

THE WILDLIFE SOCIETY – CCAA/SHA WORKSHOP

“How do I make it happen?”

- Decisions to make – What is the most appropriate conservation tool?
 - What is your goal? Is it to remove or preclude the need to list a species, or is it to mitigate actions for a listed species?
 - Is the CCAA or SHA the appropriate tool? Are there other options? HCPs?
 - What species do you cover? Single or multiple species? Listed or not?
 - What is the landownership like? Are there public lands involved? You may need to develop a CCA if there are BLM or USFS lands.
 - How much time can you allot to the development process? Your agency? Your partners? Everyone should be committed to the long haul.
 - Implementation can be a huge time burden. Is your agency prepared to handle the potential increase in workload? Is the FWS RO available to help shoulder some of this burden? Permit office able to process the permits? This could influence which permit option you ultimately choose.

- Manage the process
 - Who will “lead the charge”? FWS? Consultant? State Agency? Other?
 - Which partners will you include? The smaller the number of participants the faster and easier the process will be...except you may leave out an important partner and regret it later.
 - Will you or a consultant write the document? How much input will you have if a consultant writes the document?
 - How much will your partners have invested if they do not help write the document? While it is easier to pass off the document to a consultant, sometimes the pain of writing it as a group will be more beneficial as buy-in by your partners.
 - Will you hire a facilitator or will you self-facilitate? You can successfully wear multiple hats.
 - Monitoring is a large component of any conservation tool you choose. Monitoring can also be one of the more tricky aspects of an agreement to accomplish. Ensure partners are all on board with the recommended methods, and that those methods actually measure what needs to be measured. This should be explicit to both the landowners as well as the Partners. Monitoring to monitor is worthless. Demonstrate how you put it to use.
 - Once you have a pretty good product completed, pull in a potential interested landowner and run them through the sign up process (“dry run”). This experience is invaluable in several ways:

- Increases landowner interest (i.e., you actually want to hear what they think – and they will discuss this with the people they know...)
 - Provides the team feedback on if the process they have laid is actually workable
 - Provides early notification of problems and a greater opportunity to fix the problem before you go “live”

- Finding a permit holder
 - How large of an area will you be covering? Are multiple landowners involved?
 - What type of permit makes the most sense for your situation? For example, with a CCAA there are several options:
 - Single Landowner Agreement
 - Programmatic:
 1. Type 1A: FWS Holds the Permit
 2. Type 1B: Multiple Permit holders (similar to single landowner)
 3. Type 2A: Agency or Entity is Permit Holder (issues CI)
 4. Type 2B: Multiple Permit holders (each issues CI)

- How to market, enroll landowners, and gain trust
 - Having the right representation on the team should promote trust among the cooperating agencies, as well as their constituents (e.g., we included the NRCS, Wyoming Department of Ag and the Wyoming Coalition of Conservation Districts to represent the agriculture community)
 - By having the right representation on the team, those agencies can speak to the process (at internal agency meetings, constituents), and build trust
 - Don't get the word out too early - you may build false expectations (e.g., Wyoming was working on a programmatic sage-grouse CCA/CCAA and promised to cover all industries – the effort did not materialize and a lot of trust was lost. We've spent the last year rebuilding those bridges.) Make sure you have a solid product, with no substantial changes, before you announce it to the world.
 - We will be using our website, statewide livestock newspaper, local and state newspapers to release information on the status of the Wyoming CCAA. In addition, we intend to conduct workshops around the state to give folks an opportunity to ask questions and provide comments about the CCAA that is being developed.
 - Once the Wyoming CCAA is completed, we will have educational workshops around the state to present the process to potential landowners, and give them the opportunity to ask process-related

questions. During the first dry run we had, we spent almost the entire time talking with the landowner about the CCAA itself – not about their lands or their enrollment. CCAAs are complicated documents – expect lots of questions. Just because they are clear to you doesn't mean they are clear to a layperson.

(Associated handout – maybe direct folks to our FWS website instead of printing off materials: [Third-party permit holder FAQ sheet](#), [Landowner FAQ sheet](#), [Draft CCAA Handbook](#))