best work within the plans toward implementation?

NM PIF started in 1992 as a landbird initiative. Due to the paucity of bird folks within New Mexico, it has resulted in an All-Bird conservation and planning team. We have always dealt with “all birds” because we didn’t have the luxury of having a great number of specialists working on one or two plans. We all worked together and wore several different “*hats of expertise.*”

The NM PIF Bird Conservation Plan is available on the Hawks Aloft website (refer to the handout for the web address). Also, direct links to the national PIF database and other links. Will be based on the BCR system and will provide two levels of prioritization for the species.

Three plans which are coordinated by the NMGFD and which are available on their website if interested to review:

Wild Turkey Plan

Lesser Prairie-Chicken Plan

Sandhill Crane Plan

**New Mexico Comprehensive Wildlife Conservation Strategy and bird conservation** - Sandy Williams (NM Dept. of Game and Fish)

CWCS – NMDGF plans available on the CWCS. There have been many schemes to increase non-game funding happening in the states. Lots of history, Teaming with Wildlife, CARA, CARA-lite, Now Congress has developed the SWG program. Federal appropriation goes toward preserving biodiversity, to be proactive on issues before they become a problem, provides money for non-game wildlife funding. Congress decided that they wanted states to think about overall needs in the state. Funding is dependent upon getting the plan done by Oct. 2005. It could mean as much as \$1-\$5M annually in federal funds for NM.

One of the elements is to have monitoring plans, review procedures, etc. IAFWA has been a mover of these plans and how to proceed. There should be broad public participation, communication – an obvious process. The CWCS needs to address the issues and identify the knowledge gaps. The idea is to have a blueprint for conservation actions in so many years that covers the NMDGF responsibilities. 72 birds are on the current list. Lists determined by reviewing formal listing, species of concern, PIF concern list, tribal concerns, outside agency concern lists. Some birds were used as focal species for habitats or groups of birds. The lists of species are on the website along with the rationale.

Available on the NMDGF website ([www.wildlife.state.nm.us](http://www.wildlife.state.nm.us)). Click on “**Conservation**,” and then click on “**Conservation Wildlife Conservation Strategy**” to get more information on the process and the intent.

**International Planning – A model for International work** - Carol Beardmore, (Sonoran Joint Venture (SJV))

Encompasses 6 states total (4 states in Mexico – Baja California, Baja California Sur, Sonora and Sinaloa, and 2 states in the US – California and Arizona). Is the first Bi-national Joint Venture with three member staff thus far. From -300 feet to over 9,000’ and includes 745 species total, oceans to mountains, albatross to hummingbirds.

Species and habitat priorities are based on existing plans (PIF, Important Bird Areas, NAWMP, etc.)

**Action Categories** include the following within the SJV (unique due our Mexican partners):

Habitat Projects

Funding

Inventory and Monitoring

Nature Tourism

Community Involvement

Education

Training

No handout for this presentation, but much information is available on the Sonoran Joint Venture website. ([www.sonoranjv.org](http://www.sonoranjv.org))

Five to ten years ago, there were only 17 PhD-level wildlife professionals working in Mexico. Now there are at least 3x-4x that many PhDs now!! Momentum is growing and great strides are being made.

**Mexico/New Mexico bird habitat work** – Martha Desmond (New Mexico State Univ.).

There are challenges involved in cross-border issues. Folks who do the work are border-savvy, but some problems can occur there. There needs to be a strong commitment from agencies, governments and universities to work together with Mexican and US coworkers. This collaboration takes time, patience, cultural sensitivity and money.

Grassland Sparrow work--One of the reasons is the tie between breeding and wintering grassland birds: many breed in the northern US and Canada and winter in the southern US and Northern Mexico. Grassland birds in the southwest can be a boom or bust type of situation. Boom and bust precipitation patterns may be the norm. So where do birds go when they aren't in NM, AZ or west TX? They may be in the higher grasslands in the Sierra Madre in Mexico. Those areas in northern Chihuahua may be essential for the winter survival of these birds. These birds have broad ranges that span three countries during their life cycle. Needs: enforcement of regulations, public educations, creative problem-solving, research, monitoring.

NGO's landowners and agencies--**Priorities should be keeping land in grass, and managing for sustainability.** Priorities need to be accomplished through work with small ranchers, ejidos and Mennonite communities that are agrarian in Mexico. Management alone can lead to grassland fragmentation. Universities should be a partner in the process with responsibilities of education and outreach. Joint research endeavors, student exchanges, shared courses, seminars, graduate student committees all have their place in preserving these important grasslands.

Martha's research includes international students doing joint projects. Research includes joint university research questions and projects. Think about where you fit into the cross-border matrix depending upon the agency or group that you work for.

Questions & Answers (from audience)

Comment: Mexico has very good support for students from the Mexican equivalent of NSF.

Comment: There may be good reasons for having a Chihuahuan JV. And don't just stop at the border but continue further east in Mexico. Do you see the structure of the SJV able to be imported to binational initiatives in NM/Chihuahua? Mexico is looking to get a regional coordinator for each of the four large Mexican regions, which could play into a joint JV. There is a movement to have a Rio Grande JV but currently the coordinator position sits within Texas Parks and Wildlife and is only for the Texas portion of the Chihuahuan Desert and the Tamaulipan Brushlands BCRs. Learn more about it and become involved. Perhaps they can be convinced to go international.

Is there an equal amount of outreach across the border from Mexico? Yes, there is a lot but they are limited by funds by number of personnel. Pronatura does a lot of outreach in participation with the Sonoran Joint Venture. State Environmental agency in Sonora is active in the JV there.

