

The following survey results are the responses from an informal survey distributed to Green Seattle Partnership Forest Stewards. This survey was conducted to inform the 10 year Strategic Plan update on the activities of Forest Stewards. Goals of the survey were: establishing how successful GSP has been administering support to volunteers, how the GSP can improve retaining and recruiting Forest Stewards, and to gain insight on what future goals GSP should prioritize. Results will assist in strategizing ways for GSP to improve its public engagement and community involvement within the 10 year Strategic Plan. The survey was conducted by HBB Landscape Architecture between June 15, 2015 and July 14, 2015.

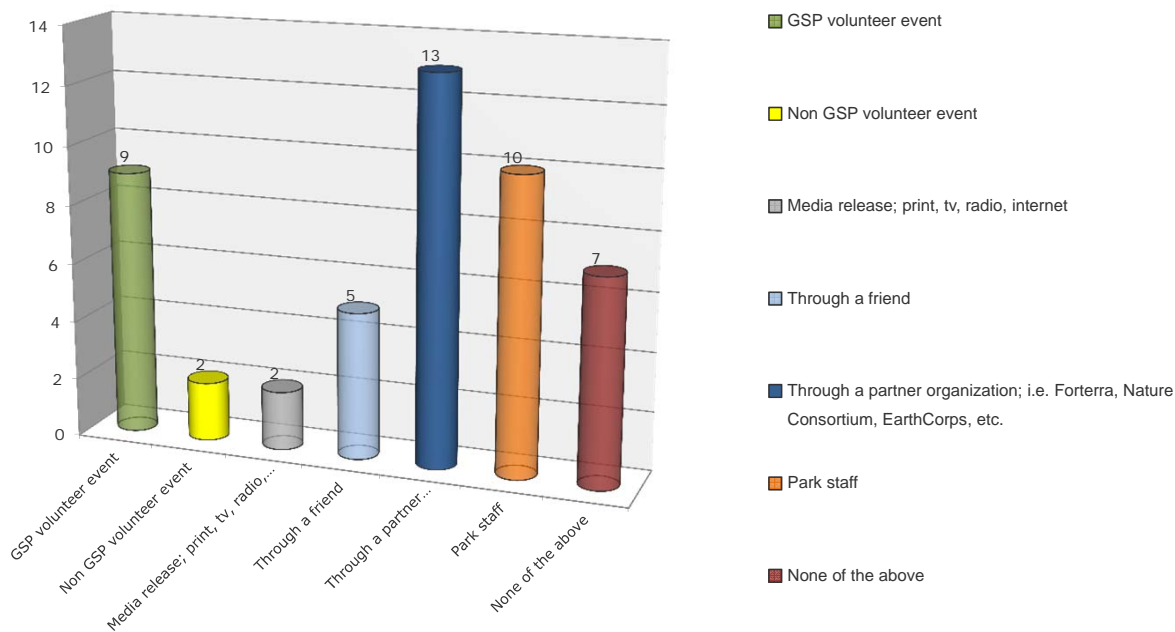
How did you find out about the Forest Steward program?

Answer Options	Response Percent	Response Count
GSP volunteer event	18.8%	9
Non GSP volunteer event	4.2%	2
Media release; print, tv, radio, internet	4.2%	2
Through a friend	10.4%	5
Through a partner organization; i.e. Forterra, Nature Consortium, EarthCorps, etc.	27.1%	13
Park staff	20.8%	10
None of the above	14.6%	7
Which partner organization led you to GSP?		23
answered question		48
skipped question		0

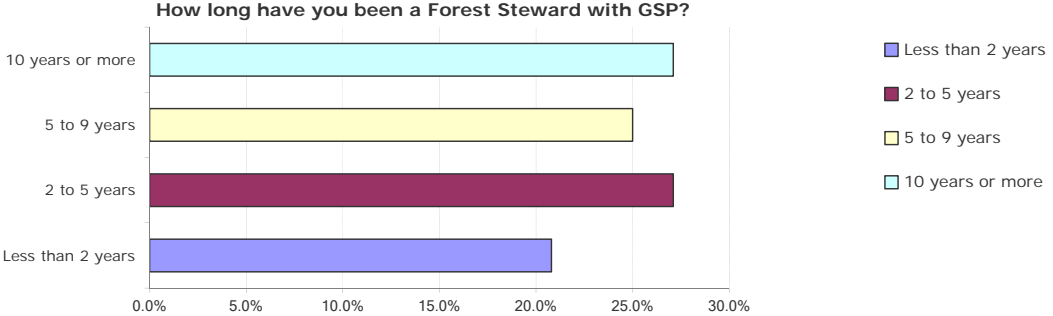
Number Which partner organization led you to GSP?

