



Advanced Resource Management Stewards provide extra ARMS for weed control.

*Ellen Gartside
Midpeninsula Regional
Open Space District*





Midpeninsula Regional Open Space District

- Regional greenbelt system in the San Francisco Bay Area.
- Over 62,000 acres of land in 26 open space preserves protected for public enjoyment.
- Oak woodland, chaparral, coastal scrub, redwoods, & tidal salt marsh.





Midpeninsula Regional Open Space District

- Open to the public, free of charge, 365 days a year.
- Over 225 miles of trails.
- Hiking, biking, equestrian use, dogs permitted on some trails.





Resource Management

- Land minimally developed and kept as natural as possible.
- Provides sanctuary for native wildlife and vegetation.
- Resource management to protect, restore, enhance, and monitor native vegetation and wildlife.
- Program of stewardship, not only to protect but to sustain.





Volunteer Programs

- Environmental Education Docents.
- Volunteer Trail Patrol.
- **Resource Management**
 - **Preserve Partners.** →
 - **Advanced Resource Management Stewards (ARMS).** →





Advanced Resource Management Stewards (ARMS)

- ✿ Actively participate in resource management of open space lands.
- ✿ Work independently on their own resource management project(s) on their own schedule.
- ✿ Inception: 2005.
- ✿ Formalized: 2008.
- ✿ Lead hired: 2013.

Year	ARMS	Hours
2008	9	327
2009	6	250
2010	7	309
2011	8	382
2012	7	375
2013	18	650
2014	29	1370
2015	26	1302
2016	25	862 thru 09/30/2016



Volunteer Program Lead (VPL)

- Plan & facilitate Preserve Partners & ARMS.
- Former Slender False Brome Coordinator.
- Education: Plant science, marine biology, teaching credential.
- Volunteer Coordinator: Surfrider Foundation, Resource Conservation District.
- Volunteer: Beachwatch.





ARMS Responsibilities

- ✿ District “uniform”.
- ✿ Check out/in.
- ✿ Covered by District’s Workers’ Comp.
- ✿ Submit monthly report.
- ✿ No minimum hourly commitment.





Lessons Learned

- ❖ Recruitment of volunteers.
- ❖ Project selection.
- ❖ Training & supervision.
- ❖ Data.
- ❖ Acknowledgement.





Recruitment for ARMS

- ❖ Previous resource management experience not required but....
- ❖ definitely makes for more successful retention of volunteers!
- ❖ 64% of current ARMS recruited through Preserve Partner projects.





Project Selection: District Perspective

- Follow-up for Preserve Partner group projects.
- Satellite weed populations.
- Protection for special species.
- District will continue project.





Project Selection: Volunteer Perspective

- “Home” preserve.
- Weed affinity.
- Solo work.





Weed Affinity/Aversion

☛ Everyone hates
French broom but
loves to pull it!!

Now also:

- ☛ Spanish broom.
- ☛ Yellow, purple star thistles.
- ☛ Italian & bull thistles.
- ☛ Stinkwort.
- ☛ Teasel.





Training and Supervision

ARMS-only Projects:

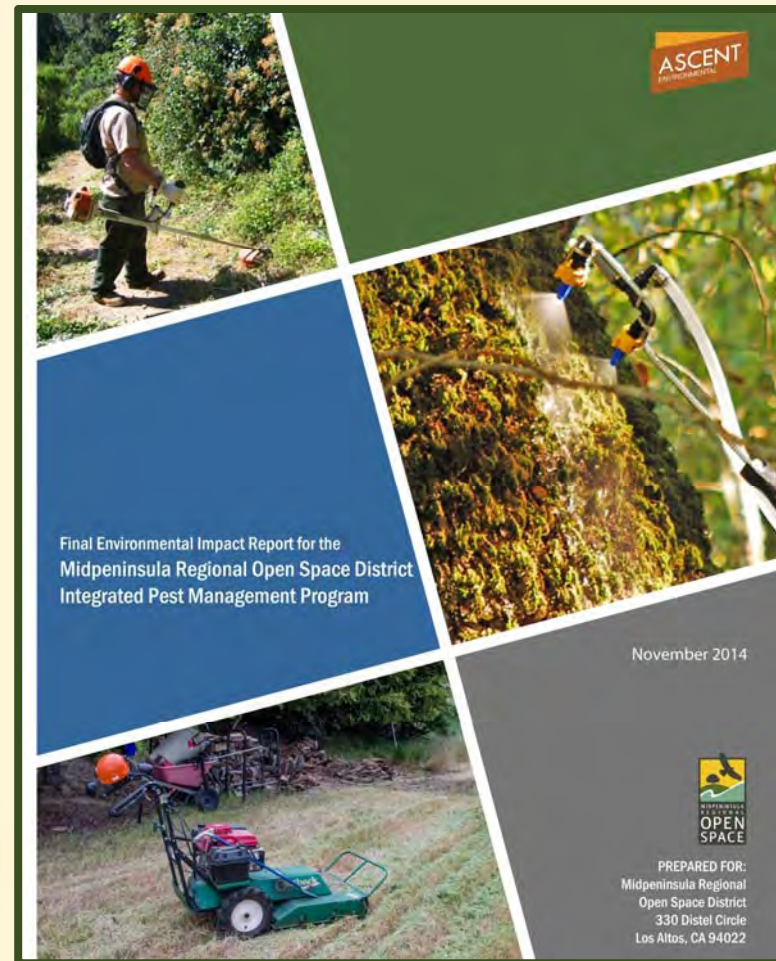
- More mobile.
- Adventure!
- Grasses!
- Not only resource management.





