

CCMP Park Stewardship Training

(This is an un-edited version of the information provided by Martie Maierhauser to the committee.)

The Park's stewardship training is ingrained into everything we do.

A large percentage of job applicants tell us that they apply at least in part because the Park is so beautiful and because of the opportunities to see wildlife. Many are already involved in the natural world in various fields, and come with a desire to learn more. So most of our staff comes in with the mindset that we want them to have, that of tolerance toward the natural world and an interest in learning more about it.

Staff training begins with the Toll Booth handout—the same one everyone who enters the Park receives (attached). Note the first thing it says is that we are dedicated to preserving the land. This is similar to our Mission Statement, which is: “Maintaining the unique balance of Colossal Cave Mountain Park—the land, its history, and its ecosystems—for this and future generations.”

The preface to the section titled “For your enjoyment and safety and the welfare of the Park . . .” specifies the Park as a wildlife reserve, that all natural resources are protected by law, and that it's illegal “to remove, deface, or harm anything”. The bulleted section requests not disturbing livestock or wildlife and notes that there are no firearms or hunting allowed in the Park.

Next, new staff gets an Employee Manual, which includes the Statement of Values for the Park, which I am also attaching. It's all relevant to stewardship, but note in particular the first section:

Respect for the Land:

With every action we take, we consider the consequences to the land and minimize the impact we make on the land.

We utilize the natural beauty of the land; our work must blend in with the surroundings.

We acknowledge that we are all guests upon the land, that we must leave it for the generations after us to enjoy.

We take every opportunity to recycle, and to use and reuse materials wisely.

All of this is part of the orientation employees get, and it is reinforced on an almost daily basis as they take tours, encounter wildlife, learn more about the Park, and most importantly, answer questions from guests. This is particularly true of the guides, our largest category of employee and the one that has the most interaction with guests and the greatest educational responsibility for guests about the desert. However, we expect all staff and contractors and their staffs to be knowledgeable about the Park and its inhabitants and able to answer questions. To that end, we also provide orientation to the Stables staff.

Orientation includes a Park-wide tour and introductions to managers and staff at other locations, history, topics of interest, and information on wildlife and conservation. They are again exposed to the Park Values as well as the Park Mission Statement and the mission statements of the education department and the library.

Daily duties for all staff include keeping the Park clean and attractive, and engaging and educating guests. A significant part of our work with the public involves education about the least-liked and most feared species of our region (bats, scorpions, rattlesnakes). We try to dispel myths, alleviate fears, and emphasize the importance of ALL wildlife, both cuddly and creepy. Our staff loves to photograph the wildlife they see here, and share the photographs with one another and our guests.

Not only are staff exposed on a daily basis to discussions about the Park, its history, and its wildlife, we also provide ongoing education and training from other staff and out-of-Park presenters on the desert and its inhabitants. Cave guides get ongoing training in cave conservation, including protection, habitat conservation for species that use the Cave, and the "Leave No Trace" caving philosophy.

For years, we have kept (and updated) lists of natural resources to be found in the Park. These include birds, bats, plants, arthropods, reptiles and mammals, and along with a library of publications, are available for staff to extend their education and to focus on more-defined research for their own benefit. Also, the education coordinator will take requests from staff members on topics they find interesting, and incorporates it into ongoing education.

We recruit interested staff to do outreach presentations and off-site tabling, host Park educational events, such as Sunday in The Park, and help with the tortoises. Staff also are trained take Archaeology Trail tours.

Our staff also checks out our Web site and keeps up with the Park on Facebook, which is frequently updated with wildlife information, news, and photos. The monthly Park View (e-newsletter), which all staff receives, always contains tidbits about the natural resources of the Park.

The education department has ongoing partnerships with Arizona Game and Fish, Pima County Natural Resources, Parks and Recreation, Arizona State Historic Preservation Office, the Arizona Historical Society, and the Tohono O'odham Nation, among others. The staff may not be directly involved in these partnerships, but they are aware of them and their implications. It all strengthens their regard for what we protect here.

I have to add one last thing: In 58 years of operating this Park (between my husband and me), the mountain lion incident is the only such incident we've ever had.

Welcome to Colossal Cave Mountain Park

On the National Register of Historic Places

We are dedicated to preserving the land, offering a variety of activities, and serving the community.

For over a thousand years people have lived and worked here . . .

Now—we invite you to explore . . .