Comment: USGS now has a toll-free banding service for reporting band recoveries. An Outreach program is being implemented being sponsored by DUMEX focusing on ducks first but includes all taxa. DU has produced a wetland overview of Mexican wetlands. Through the Flyways, USFWS helping to develop a waterfowl survey throughout Mexico that will be applicable for all waterbirds.

Exchange program for wildlife students would be great. How do you deal with tuition? How sustainable and fluid is the funding to keep the position salaries available? Money has to be a priority with the agencies involved. There are small ways and large ways in which to solve money problems but agencies and folks need to be creative and adaptive.

General Comment: Native American government-to-government communication should be taken into consideration. Perception is that the tribes are being excluded in some manner, but it is not the case. It is more likely a miscommunication rather than an intention of exclusion. The international presentation given here should be considered examples of how other cooperative efforts among sovereign entities might be develop, not as a suggestion that these are the only cross-border efforts that are important. Tribal internship programs can be developed for graduate students while attending universities. They can then be trained in the all-bird conservation process and be members of the NM PIF process. This is a topic which is appropriate for tomorrow's break-out discussions for the entire group.

One of the purposes of this meeting is to ensure that folks know about the kinds of resources that are available.

## **The Players**

### An Overview of the Legal Framework for Bird Conservation - Dave Krueper (FWS)

Authorities that govern migratory bird management  
Federal Laws, Statue Authorities, Tribal and Federal Frameworks

There are 30 Acts that apply to birds or habitat; a few are:

#### 1918 Migratory Bird Treaty Act (MBTA)

Federal protection for all birds except resident game birds or non-native species

#### 1940 Bald Eagle Protection Act

Provides protection for bald and golden eagles

#### Sikes Act

Provides for cooperation by Departments of Interior and Defense with state agencies, allows for collections of for hunting and fishing on federal lands, to be used for habitat improvement.

#### National Environmental Policy Act – 1969

Effort to better understand and prevent damage to ecological systems and natural resources

Requires EIS, EA, or other appropriate level of environmental analysis and documentation.

#### Endangered Species Act

Conserving ecosystems on which the species depend, as well as the species themselves.

#### 1980 Fish and Wildlife Conservation Act

Nongame act. Encourages states to develop conservation plans for nongame fish and wildlife

## 1992 Partnerships for Wildlife Act

Establishes a Wildlife Conservation Fund

There is lots of guiding legislation.

Recently passed legislation exempted DOD installations from complying with the MBTA. Commanders could make decisions based on individual bases. Some may comply but others may decide that some activities may be continued without worry about take.

Some DOD installations are losing about 1/3 of NR funding because of the Iraq war.

## **Non-Government Organization (NGO) Involvement**

Stan Baker with NWTf was unavoidably detained and was not able to make the meeting.

The Nature Conservancy - Gary Bell (NM TNC)

Have a well-defined conservation approach:

Setting priorities

Designing strategies

Conservation action

Measuring success

They define portfolio sites together to ensure the protection of the biodiversity they contain. These are not a series of protected areas but are under a lot different managements. TNC works with a variety of partners to ensure protection of portfolio sites. They set a targets for each site, based on numbers of species/ etc. These are designed according to irreplaceability, complementarity, efficiency, and viability criteria. They employ a coarse filter/fine filter approach. Species targets are a fine filter/ habitat type is a course filter. TNC's ecoregional-type assessments are used by a variety of partners including USFS, BLM, WWF, and the state CWCS etc. Ecological planning is standardized through a workbook. It targets ecological viability in order to identify needs. It focuses on stressors and sources of threats.

TNC is no longer a group that just buys land. Now it identifies the threats, the causes of threats and opportunities to alleviate them across the landscape.

**Audubon New Mexico** - Dave Henderson

Audubon is celebrating its 100 yr history next year. Started by folks fed up with some of the actions that US citizens were taking against birds. Audubon still has an advocacy tradition. Audubon's purpose is to connect people with nature. It is a membership organization growing out of support for birds and the protection of habitats. NGOs help folks connect with birds – Audubon takes care of a constituency that cares about birds and wildlife. People pay to watch wildlife. Ecotourism is a growing business.

Have a unique role to play; can engage in public policy, Audubon is further conservation with the legislature which will provide further funding for nongame in the NMDGF.

Activities include Christmas Bird Counts, volunteers and membership will be on the ground measuring Important Bird Areas.

Lastly, Audubon provides education to the public, especially to school-aged children to be good stewards and preserving our wildlife heritage. Audubon is committed to partnerships all NGOs are committed to partnering to get things done in the state.

**Joint Venture Primer** – What is a Joint Venture (JV)? Greg Esslinger (FWS JV Coordinator)

Greg encouraged folks to get involved with JV's. They trace their origins back to NAWMP. That plan set guidelines for addressing problems with waterfowl. Thirty-four areas were identified as areas of concern for wintering and/or breeding habitats. Many goals were identified, habitat objectives were identified, and a framework for implementation was developed. With the system of set aside lands through public agencies, there was a need to address private land issues between the refuges. Partnership efforts were critical to success of this effort.

Partnerships at the landscape-level approach, regionally based, to deliver objectives of the plan were the origin of the JVs.

JVs are regional partnerships. They do biological planning, monitoring and evaluation, Communications and outreach, and conservation delivery are all part of their mission. Each is managed by a board consisting of partners. They are staffed by a coordinator and technical staff, depending on the JV.