- 1 Friends of Burke-Gilman at Sand Point
- 2 Foertera
- 3 Cascade Land Conservancy
- 4 Park Staff
- 5 Washington Native Plant Society
- 6 Friends of Llandover Woods
- 7 Heron Habitat Helpers
- 8 Seattle reLeaf Tree Ambassador Program
- 9 I met a GSP forest steward at an Earthcorps at Llandover Woods
- 10 Forterra
- 11 I was working in the park before GSP
- 12 seattle parks
- 13 I was a Creek Steward with SPU
- 14 Washington Native Plant Society
- 15 Forterra
- 16 Green Seattle website led me to Andrea Mojzak
- 17 Magnuson Environmental Stewardship Alliance
- 18 Heron Habitat Helpers
- 19 I think Mark Meade brought Joanna along to visit LFNA in 2009 before we were an official project
- 20 I was active long before GSP; I became interested as member of the Carkeek Park Advisory Council, Forest committee (1999)
- 21 need to leave this anonymous
- 22 Don't remember, too long ago
- 23 Upon inquiry to Seattle Parks about how to affect restoration change in our urban neighborhood greenspace.

How did you find out about the Forest Steward program?



How long have you been a Forest Steward with GSP?		
Answer Options	Response percent	Response count
Less than 2 years	20.8%	10
2 to 5 years	27.1%	13
5 to 9 years	25.0%	12
10 years or more	27.1%	13
answered question	48	48
skipped question	0	0



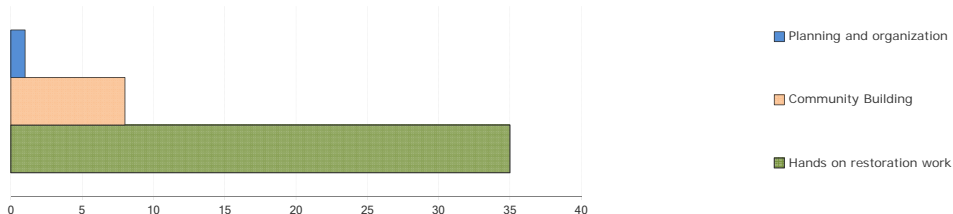
GSP Forest Steward Survey

Which attracted you to become a Forest Steward?

Answer Options	Response percent	Response count
Hands on restoration work (invasive removal, planting natives, mulching, etc.)	79.5%	35
Community building (recruiting volunteers, meeting new neighbors, support of your neighborhood park, etc)	18.2%	8
Planning and organization (Setting up work parties, tracking data through CEDAR, analyzing progress and future opportunities)	2.3%	1
Other (please specify)	54.5%	24
answered question		44
skipped question		4

Number	Other (please specify)
1	The main motivation is building wildlife/natural habitat, by restoring these areas. Otherwise, they are left and will degrade further. Also, having these restored areas/wildlife habitat in my community and near to where I live gives me a better sense of safety and 'quality of life'.
2	Book "Bringing Nature Home" by Douglas Tallamy
3	Seeing the progress that can be made in a few hours of restoration is the bug that bit me to get more involved.
4	Actually all of the above attracted me to be a forest steward. There is a need, and the opportunity to meet neighbors and like minded individuals all working to improve what we are working on.
5	Had already been doing restoration work for about 9 years via Magnuson Environmental Stewardship Alliance and individual work on Burke-Gilman Trail and wanted so see if there was any information to be learned or advantages and was curious. And it seemed there might some slight sort of advantage.
6	Wanted to improve a neighborhood park. All three of the above options are why I like the work, though.
7	I was already very involved in restoration of our local natural areas and had been involved in restoration and the development of a concept plan.
8	Friends of Madrona Woods had already been active for several years when GSP started, and we were anxious to join with other restoration groups and resources.
9	Concern for the environment and an opportunity to take concrete action to slow environmental degradation. I grew up in the woods and activities in the natural environment have always been a central focus of my life.
10	not feel the weight of all the other environmental problems I can't fix.
11	I started with the Hands on restoration work, but my interested have evolved over the years to adding Community building and organization and planning
12	But all three were big attractors.
13	the potential to have mountain bike trails in our neighborhood.
14	all 3
15	I was a "forest steward" before the program began. I was involved with the Creek Steward the SPU had.
16	I was doing restoration work with SPU and the Creek Stewards were folded into the GSP Forest Stewards. With no support from SPU, I had no choice.
17	I wanted to remove invasives and restore the small area bordering my house. I discovered on a map that it was a park and that I could do the work "legally" by becoming a Forest Steward.
18	A group of volunteers at Carkeek needed a leader. I was asked to take over by the previous forest steward.
19	Access to training sessions, best practices. Sharing information with other forest restoration groups.
20	Work in the woods is my favorite, but I had to do all those other things to make the project successful.
21	I became a forest steward in 1998 because I was aware of the level of neglect of the Carkeek forests. All three choices (above) were relevant, our forest committee did all these things. We started IVY OUI work parties, initiated the Carkeek Forest Management Plan, gave forest restoration classes, etc. etc.
22	I wanted to do something proactive to be "in the solution" regarding climate change. I also wanted to pursue my life long dream of being active in biology or as close as I could get. Being a naturalist with a focus on science. If working with native plants doing restoration in an urban setting was my opportunity, then I wanted to give it a try. I loved learning about plants/restoration,taking classes and being able to apply what I learned in the field: it was a dream come true.
23	Believe in the EARTH native vs. invasives.... volunteering for environmental non-profit ... working outside
24	Participating in transforming our neighborhood woods into a positive place for our community, and creating safe and welcoming access to nature.