Data on ARMS Projects

- 2015: Integrated Pest Management program.
- Prior to 2015 only reported hours and Preserve.
- January 2016: species, more specific location, and area covered.





ARMS Feedback on Data Reporting





And the survey says...

- 0 people said it's a waste of time.
- 6 don't like doing it because it doesn't make sense.
- 2 would like more help with data entry.
- 5 people don't mind entering the data.
- 9 feel it provides valuable information and can do it.
- Hard to estimate area.
- Lots vs few plants.
- Multiple sites: too difficult to define.
- I just want to pull weeds!!
- Adjusting data request.
- Training some to use Cal-Flora.



Motivation & Recognition

- Acknowledge frequently.
- Respond quickly.
- Tools and gloves.
- Special field trips/projects.
- Potlucks/presentations.
- Volunteer Recognition Event/Awards.





Volunteer Budget

- Volunteers are not “free”!
- Very fortunate to have a budget.
- Full-time staff position with benefits.

Equipment & Supplies	\$5,500
Uniforms	\$2,250
Total	\$7,750





Successful Volunteer Retention

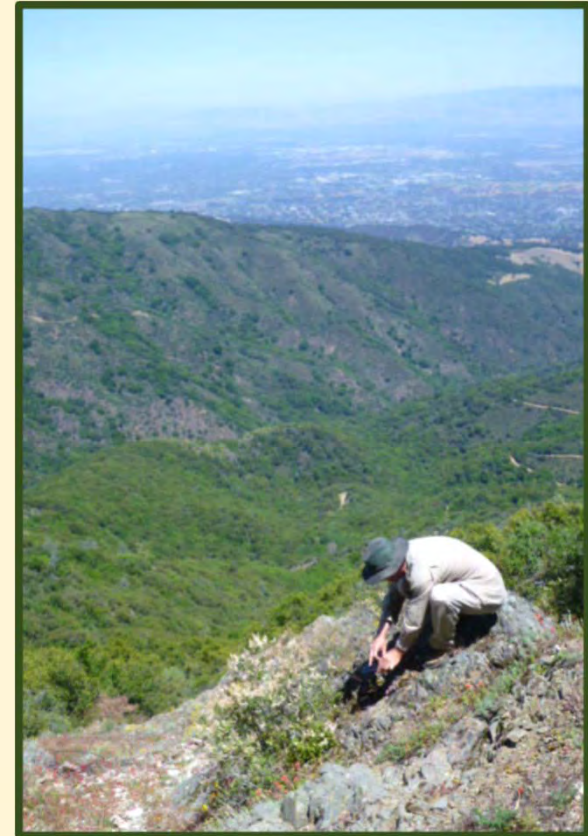
- ✿ Recruit “close to home”.
- ✿ Appropriate training and ample support.
- ✿ Don’t over do data!
- ✿ Acknowledge frequently.





In their own words....

- Ownership, responsibility.
- Stewardship, contribute, give back.
- Recognition by trail users & Midpen.
- Exercise, physical labor.
- Freedom to work when I want.
- See results of my efforts.
- Outdoors/nature.
- Native plants.
- Weekend tradition.





In their own words...



✿ “Never doubt that a small group of people
can change the world..”
Margaret Mead.



Thank you! Questions ?





Join our Team!

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Location of ARMS Projects