**Intermountain West JV (IWJV)** Jim Cole (IWJV Coordinator)

Their territory includes the western two-thirds of NM. **Mission is to help partners put conservation on the ground.** Have some funding but not a lot. Partnerships are key. They help get funding from Congress for the North American Wetland Conservation Act (NAWCA) and for general JV operations. Management Board composed of agencies as well as private individuals, NGO's and corporations. Incorporates portions of 11 states from Canada to Mexico. Have staff members including 2 BCR planners and hoping to add a third for the Southern Rockies BCR (which includes NM). Have state conservation committees. Most participants on these committees are NGOs and agency folks and volunteer for the committee. IWJV coordinates on the ground conservation projects. Plays a key role in the NAWCA process. Have a cost-share program for funding projects. **“Partners are people with money and others are friends.”** Planning is also a component of IWJV activities. State plans are coming together to improve the biological foundation for the JVs actions. The primary role of the BCR coordinators is to increase the scientific basis of the work the JV does. The IWJV and partners have received \$30 million in NAWCA grants, and matched it with over \$130M. Keep the momentum of this group going. For more information on the JV go to [www.iwjb.org](http://www.iwjb.org).

**Playa Lakes JV (PLJV)** - Christopher Rustay (PLJV BCR 18 Coordinator)

- Utilizes a hierarchical all-bird strategy to identify and prioritize potential conservation projects, help put them on the ground.

- 98% of land where the projects occur is private property.
- Go to the website for more detailed information and examples of conservation activities and prioritization of projects: [www.pljv.org](http://www.pljv.org).

## **Means to Accomplish Bird Conservation**

### **Funding - Terry Riley (Teddy Roosevelt Conservation Partners) [HANDOUT #7]**

You can't accomplish bird conservation with small acres or small dollars. Need vast amounts of money to impact vast amounts of acres to affect bird populations. Terry will talk about one big program that conservationists need to get attuned to. The Prairie Pothole JV in the northern US, decided that to increase duck populations they needed to affect 5% of the landscape through the protection of grassland/wetland complexes. The Conservation Reserve Program with Natural Resource Conservation Service (NRCS) came along which helped with the protection. They need \$20-30M a year level to do the work. Within the last few years wildlife conservation community has gotten \$18 billion for conservation work allocated through the Farm Bill! \$22 million came to NM for Environmental Quality Improvement Program (EQIP) programs alone. JVs helped to focus some recent Farm Bill programs on wildlife habitat such as playas and wetland complexes and Bobwhite Quail. There are dollars floating around but we, in the conservation community need to be engaged in the NRCS programs. Think about getting involved in large landscape approaches. In order to do big projects you have to go after where the money is. Three basic programs in the Farm Bill which have potential for the future: EQIP, Conservation Reserve Program, Conservation Securities Program. To participate in Farm Bill programs join the NM State Technical Committee of NRCS. Join Local Working Groups which affect how the money is spent locally. Get involved with the NRCS.

### **Research and Monitoring Janet Ruth (USGS) – Who is doing bird research?**

US Geological Survey does the science in geology, biological resources, and water resources. It's mission is to provide science to other federal agencies to inform management decisions. Fort Collins Science Center administers the Arid Land Field Station in Albuquerque and Jemez Mountains in Bandelier.

USFS – Rocky Mountain Research Center administers sites in Albuquerque, Flagstaff, and Fort Collins. Some specialists work on issues associated with:

- Grasslands
- Fire Management
- Bird Migration
- Taxonomy and Genetics

Also there are cooperative research units with universities. They are collaborations with USGS, state resource depts., universities, Wildlife Management Institute, etc. The NM State Cooperative Fish and Wildlife Research Unit is located at NMSU. Also Arizona and Texas Coop Units do work on birds and habitats important to NM.

Another research agency is the USDA Agricultural Research Center. They focus primarily on issues related to agriculture but there may be opportunities for research on birds. The Jornada Experimental Range has collected data since 1912 on range conditions.

Other Federal agencies may conduct bird research as well.

Universities – In general there are lots of opportunities to get research and monitoring done, especially through grad students, etc. UNM has the Museum of SW Biology avian collection and stable isotope lab. The Sevilleta Long Term Ecological Research (LTER) station is funded by National Science Foundation Grants. NM Natural Heritage Program is the repository in the state for spatial data for many bird records in NM. They conduct fieldwork, applied research, conservation planning, Kris Johnson is the director. NMSU has research strengths in grassland and aquatic systems. They also administer an LTER at the Jornada Range with lots of remote sensing imagery of the range. Chihuahuan Desert Research Center is also located there.

Other Universities in NM that may have the ability to conduct bird-related research include WNMU, NM Highlands and ENMU.

Sandy Williams (NMDGF) - as the principal agency responsible for state wildlife management the Department is engaged in a lot of research. There are two divisions in the Dept. which do this: Wildlife Management Division (game birds) and Conservation Services Division (non-game birds).

Research on game and non-game birds is sometimes supported through the Share with Wildlife program, which in turn, is supported by donations.

NGOs doing some research and monitoring in NM include:

Hawk Watch International – pioneered raptor migration studies in the state. Still conducts counts at two sites.

Hawks Aloft – involved with research and monitoring in NM, especially on raptors, but also does bird monitoring for agencies.

Rocky Mountain Bird Observatory – Monitoring and research in BCR 18 and the Carson Forest as well as other projects.

NM Breeding Bird Atlas Project – is an effort to complete an atlas in NM

NM Ornithological Society – has a small research grants program, with information available at: [www.nmosbirds.org](http://www.nmosbirds.org)

Questions & Answers: Any move to split the IWJV into smaller portions? It has already been split in WY for the Northern Great Plains JV and AZ for the SJV. But there are no current plans for any more splits.

A Playa book “Playas of the Great Plains” by Dr. Loren Smith is available through University of Texas Press

Pertaining to the Executive Order describing implementation of the bird plans and cooperation by Federal agencies with USFWS, what is the status? During an election year things have stalled. USFS and BLM were leading examples of how to put together MOUs but have stalled. DOD and the Coast Guard are further along. USFS and BLM have gotten hung up on take issues. FWS has been put in a tough spot on incidental take. Kathy Granillo is on the USFS and BLM team to build the MOUs. NABCI might be able to help, but much of the problem are internal to the agencies and can't necessarily be helped externally.