Which attracted you to become a Forest Steward?



What, if anything, made you hesitant to become a Forest Steward?

Answer Options

Response count

<i>answered question</i>	37
<i>skipped question</i>	11

Number Response Text

1	Too many requirements, or inefficient processes and use of my time.
2	I know that ecosystem gardening is not understood and most people, including park dept employees, still prefer alien plant "Look At" gardens.
3	I preferred to be part of a team of forest stewards which I later became. Sharing the work more is still the biggest issue for me.
4	Lack of knowledge on the urban forest and its issues of surviveability.
5	No hesitation
6	Wasn't hesitant. Believe some may be hesitant because they don't want to lead work parties or because the time aren't worth the benefits and may detract from some productive work.
7	park politics and bureaucracy
8	Time commitment
9	At the time I had no idea how much time it would take or how life changing it would be.
10	Bureaucracy
11	The training and on-boarding schedule was difficult to accommodate given my work schedule. It felt that it was more open to those individuals who are retired or have flexible working arrangements.
12	Our group already had two.
13	Time commitment
14	Nothing
15	The paperwork.
16	the paperwork
17	Worried if I knew enough science. worried about time commitment.
18	I was afraid I would be alone in it: as it happens, my husband took to this much more enthusiastically than I anticipated, and it has been good together time for us.
19	Nothing
20	The two year commitment. I'm young and haven't settled down yet, so a two commitment is a pretty big commitment for me at the moment.
21	The time and training commitment
22	legal responsibility
23	The paperwork we have to fill out for our work parties is a pain.
24	Parks department does not have a good reputation for support for natural area volunteers
25	Physical health limitations.
26	complexity of the cedars system
27	NA
28	Not enough design knowledge for a brand-new Greenbelt project.
29	Time commitment and didn't really want to lead work parties. Just wanted to work.
30	Time commitment, lack of plant knowledge
31	Leadership is not my interest, forests/forest work are.
32	Nothing
33	Nothing: a forest botanist by training I have to thank Carkeek for giving me the opportunity to do all what I did (and still do)
34	I had no hesitation and leaped right in. Now, if I knew then what I know now, I would definitely hesitate! Naive me! Though I love the work of doing restoration, some of the people have made it hell. I have never before been in a volunteer situation where people have behaved so badly. It's though some people have not developed their humanity. For a while, I was in a situation where I was bullied and treated disrespectfully by the group of forest stewards I worked with. And these were fellow volunteers! People can create authoritarian positions for themselves or create a mafia environment, and get away with it because GSP seems to turn a blind eye. The "ends justify the means" seem to be true. Fortunately, a Parks staff person got me out of my dire situation and I am more safe and treated with respect in my new park. However, it was a terrible lesson and experience. It nearly destroyed my love of learning and left a scar of distrust and disillusionment. I think GSP needs to monitor more carefully how volunteers treat volunteers!
35	Terminology
36	Rules imposed from outside, possibly limiting opportunities.
37	NA

How could the GSP program better assist you as a Forest Steward?