-:- *Tour beautiful Colossal Cave: It has been a shrine, a hideout, a dangerous playground, a challenging workplace. Today it is a delightful diversion for millions of visitors*

-:- *Visit La Posta Quemada Ranch, a 136-year-old working ranch*

-:- *Wander through the Museums: Learn about the Park, its human and natural history*

-:- *Browse in two fabulous shops* -:- *Refresh yourself at our open-air café*

-:- *Sluice for treasures* -:- *Delve into the Research Library & Archives* -:- *Dabble in the Butterfly Garden*

-:- *Saddle up! Take a guided Western trail ride along the historic National Mail Stagecoach route*

-:- *Picnic in our cool wooded picnic areas* -:- *Camp under the mesquites* -:- *Bird in a rare riparian area* -:- *Hike in pristine*

*Sonoran desert on our trails or the Arizona Trail **And by reservation** . . .* -:- *Off-route Cave tours—every*

Saturday night -:- *Wild Cave Tours* -:- *Parties & events*

-:- *Birthday Parties* -:- *Stagecoach Rides and Hayrides* -:- *Cowboy Cookouts* -:- *Equestrian Arena*

-:-

For your enjoyment and safety and the welfare of the Park . . .

Colossal Cave Mountain Park is a wildlife reserve. All natural resources (wildlife, vegetation, and terrain), as well as the Park facilities, are protected by law; it is illegal to remove, deface, or harm anything.

-:- **Livestock:** You might encounter livestock; as with wildlife, take care not to disturb them.

-:- **Bicycles:** You may ride bicycles *with the traffic* on all un-gated, paved Park roads. Please *walk* them on walkways, footpaths, and trails except the Arizona Trail. There are bike gates at the entrance gate as well as the permanently locked back gate to permit bicycle access through the Park.

-:- **Horses:** You may ride your horse in the north Picnic Areas and on the Arizona Trail. Please do not ride on Park hiking trails or the trails used by Park Riding Stables. If you wish to bring your horse into the Park, Booth personnel will show you where you can park your trailer, where you can ride, and where the trailheads are for the Arizona Trail.

-:- **Hiking:** Please stay on Park hiking trails or the Arizona Trail; do not hike on Park Riding Stables trails.

-:- **camping:** You may camp in the north Picnic Areas (not on La Posta Quemada Ranch) for up to three nights. This is primitive camping with no hook-ups or electricity; water is not available to all sites.

-:- **Campfires and cooking fires:** You may have fires *in barbecues and established fire rings only*, if we are in a fire-safe condition. Signs will be posted if fires are prohibited. Note that the cutting of trees and branches in the Park is strictly prohibited. Please bring your own wood or charcoal.

-:- **Pets:** Please keep pets confined or leashed and under control at all times.

-:- **Alcohol:** Individuals are not permitted to bring or consume alcohol in the Park. Alcohol is sold in the Park only for scheduled special events.

-:- **Firearms and fireworks:** Firearms and fireworks are not permitted in the Park.

-:- **Hunting:** Hunting is not permitted in the Park.

-:- **Closing:** *Please note* we lock the Park at night; all but campers must leave. For Park hours, turn page.

CCMP VALUES

(The following was provided by the Director as part of information given to new employees and vendors as part of training.)

RESPECT FOR THE LAND:

- With every action we take, we consider the consequences to the land and minimize the impact we make on the land.
- We utilize the natural beauty of the land; our work must blend in with the surroundings.
 - We acknowledge that we are all guests upon the land, that we must leave it for the generations after us to enjoy.
- We take every opportunity to recycle, and to use and reuse materials wisely.

INTEGRITY:

- We walk our talk.
- We are honest in the completion of our tasks.
- We work at finding solutions to issues, and not at judging others.
- When we communicate, we pass along information that is correct.

TOLERANCE:

- We work at understanding and respecting other people's perspectives.
- We listen to other people's input and exchange viewpoints.
- We treat others with respect and patience.

COURTESY:

- a) We praise in public and criticize in private.
- b) We treat our guests with kindness, politeness, and a smile.
- c) We treat others—guests and fellow workers—as we would want to be treated: equably and patiently.

COOPERATION:

- We function as a team: our fellow workers know they can rely on us to do what we are supposed to do cooperatively, and we know we can rely on others in the same way.
 - It is all of our jobs to ensure the health and well-being of the Park—if it is good for the Park, we act together to get the task accomplished. We do this even if something is technically not our job.
- When we have issues with another person, we deal with them directly, kindly, and timely.

COMMUNITY CONTRIBUTION (OUTREACH):

- We remember that we are all representatives of Colossal Cave Mountain Park, whether we are in the Park or away from it, and we represent the Park in the best way possible.
- We contribute to the community by offering educational, entertaining programs to all segments