What is a local contact for the IWJV? Scott Norris (ADD E-MAIL ADDRESS HERE)

## **Recent NM Bird Conservation Efforts**

### Middle Rio Grande NAWCA project development -Jim Cole (IWJV)

Two North American Wetland Conservation Act proposals have been submitted for the Middle Rio Grande. In the first, Ducks Unlimited was the NAWCA grantee: Other partners included Bosque and Sevilleta NWR, City of Albuquerque, and Santa Ana Pueblo.

In 2<sup>nd</sup> project there were several different partners, including two pueblos, private landowners, NMSU, Valencia Soil and Water Conservation District.

NAWCA grants do wetlands and associated uplands. There are two application periods for standard grants. There is only one for small requests. Partners come together with mutual needs. Project areas are important – think of them as landscapes. Typically NAWCAs will have 5-6 work areas, often different kinds of work with different land owners. Sub-grantees sign agreements with the primary grantee. NAWCAs are scored on 7 criteria: including the benefit to waterfowl, other wetland birds, T&E species, how it works within the JV system, partnerships, types of wetlands, etc. Partnerships work at the pace of the slowest partners. Best feature of NAWCA is the 1:1 mandatory minimum match, but the most successful are the 2:1 match (or better) Match types can be in-kind or cash. This is different from the government, which will sometimes appear to spend \$100 to get \$1 for free. The match window can go back two years from the date of the submission and can go ahead two years from the date of grant agreement signing.

NAWCA partnerships develop working relationships with partners in an area. See [www.iwjuv.org](http://www.iwjuv.org) for information, ideas, and examples.

Are there stipulations on “associated uplands”? It is variable. You can have 4 acres of upland to 1 of wetland but there needs to have a reason for the association.

How did the NM grant come together? Some of the partners didn't understand that they needed to do work. They had a great project but they also have to bring dollars to the table. There always has to be a match catalyst: \$ 1.2 M from the City of Albuquerque in the first case, or \$1M from a land donation to the Valencia Soil & Water Conservation District in the second. Sam Lawry is a great worker for the IWJV, he is the assistant JV Coordinator.

### Carson National Forest monitoring - Chirre Keckler (USFS)

Last year the Carson forest started monitoring Management Indicator Species (MIS) birds. Rocky Mountain Bird Observatory out of Colorado did the work through a Challenge Cost Share

Grant. Chirre developed funds for doing the cost-share. The reason for work – the MIS had monitoring needs. MIS had been identified as being most valuable for determining trends and the health of the forest ecosystems (Hairy Woodpecker, Juniper Titmouse, and Brewer's Sparrow). USFS needed help designing the studies, collecting and analyzing the data and RMBO already had an established protocol. It is a multi-year cost-share with funding primarily from the Forest. But they also got some money from the habitat stamp program. They structured the data collection similarly to the data collected in Colorado. This then allows for a wider analysis of the data and relates the Carson NF data to data from forests adjacent to them in Colorado.

Currently they want to use the three years of data to see whether trends are available. The 2003 report is at [www.fs.fed.us/r3/carson/plans/mis\\_monitoring/birds\\_of\\_the\\_carson.shtml](http://www.fs.fed.us/r3/carson/plans/mis_monitoring/birds_of_the_carson.shtml)

When monitoring with NGOs sharing data, are there issues with who the data belongs to? In this case no, in the agreement the language states that the data is available to the public.

#### Creamer Ranch - purchasing land - Bob Findling (TNC)

Creamer Ranch : the area is dominated by shin-oak and stabilized dunes and is part of the southern shortgrass ecoregion. The ranch has one of the highest documented Lesser Prairie-Chicken (LPCH) lek densities in New Mexico (about 40 leks on the ranch). Acquisition of this property is part of developing the TNC Mescalero Landsheet Portfolio. If you look at NM State Land Office, BLM, private and NMDGF lands about 2/3 of the portfolio site is protected. TNC evaluated the property by talking to the seller and the NM State Land Commissioner. The Commissioner was willing to place a moratorium of state trust lands of oil and gas drilling within 1.5 miles of any lek on the Creamer Ranch on State Lands. Existing oil and gas leasing also went into the evaluation of buying the ranch. Other significant threats to LPCH include conversion to agriculture (center pivot irrigation) which is occurring at a rapid rate in the area.

Key TNC strategies: 1) Community-based conservation activities; 2) Education and landowner outreach; 3) Conservation planning; Efromson workshop to document threats, their sources and possible solutions, and Southeastern New Mexico Stakeholders working group are all looking at ways to conserve the LPCH in southeast NM and TNC has been part of each. 4) Coalition building: BLM, USFWS, NRCS, NMDGF, NMSLO, NMDA, Grasslans Foundation, PLJV, TNC-CO and TNC-TX programs; 5) Capacity building; 6) Direct land protection; 7) Acquisition of easements, private lands; 8) Grazing allotment leasing – ranching partners. A classic project is leveraging funds and collaborating with numbers of different partners. It is necessary to do the type of work that TNC now is trying to do.

Malpai Borderlands Group - private landowners - Ben Brown – (Animas Foundation) unable to attend.

#### NM Avian Protection (NMAP) - industry and bird protection - John Acklen (PNM)

There has been a pattern of highly litigious incidents involving electrocutions and birds. Hawks Aloft and PNM, rural cooperatives and USFWS got together in 2002 to start a process of power companies and conservation groups getting together to educate industries on how to retrofit

transmission lines and areas of high raptor/crane use. Grassroots organizations have depended on grants from the PNM Foundation to fund three statewide conferences. Both bringing in national experts and seeing live raptors has raised awareness, interest, and concern within the state.