Answer Options

Response count

answered question

37

skipped question

37

11

Number Response Text

- 1 Offer tips that make our work more efficient, and upgrade and simplify the process to transition these lands to more natural states. Also, share other techniques, esp. ones where there is more 'transition' back to natural environment while maintaining spaces for wildlife, and keeping the restoring areas looking safe and aesthetic/natural as possible. Not so much 'clear-cut or broadcasting' effect.
- 2 Provide us with resources like a self in all the Libraries with ecosystem gardening books. Streamline the link to the cedar volunteer page. Encourage Forest Stewards to share knowledge and communicate with each other. Give us better information and insight to what the heck is going on with the parks dept.
- 3 More staff to enable quicker responses. More Natural Area crew time to work in difficult areas for volunteers and to use tools that volunteers cannot use. Advocate for cooperation from other parts of the Parks Department. An example might be cooperation in watering new plantings. Work to eliminate unhelpful restrictions on our work by other city departments like DPD. Advocate for passive use only of areas in Seattle parks that are being restored and for which restoration is planned. Push for enforcement of leash law.
- 4 Communication. Sometimes the channel of communication goes only one way.
- 5 Since I am new, I am not fully informed, so accept my comments within that context. My natural area is in stage 4 restoration. The bulk of the work is now focused on getting rid of non-native and invasive trees, as well as pruning appropriate trees over sidewalks, trails, etc. I understand that the department that manages this does not integrate well with GSP with regard to coordinating work. For instance, there is no feedback to GSP regarding notification of when work will be performed, which I would find helpful for my volunteer effort. In the past, the tree crew has left my area a mess, with massive branches crushing new plantings, so large I could not move them on my own. They also pile wood debris so high and thick, that weeding cannot be performed. These are on narrow planting areas bounded by street and trail. Even when I point out a nearby composting pile area, they refuse to use it. The adjoining street, sidewalks, and trails are left littered with branch material I have to clear. They do not embody a spirit of cooperation, even when I explain my volunteer role. I would also find it helpful if I could submit an application for treating trees more than once a year. I missed the deadline this year by 1-2 days, so I now have to wait another year to submit my request and then wait on the arborist' calendar for an unspecified period of time to perform the work. There is also a "meadow" component in my area and a sidewalk along a large part of it. In the past, the parks department would manage the weeds at the curb, trim the grass border and clear the leaves off both the walk and the trails and meadow. Over the past few years, the weeds are left to grow knee high and seed, the grass is sometimes mowed, but not detailed as in the past, and the leaves often rot, killing the bit of remaining lawn and deteriorating the trails, which become muddy and slippery (we are on a moderate slope). I would like to understand why this has happened and would like support to improve it. In summary, my wish would be for help with coordinating efforts of the various departments and individuals working collectively to maintain and improve my natural area. Thank you for your consideration!
- 6 Better communication and inclusion in planning for work in my park. Inform forest stewards when contract work etc. will occur in their park and involve forest stewards in planning contract work giving them a voice on what work would be done and where etc. Although I think the process for having herbicide work done has improved it is still somewhat of a bottleneck or source of frustration. That is due to time required for scheduling and interval between request and use, but also do to difficulty of communicating about targets.
- 7 More collaboration/moral support. Sometime it is lonely work with so many barriers that it can feel discouraging.
- 8 Nothing I can think that wouldn't require a whole lot more money. (More natural area crew or private crew time.)
- 9 Access to motorised and heavy equipment
