

**Capacity Building Working Group Strategies and Priority Activities for 2021 - 2023**

Strategies	Priority Activities	Estimated Costs
<b>Capacity Building Working Group \$53,130 plus \$110K for 2 Confluence events</b>		
1. Create an online peer-to-peer learning platform to connect CBCCs and their support organizations to collaboration trainings and learning resources.	a. Maintain, grow and promote CRAFT	\$0. CCC staff time
	b. Webinar tutorial on CRAFT plus instruction sheet.	\$0. CCC staff time
	c. Maintain and expand the regional list of CBCCs and support organizations and post on WCCN website.	\$0. CCC staff time
	d. Support and promote creation of state story maps and a regional map of CBCCs and support organizations.	\$1600 ½ day Story Map tutorial for CBCCs Deb Grieco, AllPoints GIS in Denver. + Joe Zebrowski – instruction sheet in DIY story maps  In-kind USDA ARS SW Watershed Center \$15,000 to create regional find a CBCC map  \$2000 additional functionality for regional map  \$500/yr for 2 years-updates and additions to regional map
	e. Survey CBCCs to determine preferred virtual and in-person ways to connect emerging and current practitioners to each other and to collaboration resources	\$0. CCC staff time Completed
	f. Design and launch an online learning platform on the WCCN webpages.	\$0. See AE WG website redesign
	g. Create a CRAFT application	TBD Future funding likely required.
2. Use a variety of methods to provide diverse, equitable and inclusive peer-to-peer learning opportunities (both virtual and in-person) that build and strengthen leadership and other collaboration skills and tools in current and emerging leaders; especially in underrepresented and marginalized groups.	a. Link to existing groups to coordinate and promote collaborative conservation trainings, resources, capacity building activities and events on the CC calendar, in CRAFT and on WCCN learning webpage	\$0. See AE WG website redesign
	b. Host Confluence every 18 months in collaboration with regional or state partners to deliver CC high quality networking opportunities and collaboration skills and tools trainings and capacity building.	\$40K for each of 2 Confluence events \$15K to support local hosts at each of the 2 Confluence events
	c. Provide financial support to assist individual WCCN members to participate in local in-person or online collaboration learning/capacity building opportunities between Confluence events.	\$7,500. Establish and annual fund: FY 21 Start fund at \$1500 (proposed at \$2500), grow to \$2500 in FY22 and then \$3500 by FY 23. FY 21, \$1500 from CCC annual budget
	d. Annually support 1 or 2 new activities that build the collaborative capacity of CBCCs.	\$13,530. Establish and annual fund; start fund in FY 21 at \$1030 (proposed at \$2500) and grow to \$5,000 in FY 22 and \$7,500 in FY 23. IN FY21 proposed Collaboration Mastermind Group with Deb Kleinman (First session \$1030 Future sessions \$780=\$2500). FY21 start with \$1030 for 1st yr with CCC annual budget
	e. Assess the feasibility of a future “cadre” or “circuit rider” group of collaboration trainers. If feasible, find collaborators and design program including training.	TBD. Requires a large commitment of time and capacity.
3. Build organizational capacity at the state and sub-regional scale to support collaboratives.	a. Build the organizational capacity and effectiveness of CBCCs: i. Establish a team as a follow on to Confluence 2020. ii. Inventory all existing capacity building programs & review their criteria for evaluation and measuring impact iii. Identify and prioritize and gaps & and determine if the best approach is to expand existing programs or develop a new program to fill the gap	\$0. Currently TNC intern is doing the inventory summer 2020-TNC providing funding. Likely need capacity to fill gaps.
	b. Provide financial support to state hubs and sub-regional networks that are WCCN members to host capacity building opportunities for CBCCs.	\$17,500. Establish and annual fund; start fund at \$2500 (proposed at \$10,000) in FY 22 grow to \$5000, and in FY23 grow to \$10,000. Start in FY21 with \$2500 from WCCN 2020 carry forward

4. Support existing or create new just, equitable and diverse leadership, through mentoring and internship (aka apprenticeships & fellowships) programs to support current leaders and prepare and inspire emerging leaders (highlight leadership trainings as needed)	a. Meet with the newly forming Emerging Leaders group to determine how to work together to advance mentoring and internship programs to support emerging and current leaders.	No cost
	b. Offer informal ways to connect and provide mentoring opportunities to emerging leaders.	\$0. CCC provide virtual connection and staff time
	c i). Inventory existing internship and mentoring programs, & gather/share best practices for developing & managing programs.	\$0
	c ii). Establish a network of these programs and promote opportunities.	
	c iii). Determine if there is a need to expand existing programs or whether to create new programs.	\$10,000. Create a partnership to offer internships and emntoring to emerging leaders, especailly targeting under-represented and marginalized individuals and communities. Provide training and travel stipends for up to 20 individuals @ \$500/person. Start program in FY 23
	c iv). Create a match making mechanism on WCCN webpage to connect more people to existing programs	\$0. CCC cover web page design cost.
	d. Foster relationships with tribal leaders as mentors	Time required to determine a strategy.
	d. Support & promote University of Montana regional leadership graduate certificate program	TBD Capacity is needed
	f. Market the region's expertise in community-based collaboration; seek to attract students throughout the country (and around the world) to study CBCC in the Rocky Mountain region	