A document was prepared and designed to tell companies how to retrofit poles where high use areas were identified by NM Partners in Flight as well as provide basics on raptor identification.

Currently two out of eighteen co-ops have adopted the NM Avian Protection Protocol. They can use more agency participation from the USFS, BLM, tribes, etc. The next conference is in February.

Have any of the microwave providers come in yet? Not yet, but they are aware of it. But we have talked to Florida Power and Light of the wind turbines out near House. Communication towers are definitely on our radar screen, however.

Has PNM adopted the plan? PNM is in the process of producing its plan, currently it is internal review and perhaps it will be unveiled at the next conference in Feb. 2005.

#### Habitat Conservation on Santa Ana Pueblo - Brian Bader

Since 1978 Santa Ana has worked to restore riparian systems on tribally owned lands. The Rio Grande floodplain has been negatively affected by flood control over the last 60 years. The river channel, active floodplain, historic floodplain are concerns. Changes from a braided river to a narrow channel have occurred. The historic floodplain is no longer inundated. The Bureau of Reclamation, Santa Ana Pueblo and the Rocky Mountain Research Station have worked to restore the riparian habitat. Important components on the project include:

- Goal is to restore (an ecosystem-based program) a functional riparian ecosystem.
- Not just birds benefit, but also economic opportunities, recreational opportunities.
- Want to have an active river channel, active flood plain, and adjacent uplands.
- Two-year flood event sequence was considered. Total of 10,000 cfs needed to replicate the natural flooding regime, but any flows over 7500 cfs could wash out the San Acacia bridges downstream.
- Manage the native vegetation and removal of non-native Russian olive and saltcedar.
- Potential Southwest Willow Flycatcher habitat will be created (100+ acres) with native tree plantings of Gooding willow, *Baccharis* sp. and Fremont cottonwood.
- Rock weirs are being constructed to slow or prevent riverbed incision.
- Tribal Wildlife Grants and the Tribal Landowner Incentive Program are important tools for current and future conservation programs.

#### First Day Wrap-Up - Chuck Hayes (NM Dept of Game and Fish)

#### **COMMON THEMES IN NEEDS FOR AVIAN CONSERVATION**

- Implementation and delivery of habitat management on the ground
- Prioritization

- Setting objectives
- Education and outreach
- Research and monitoring
- Funding

## **WEDNESDAY, OCTOBER 27**

### **FUTURE DIRECTION for NEW MEXICO CONSERVATION**

What Does Implementation Look Like? - Panel – Janet Ruth introduced the panel. She added:

#### ***Questions for Panel and Audience*** [and Breakout Groups in p.m.]

1. What do you/your organization see as the conservation needs for NM Birds – management, research, monitoring, education?
2. How should bird conservation planning be implemented? How should all bird conservation activities be coordinated?
3. What does the future of NM bird conservation look like to you/your organization?
4. What are the impediments to implementation for you/your organization? Others? What are your suggestions for overcoming them?
5. What are the educational needs associated with implementing bird conservation? For land managers, lawmakers, the public, etc.
6. Where are the gaps in regional bird conservation coverage? Where/what are the greatest needs?
7. How do we make sure to keep lines of communication open with each of your organization?

Kathy Granillo (USFWS) : There are seven NWRs in NM: Maxwell, Las Vegas, Grulla, Bitter Lake, Bosque del Apache, Sevilleta, and San Andres. The Refuge improvement Act in 1997 was the first organic act that says the refuges are a system and should act in concert. Mission: Providing habitat for birds and other wildlife with federal management responsibility is their primary mandate.

Guidance towards that goal is not well-defined. What is the role of Refuges? Together they make up only 385,000 acres in NM. NWRs are less than 1% of total land base (USFS administers 12 %, BLM 17%, DoD administers 3% of the lands). Refuges have to work together with others. Refuges could add lands to current refuges or add easements on private lands adjacent to refuges. Their biggest role as they see it, is a model of management, such as at Bosque.

David Henderson (Audubon New Mexico): New Mexico still has resources that are worthy of protection and the opportunity to restore more habitat than elsewhere. What we haven't done well is work well together. Henderson was disappointed that he hadn't previously known and worked with more people in the room. Audubon does birds. We should all do better. We need to energize the public in NM. Educate the next generation about the environment so that we

have an army of folks who are good stewards. We need to learn ways of working together rather than working against each other.

Chuck Hayes (NMDGF) : The Dept. role is not one of doing everything. They are doing a better job of managing habitat for wildlife through the waterfowl and LPC areas than for other species. In general the Dept. is not going to make everything happen themselves. They can make a difference as a central repository role as to what is happening biologically and where to direct efforts. A central role can be to voluntarily direct folks as to how to make a difference on their lands. This is the general direction the Dept's Comprehensive Wildlife Conservation Strategy is going. Things are looking as if they are going to get more complex. In the past funding sources have tended towards big chunks of funds, with less overhead, etc. But available funds are moving towards smaller and more different sources, and this may be the way of the future. Many of the smaller funds require non-federal match. NMDGF has tended to interpret that as state funds, but are out of those. However, private, and other (non-federal) non-Dept funds are a source that needs to be tapped

Tish McDaniel: (representing private landowner perspectives). Over 44% of land is privately owned in NM. To achieve bird conservation deal that private landowners must be dealt with on an equal basis. Techniques for working with landowners to achieve bird conservation on private lands include:

- Don't threaten with claims of greater knowledge than the landowner has. They are the experts on their lands, and want acknowledgement of that fact.
- Incentives (\$\$ or easements) are often needed. What is in it for the landowner? Can't do things "just because it is the right thing to do."
- Be willing to negotiate.
- Fear of the Endangered Species Act is a huge concern.
- Work with NRCS representatives since they are trusted by the landowners.
- Education--hold more workshops similar to what the Quivira Coalition, High Plains Prairie Chicken Festival and Rocky Mountain Bird Observatory have done.
- Know your soils, people, weather, know the community before you talk to landowners.