- 10 Currently it seems the program is changing dramatically, with all of the newer areas enrolled, and the lack of support from Parks, it seems that there is very limited GSP support. The long term maintenance is key to the success of the project yet there is very little support available to help with the tougher (non-volunteer friendly) areas that are further from the roads, on steep slopes, in wet areas, etc. A few of the larger very visible areas seem to get most of the resources these days leaving the long term forest stewards to attempt progress with little volunteer or parks support.
- 11 Very satisfied with support from GSP.
- 12 I feel I've been generally well supported. However, it is difficult to get natural area crew help to deal with big holly, laurel, etc.
- 13 More resource support.
- 14 We could use more volunteers, especially returning volunteers. Actually, I think you are doing a lot, and we need to do more of our own building relationships.
- 15 Honestly, I love the GSP program and I think everyone is doing a great job! I do wish there was less recording "home work" because I tend to fall down on that. I would rather have a Parks site visit and show off the work than fill out reports.
- 16 continue to offer training in restoration techniques and natural area planning and design.
- 17 More training in scientific areas like plant ID, target forest type, good field work BMP's. Also, assistance and training with outreach and community engagement, including race and social justice.
- 18 For those who might need it (and I might), it would be great to have someone coach us for the first year, particularly in terms of scheduling the right kind of work at the right time, not overcommitting, and recruiting from the neighborhood. Maybe offer some weeknight learning opportunities--weekends always compete with work parties or domestic life.
- 19 I think that GSP does a great job with logistics, education, proving plants. I've been very happy with the level of their help. I think we do need more help with recruitment of new forest stewards and more volunteers
- 20 More trainings on restoration, community building, education, and planning. A training on grant writing would be highly beneficial, if there isn't one already. Also, some classes on the history of Seattle Parks and the city's forests would be great knowledge to have for volunteers. A set annual allowance for hosting neighborhood meet and greets so as to create a comfortable, welcoming opportunity for interested people in the neighborhood to meet each other and learn more about the program.
- 21 The staff's experience and familiarity with sites is important. So, retaining staff long enough (several years) would help a lot.
- 22 be more candid as to the scope of the program. When facing a challenging problem with off leash dogs, we realized the limitations of the help gsp could give after years of frustration
- 23 We are a small park and we don't get that much out of GSP for the effort we have to put in documenting our work. The benefits do not seem to exceed the costs.
- 24 Support our efforts with a positive attitude. Have a staff person who is dedicated to recruiting and maintaining those who are involved in restoration work.
- 25 simplify reporting requirement and better communicate and coordinate with Parks and the stewards
- 26 Have a formal design and expected process benchmarks to meet.
- 27 They do a really good job but it would be helpful if they were able to mark park boundaries so that we don't trespass on private property, street right-of-ways, etc.
- 28 The trainings always seem to fall on busy days for me- if they could be videoed or the information/ presentations made available online, that would be really helpful
- 29 GSP does fairly well as it is.
- 30 Allow the use of power tools by trained Forest Stewards. Install a water source for watering plants
- 31 I think GSP is doing a great job now.
- 32 I get all the assistance I ask for.
- 33 Better communication between stewards, to learn from each other, to share experience, to vent frustrations
- 34 I love the periodic trainings we get as stewards. Thank you to all who provide this! Washington Native Plant Society has provided great educational support.
- 35 Nothing, absolutely nothing. Wait, how about earth-friendly munchies to go with earth-friendly work!!
- 36 Volunteer encouragement and sharing info and ideas. I like the workshops, especially where other forest stewards lead. Emphasize encouragement over criticism.
- 37 Better communication organization; positive communication that feels affirming of the volunteer work;

As a Forest Steward, what do you see as GSP's primary goal?

Answer Options	Response count
<i>answered question</i>	47
<i>skipped question</i>	1

Number	Response Text
1	Transitioning and maintaining natural areas and parts of city parks to natural habitats, safe, and aesthetic for wildlife and local citizens.
2	To try to get some of our park's natural areas to look a little like NW forests.
3	Educating about the importance of natural environments and the need to restore and maintain them.
4	Secure the restoration and maintenance of Seattle's forests for the next century.
5	Restoration of urban forested park lands and engaging the community to inform them of the need for continued efforts to restore. Not just a one time fix.
6	To educate and support restoration and maintenance of parks and natural areas.
7	I take it at face value -getting the approximately 2,500 acres of forested park land into good condition. That is the organization's goal which may be different from individual forest steward goals. However there is probably at least some overlap between the organization's goals and those of individual forest stewards.
8	support stewards
9	Restoration of native habitat
10	Restoration of Seattle's urban forests to a much healthier, and hopefully self-sustaining, state.
11	Protecting and expanding city green spaces
12	Currently it seems that the Forterra end of GSP is phasing out and Parks is not picking up the ball, the focus to me seems to be more about quantifying the amount of trees/acres/volunteers or having an efficient website rather than ensuring that the current restoration projects are successful. I would like to think that the goal is still to complete the 20 years goal of restoring 2500 acres yet this seems highly unlikely the way things are progressing. The Parks new proposal of opening up our natural areas and greenbelts to mountain bike trails, challenge courses etc will undue all of the tremendous volunteer effort and ensure that this goal is infeasible because of all the areas that will need to be replanted due to new infrastructure and the damages that off trail bikes and people will cause. Most of the forest stewards I know, with the exception of the Cheasty pro-bike folks are in opposition to this idea as shown at the public meeting held on June 25th. If these concerns are not listened to then what is the purpose of being a steward of our Parks?
13	The creation of healthy, sustainable forests throughout Seattle driven by community involvement and support.
14	To guide and support local groups involved in restoration
15	Support the restoration and maintenance of natural areas in Seattle.
16	Restoring and maintaining "natural" areas.
17	Restoring and maintaining Seattle's natural area parks.
18	To reswtore and protect forested areas as sanctuaries fdoor wildlife and as un-built space and viewsheds for people to enjoy.
19	To create functioning, balanced green infrastructure that absorbs stormwater and creates habitat in the most beautiful way possible.
20	Preserve and protect nature.
21	To facilitate and support work of Forest Stewards in the parks.
22	Restoration of natural areas (but building community ownership of and engagement in these areas is a close second)
23	Providing and maintaining Natural Green Spaces with in Seattle - areas with native plants
24	Support forest steward restoration work with plants and expertise.
25	Restoring Seattle's forests and keeping them healthy by engaging its many communities, and developing sustainable, supportive groups of forest stewards.
26	I don't think the question has meaning. GSP is not the kind of thing that has goals. Maybe a charter or a law.
27	To restore our local forests..and make them more accessible to the surrounding community, when it is appropriate.
28	reforestation of seattle green spaces through volunteer participation
29	Helping management the forest restoration in a systematic way
30	turning unused, overgrown green areas in Seattle into friendly recreation areas for everyone to use.
31	From the field, GSP looks like a bureaucratic organization taking credit for our efforts without giving us much back. It looks as though we subsidize the big projects and the big parks.
32	Get more money from the budget to support their staff salaries.
33	Restoration of green belt and natural areas to more natural native forested states providing urban oases for passive use by people, wildlife habitat, and plant species
34	To try and recreate as much natural landscape as possible to restore the damage done by past policies and neglect.
35	more volunteers
36	Capture as much green space as possible in Seattle area tp protect it for the long-term for future generations to enjoy.
37	Restoring as much of our green space as possible. This includes property that is owned by parks and maybe even acquisition of new spaces.
38	Returning Seattle's open space to a more natural state and connecting the community to that mission
39	protect and enhance the urban forest in Seattle Parks
40	Restoring Seattles forests
41	to support volunteer restoration efforts. Get "best bang for the buck" by helping with best practices, plants, tools, training.
42	Reforestation of Seattle's green spaces
43	Creating urban forests that serve the public, more than trying to restore "original natural forests" because that is impossible
44	Restoration of urban natural areas for the benefit of wildlife habitat and a place of "wildness" in an urban setting. PLEASE keep the recreational use of our natural areas to pedestrian ONLY.
45	Hands on restoration work (invasive removal, planting natives, mulching, etc.) Community building (recruiting volunteers, meeting new neighbors, support of your neighborhood park, etc)Planning and organization (Setting up work parties, tracking data through CEDAR, analyzing progress and future opportunities).... FUN!!
46	Fulfill on restoration goals and build community
47	Restoration of Seattle's urban forested parklands and greenspaces to create healthier ecosystems AND provide access to nature within the city.

How could Forest Stewards better assist the GSP program achieve its goals over the next 10 years and beyond?

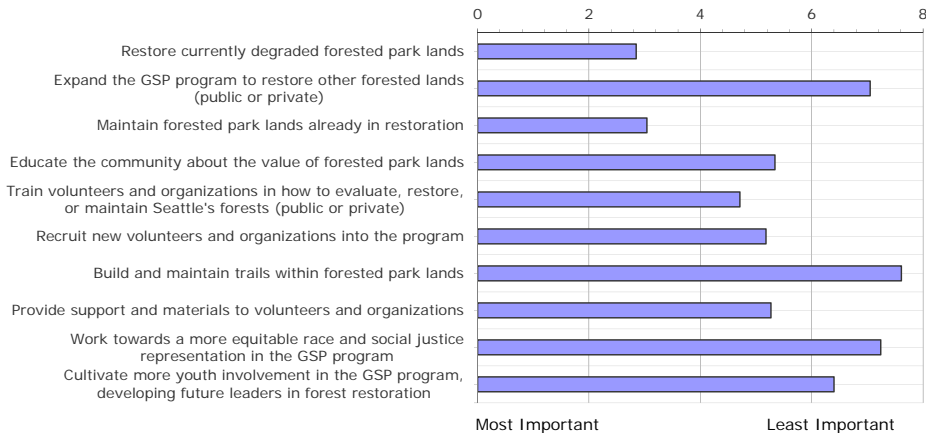
Answer Options	Response Count
answered question	37
skipped question	11