Jim Silva (BLM): Research and Monitoring are huge conservation needs with the BLM. If there is not good scientific backing for land management decisions then the habitat loses. Long-term monitoring is needed to show the impacts to species. There need to be a large dependence on the science and monitoring to show the effects of land use. Implementation needs to be viewed from an agency perspective, needs to be coordinated between agencies, something like SW Strategy. Money is always a constraint. But personnel may be a larger constraint. BLM gets huge requests for increases in oil and gas production so personnel can't keep up with increase in permit requests and birds and science tends to get short shrift. Carlsbad and Roswell are 2 of the 3 largest producing oil and gas areas in the nation (behind Wyoming).

Q&A: Are there concerns about cross boundary workings? Can't bring outside folks to do local work. Understand the community. This is a unique time to reach out to private landowners. Economics for private landowners are also a concern, as is fear of the ESA. Wildlife is an asset for most landowners. NRCS is a good way to approach landowners surrounding units. The

more public land you have in the area the more defensive landowners become. Have seen NRCS work well within the community.

Coop Extensions are a great way to work with landowners in the southern part of the state. Refuges are understanding that invasive species are controlled by partnering with surrounding landowners to address the issues of seed sources. Burning is a large issue on private lands adjacent to refuges. At Bosque there is a biologist working specifically on riparian issues. Refuges are required in their planning to look beyond their borders. Cooperative Conservation Initiative can help with funding on these issues. Partners for Fish and Wildlife has a small pot of money so it is important to develop the contacts locally. We need 50 Tish McDaniels out there in NM, and to overcome the feeling of many landowners that “Working with the FWS is like making a pact with the devil”.

We heard that 44% is private 1% is Refuge. How do we reach out beyond refuge borders? Save our Bosque Task Force has a Memorandum Of Understanding with agencies and an important component of the Task Force is private landowners. Including the landowners within the planning of the group is paramount. Landowners are putting easements on their land and getting funds to help restore habitats. They serve as a great model. Many of the issues are the same for tribal governments. Same is true on making a pact with USFWS. Tribal managers have an interest beyond just economics. **Need better coordination with tribal governments. An action item should be to forge bridges between agencies and tribes, and involve them more effectively in the dialogue.**

Could NM PIF take this on? All-bird community needs to take on looking at all the ways to work with tribal governments, and how to do the communication with all potential partners.

How can we develop links between tribal units and agency or university experts for answers to bird conservation questions (specific example was Gray Vireo. Have the habitat but not the birds in many locations. WHY?)

Communication can start through tribal liaisons as through John Antonio, or the NM Indian Affairs Dept. Those are a few avenues. Tribes just got a booklet about two months ago about establishing critical habitat for the WIFL. How does this affect ways of life? Some decisions that USFWS is making for tribes make a large impact on tribal lives. Can be scary to think about critical habitats without accurate information on what the implications of a critical habitat designation are. There are questions of who to call for answers. We need to have dialogue about what will work and what won't.

How can we effectively involve landowners in the effort (44% of the state is private)? You can get the agencies to work together more easily since the head of the respective departments or agencies can be directed to change policy or management. It is much harder to get all of the private landowners to make a concerted conservation effort (SO MANY PARTNERS TO ORGANIZE)!

In selling conservation to the private landowner you are most effective if you have the checkbook in your pocket. There is also a divergent array of opinions about how the land ought

to be managed. Hard to get a consensus about how landowners should do the right thing on their land. It boils down to economics. There needs to be a concerted effort by all land managers. And you can affect management on those by going to folks in charge about grazing use, mining, proper forestry? Bring all mgmt agencies together as one. Source sink concept. Sources of highly productive lands and less optimal habitats.

Comment: would like to see collaboration between universities, tribal agencies. Can be creative in coming up with non-federal match.

Are educational efforts taking place? One effort done not too long with TX Coop Extension Service was Quail Appreciation Day. Ranchers were there and got information on how to manage lands for quail and other grassland species. Audubon has been focused on education for a while. Most of Audubon has been looking at school children. Need to bring resources to places without many resources, including training in bird monitoring and survey techniques.

Working together gets rid of redundancy. NMDGF should be a central area of knowledge. Need to resolve how owns the data and how to manage the data. Who is in charge of the data standards? Who tells who what data to use and what data not to use. How is metadata stored? What about the legal issues on data? All these are questions that need to be resolved to allow effective information sharing among all parties. Colorado may have some experience that would help NM answer these questions.

All-Bird Coordination in Colorado: a Summary - David Klute (All Bird Coordinator, Colorado Division of Wildlife)

Colorado Division of Wildlife created a full-time position (fully funded position) to coordinate all-bird management and conservation programs within Colorado. The coordinator position has tried to address some fundamental questions necessary to further bird conservation. What do we have? What do we need?

What do we have? Identified resource gaps to determine the necessary steps for future direction. Bird Conservation Initiatives are critical and much information is already out there.

What do we need? What actions should be taken to make the entire process work better? Increased coordination and communication is the logical and most important focus.

- Electronic distribution networks
- All-Bird Conservation Website
- Representation to planning processes

In Colorado, listserves and an email list are used for general mailings. Regional workshops are a valuable way to get the word out.

The coordinator assisted in the role of data management, standardization, etc. conclusions applied elsewhere, check and balances. For the short-term, data sharing agreements are used. Larger question is with the monitoring program – how to we deal with several agencies funding a

project? A symposium between biologists and lawyers addressed data sharing and also T&E species site-specific sensitivity.