Number	Response Text
1	Be more transparent and clear in our discussions and understanding of what techniques work and offer greater efficiency toward natural spaces. Also, reminders that these areas are not 'ours' or feel 'ownership', but remind ourselves we are stewards of public land and keep in mind the educational and aesthetic impact/first impressions we have on users of these lands. Also, be sensitive and aware of wildlife needs in the areas, and what the native flora/fauna need for survival in the habitat.
2	We are really powerless to do much of anything, but grub around remove invasives and plant natives that die during the first dry season because there is no way to water.
3	Advocating for more resources for GSP. Participating as true partners in making decisions about the allocation of resources and about GSP policies would help GSP achieve its goals. We need to take opportunities to talk with stewards in other locations and see their work to learn better methods. If we understood the why behind some decisions we could be more effective stewards.
4	Educate the public
5	To have forest stewards represented in all the committe groups that affect what happens in the urban forest.
6	Perhaps providing more feedback on particular needs of an area they are working on, and continually enlarging the pool of volunteers through recruitment.
7	Keep working. Provide expertise about their sites and parks.
8	Keep maintaining restored areas. Restored forests reinforce the idea that stewardship works.
9	I think all forest stewards are probably working as much as they can, and to the limits of their interests and capacities.
10	Perhaps work with high school groups using their community service hours. Our regular GSP volunteers are really old and there seems to be little young recruitment.
11	<p>The number 1 thing that GSP can do is to be sure that Parks does not re-categorize our natural areas into anything goes areas, even if someone offers money or volunteers. If the new Supplemental Use Guidelines go into effect you risk loosing many long term Forest Stewards who have labored to save these special places. The increase of these inappropriate activities in our greenbelts and natural areas (regardless of what names they have been reclassified to) will ensure that our citizens loose the access to these special places in the way that they were intended to be used. The bikes and challenge courses can go into areas that are already highly developed and there is no need for them to be in the forest. I have been so frustrated by the lack of support for our restoration efforts that I have almost walked away from 20 years of effort! We need more on ground support from crews to deal with invasive trees, steep slope activities, watering assistance and moving of tanks if no water is available and much more. We can plant as many plants as we can get or purchase but after summer like this with no rain, and lack of onsite water, we may loose much of this hard work and have to start over again. Additional forest steward OR long term volunteer help is a priority for us as a few of us are working on 25 acres and need additional help. Ensuring that every area gets work events, Green Seattle Day events and other activities with volunteers that have the ability to do more than just pull ivy or move mulch will help with long term maintenance which is difficult with individuals who have no experience. We need crews that will do sweeps of our parks every year to be sure that the invasives do not come back and that can take care of problems that need to be completed.</p> <p>Parks needs to be sure that their activities work in conjunction with, not in opposition to, the restoation goals of each invidual area. I feel that the areas that are under restoration should be the highest priority because many of them (Colemn Park which has received a ton of resources and money in the past for example) are going back to becoming filled with invasives and are not being cared for, just because there is not a current forest steward. Somehow this gap needs to be filled as after all it is City property. We need to stop spreading out the limited resouces until additional resources can be locked in, and prioritize funding to crews who are dedicated to the long term restoration efforts. The NAC crew support has been non-existent in our park for a few years which ensures that critical elements that can not be completed by volunteers go uncompleted.</p>
12	Pushing Stewards to conduct more community outreach is key. We need a broader more diverse group if we hope to sustain this work.
13	Give relevant feedback and ask for appropriate help
14	We are the link between the larger program and our communities. We need to be active in community and with the GSP offerings (support, educational opportunities, etc)
15	Concerted lobbying with the City for more natural area staff and resource.
16	Outreach is key. We should be recruiting our neighbors in the most friendly and fun way that we can. Many hands make light work.
17	Recruit and mentor new sewards and volunteers.
18	Forest Stewards could have a greater policy voice in GSP.
19	Continue to take advantage of opportunities for learning and mutual support. Unfortunately, that would increase the time commitment, so I would have to retire. I think consolidating gains will be important (I say that as an area we cleared of blackberries is now overrun by bindweed...sigh). Given this crazy summer, climate change and water supply and NW plant communities are going to start changing: are we ready? Am I planting things that will die without a successor native plant community suited to the new climate reality?
20	By pulling in more volunteers and recruiting whenever possible new Forest Stewards
21	Make sure that they are at least trying to engage a wide variety of people when hosting volunteer work parties.
22	See 6. I am interested in taking care of the park not GSP. That is what it means to be a forest steward.
23	have more input (reporting/debriefing) that is channeled to appropriate decision makers. We are on the front lines of public interaction and have valuable input
24	recruiting volunteers!
25	We already do our part by supplying a large number of volunteer hours. Isn't the question: what can GSP do to help forest stewards achieve their goals over the next ten years?
26	One dedicated volunteer is worth 100 "slash and burn" volunteers. The emphasis on #hours is over-weighted and individual volunteers who spend many more hours should be recognized and rewarded.
27	A primary need is recruiting replacements for the aging forest stewards. It is a tough sell. Physically demanding work and responsibility for recruiting volunteers.
28	better two way communication
29	Continue to volunteer in the green spaces.
30	Recruit more volunteers. Spread the word about GSP. Educate people about our green spaces and the benefits of them.
31	Not sure
32	I think stewards could do a better job of looking at the global perspective - not just their own area. And how their area fits in the bigger picture.
33	Lead tours of their own site for people interested in working with GSP, an example of what can be done.
34	Deliver basic level restoration training on a local scale, attracting new local volunteers; develop a basic curriculum for such a training
35	
36	Keep on, keeping on.?!?
37	GSP's goals are reliant on a robust volunteer base. That volunteer base comes about through local communities feeling ownership and investment in their local landscape. FS's should be able to imagine with their community how urban greenspaces can contribute to a vibrant neighborhood. This neighborhood buy-in will increase volunteer service.