Fear of ESA, critical habitat is present in Colorado. Word is getting out about a coordinated bird response as a good way to address the ESA. Some of that fear is still there. Colorado Division of Wildlife has a private lands coordinator who was a former Farm Bureau representative, and works with landowners. Need dedicated funding to address need proactively. The private land coordinator knows who are the movers and shakers in the communities and getting them on board is critical.

What came together to get the Colorado All-Bird Coordinator position funded? In the breakout sessions at the ABW workshop the idea to have a coordinator came out. From that the DOW and Colorado Partners in Flight were instrumental in writing the position description. The position was cooperatively developed and identified.

### Identifying Needs and Problems in Furthering Bird Conservation in New Mexico

#### Breakout Group Questions:

- What do you/your organization see as the conservation needs for NM Birds –management, research, monitoring, education?
- How should bird conservation planning be implemented? How should all bird conservation activities be coordinated?
- What does the future of NM bird conservation look like to you/your organization?
- What are the impediments to implementation for you/your organization? Others? What are your suggestions for overcoming them?
- What are the educational needs associated with implementing bird conservation? For land managers, lawmakers, the public, etc.
- Where are the gaps in regional bird conservation coverage? Where/what are the greatest needs?
- How do we make sure to keep lines of communication open with each of your organization?

### **Summary of Thoughts and Notes from the Breakout Groups**

#### **Group #1**

- Education was considered to be the most important need, not only for but amongst fed, state and private entities.

#### **Group #2**

- Gaps and Needs. How do we get the information, and how do we share it?
- What are specific management needs? Best Management Practices are needed for the other habitats in the state not already covered.
- Contacts within the state (experts) for consultation of species and habitat management within the state are needed.
- Set up technical workshops to promote avian conservation.

- Evaluate conservation actions. What are the results? Are they successful?
- Impediments: Spatially explicit conservation strategies is a key concept. Understand the regional and local context of conservation.

### **Group #3**

- Conservation Needs: Identify habitat needs and focus on a broad geographic scale. Identify monitoring needs by starting with baseline information.
- Training is needed.
- Should disseminate bird data and analyses.
- Expand the management mandate within the Department of Game and Fish.
- Implementation – Elevate the importance of non T/E management within the state.
- Coordination is needed to bring all of the groups together.
- Integrate bird conservation needs.
- Develop and distribute contact lists.
- Identify key players within the area or communities.
- Work with Native American Fish and Wildlife agencies.
- Coordinate all players in the CWCS process.
- Coordinator would be a key.
- Development a conservation ethic for all birds (esp. focus on nongame birds in communities and on private lands).
- Impediments include lack of funding, lack of regulatory management and authority, lack of public involvement

### **Group # 4**

- All-Bird Coordinator is critical to provide a centralized point of contact, disseminate information.
- Habitat objectives need to be developed rather than just population objectives.
- Build trust through public education.
- Gain the support from within the agency.
- Need more \$\$.
- “Walk the Walk after we Talk the Talk”—remain consistent and follow through on commitments.
- “Red Sky in the Morning, Biologists Take Warning”© D. Krueper (in other words, be vigilant and proactive. When we see a problem on the horizon, take immediate action to mitigate or prevent further problems....)

### **Group # 5**

- Need a clearinghouse of information, e.g., an All-Bird Coordinator and access to GIS data and information.
- Coordinator should be independent from the housing agency.
- Should have BCR-based habitat sharing
- Needs: get the data out (NMOS as a possible vehicle?)
- Best Management Practices are needed
- Standardize monitoring protocols
- Outreach to industries and bring them into the program. Expand to agriculture industry and ecotourism industry.

- Understand the relationships between birds, economy and management.
- Public education is important on several levels, including within NMDGF.
- Impediments include lack of authority within the State Game Agency to manage all birds, lack of consistency in data storage and collection.

### **Group # 6**

- Invasive species is number 1 management issue.
- Data standards and data sharing are needed.
- BMP for suites or their habitats would be helpful (pinyon-juniper guide for Colorado is an example).
- Educational efforts should tie in with the bigger picture such as presented by the Quivira Coalition.
- Use the New Mexico Wildlife television show.
- Education is needed for those who are collecting the data, and also for those who are using the data.
- Lack of people, money, direction hinders conservation.
- Coordinate with those organizations who have grant monies.
- Tribal participation is critical (formal and informal contacts).
- Need a strategy to focus various habitat programs.
- Sensitivity of collected data and when/who to share with without revealing too much sensitive data needs to be worked out.
- CWCS participation is vital. Don't let it become just a "State Game document"
- All-Bird Coordinator is essential.

### **Group # 7**

- 500 species of birds within are New Mexico and 111 of the PIF priority species need special management. We need to prioritize our efforts because we cannot manage for all of the species.
- Focus on guilds of species.
- CWCS can focus our priority species and projects.
- Communication is key. Email lists need to be used. Website and listserves valuable (provided we don't bury ourselves).
- Use Refuge outreach to communicate conservation etc. issues.
- Directory of special skills and expertise would help.
- Keep NM expertise in state.
- Disseminate the data and the information.
- Impediments include high profile government programs which are the catch-project of the day (fuels reduction, salt cedar control, etc.) and are ram-rodged through review processes and which may actually hurt sensitive species.
- Need a coordinator for BMPs, grazing issues, etc.

### **Group # 8**

- Concern of tribal use of the land once information on sensitive species is completed. Keep the data on the tribal lands or spread the word? How will this affect tribal management of the lands?

- Coordination and communication is key (public and private and tribal councils), especially with listed species.
- Private land owners are afraid of repercussions if word of sensitive species get out on private lands.
- BCR coordinator or expert is needed.
- Representatives from each Tribal unit already meet once per month in Albuquerque. Perhaps use this forum to further coordinate our bird conservation cause?
- Need a Power Point presentation with a consistent message that can be shipped out. Would give a consistent message.
- Lack of money is always an impediment.
- Use Farm Bill as a vehicle to improve conservation and information about birds within agricultural circles.

## **DISCUSSION AND INTERACTIVE DIALOGUE ON HOW TO MOVE FORWARD**

What are the key needs for bird conservation in NM?

What are the best ways to address needs and overcome problems identified?

What are some specific actions to be taken? Who will take them? By when?

How will the results of this workshop be disseminated?

### **Common Themes:**

- Need for a coordinator position at a central location (single point of contact)
- Importance of disseminating information
- Education
- Need for standardization of methods for training
- Best Management Practices
- Improve communications among all interested and affected parties
- Sensitivities of data
- Fears of releasing information from private or tribal lands
- Gaps in species and habitat information
- Adaptive management: Are we getting to where we want or need to go?

### **OPEN DISCUSSION from the audience**

Are training sessions available for biologists to get methodologies and techniques? Yes, USFWS and BLM have hosted a training course once per year for the past ten years. How can we expand to other agencies and other interested people? How can we get the word out? Would like to enlarge the training sessions or the frequency of the trainings.

Coordinators are needed for each of the BCRs within the state and availability of the data that has been gathered. Four BCRs occur within New Mexico (16, 18, 33, 34). Coordinators needed as a point of contact for each BCR.

Southwest ReGAP program is being used for the comprehensive strategy planning. Can we take the existing table and key in specific bird species to get breeding distributions of all species throughout the state? Much of this information is already out there (but outside of the system). How accurate is it? Data quality is an issue.

New Mexico Partners In Flight e-mail list already exists. Everyone from this meeting will have their name and address added to the mailing (if they want). New Mexico PIF coordinator position has 6-9 months of funding approved for 2004-2005. Final revisions of the PIF NM Conservation Plan will be completed. Jump-start the NM PIF effort again in 2005.

Knowledge gaps were identified in each group. Those gaps (information needs) should be disseminated so that we can get the information needs out there. Someone can then work toward gaining information to provide the answers to those information gaps.

PIF Research Needs Database has been updated and is available on the PIF national website.

A student internship program for the Tribes is needed. How can we promote this program? Establish a fund that all could contribute to and promote this program.

One of the recurring themes was the lack of authority of NMDGF for all wildlife species. Dave Henderson (Commissioner) answered that there were not direct negotiations going on, because they would put the cart before the horse. Should seek the funding, and then get the authority. Cooperation and collaboration is needed, but the timing is right. This is happening in Colorado where funding from the lottery, game revenues, and federal grants all fund the position. (CO has management authority over all species unlike NM).

There is a basis for some education of kids through Hawks Aloft, PIF. Biologists from Hawks Aloft reach out and provide education programs for up to 30,000 school kids annually. There are good bird resources for teachers available through the PIF website.

To penetrate the consciousness of land managers, we need to get a consensus on the priority species that we need to manage within the state.

An audience that we did not specifically invite to the workshop was the city and urban planners. They need to become involved.

Is there a plan to have this type of meeting annually or every few years? No plans have been made beyond this meeting. If the participants would like to have these meetings more often then this is certainly a possibility. We need to enable a funding mechanism if this is the collective wish of the group.

What are we going to do with the results of this meeting? Where do we go from here...? NMDGF would like to know what our thoughts are. NMDGF (Chuck Hayes) felt that a letter directed to the state-level department heads should be drafted to elicit some understanding and promote some movement toward achieving some of these recommendations from this workshop.

What are the priority recommendations from the workshop? Put the top three to five recommendations together, and get the word out to Bruce Thompson and the Governor's Office.

- 1) Get a coordinator position. Explore various options for funding. But dedicated funding is necessary.
- 2) Get a website for all folks through NMDGF for getting information disseminated to partners.
- 3) Achieve and document consensus on prioritization of habitat guilds.
- 4) Secure shared funding. Funding is quite unpredictable if it is entirely federal funding. Consistency in funding is not a federal mandate.
- 5) Need to establish protocol for evaluation of projects. Practice adaptive management. Incorporate that methodology in all proposals for the future.

### **Recommendations for moving forward** – Audience Discussion

Moderator – Janet Ruth (USGS)

What are the key needs for bird conservation in NM?  
What are the best ways to address needs and overcome problems identified?  
What are some specific actions to be taken? Who will take them? By when?  
How will the results of this workshop be disseminated?

Workshop synthesis (common themes, new ideas, opportunities)  
- Chuck Hayes (NM Dept. of Game and Fish)

Need a common source of information for folks, and to get information out to the right people. There is the PIF e-list and updating it with folks. Data sensitivity housing issues, BMPs may be addressed by a technical subcommittee. Work through the PIF framework in the short term, work toward a full-time coordinator in the longer term.

### **Response/comments from a NM Game Commissioner -Dave Henderson**

This group has clearly left with a vision of birds in New Mexico. We need to take advantage of having a conservation Governor. We need to change the ability of our separate offices to work together. We all need to continue to think outside the box. The future of NM is in protecting its natural heritage. We need everyone here not to go back to your office and forget about this meeting. Game and Fish will do what it can do, but it is a unique time for the Department to look into partnering opportunities.

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Special thanks especially to the planning committee: Janet Ruth (USGS), Dave Krueper, Bill Howe, Kathy Granillo (USFWS), David Mehlman (TNC), Monica Romero, Sandy Williams, Chuck Hayes (NMDGF).