Which of the following elements are most important to you as GSP refines its' program over the next 10 years and beyond? Please rank the following elements in order of importance, from most important (1), to least important (9)

Answer Options	1	2	3	4	5	6	7	8	9	10	Rating Average	Response Count
Restore currently degraded forested park lands	22	8	2	4	3	1	2	1	2	1	2.85	46
Expand the GSP program to restore other forested lands (public or private)	2	3	5	1	1	2	3	4	8	12	7.05	41
Maintain forested park lands already in restoration	8	16	7	5	4	1	2	2	0	0	3.04	45
Educate the community about the value of forested park lands	3	2	5	5	7	8	5	7	1	1	5.34	44
Train volunteers and organizations in how to evaluate, restore, or maintain Seattle's forests (public or private)	1	1	9	9	13	6	4	1	1	0	4.71	45
Recruit new volunteers and organizations into the program	1	3	8	9	3	8	3	8	2	0	5.18	45
Build and maintain trails within forested park lands	1	2	1	3	2	2	5	3	16	9	7.61	44
Provide support and materials to volunteers and organizations	4	6	4	3	5	6	5	6	2	3	5.27	44
Work towards a more equitable race and social justice representation in the GSP program	3	1	0	4	2	4	5	1	11	10	7.24	41
Cultivate more youth involvement in the GSP program, developing future leaders in forest restoration	1	3	4	1	3	7	9	12	1	4	6.40	45
answered question												47
skipped question												1

Which of the following elements are most important to you as GSP refines its' program over the next 10 years and beyond?
 (Chart reports the rating averages, lower scores indicate higher importance)



GSP Forest Steward Survey

If the purpose of the GSP is to reestablish and maintain healthy forested park lands, and we achieve that goal, what should we do next? What is the long term vision for our forested park lands beyond 2025?

Answer Options	Response Count
answered question	44
skipped question	4
Number	Response Text
1	Have on-going opportunities to prune (maintain) habitats for wildlife. Continue programs for educating the public. Be more vigilant and aware of the need for designated reserve spaces (larger the better) for wildlife to exist, as the surrounding lands become developed and degraded. These lands will be like refuges as time/progress moves along.
2	invasive plant material will reestablish due to what the horticultural industry sells and what already exists in people's yards. Plus new invasives will be a major problem...bamboo etc.
3	Maintenance will have to continue past 2025. Protecting the restored forests from development and active recreation will require effort for the indefinite future. Education within the forests, and education about the forests in other settings is very important.
4	Maintenance and public education - Keep the lands from degrading again, make sure Seattleites understand the value of urban forests
5	To be sure there is a defined program in place for a continual maintenance of reestablished park lands. And to find ways to keep volunteer forest stewards involved and feeling as though they have made a difference. If you keep losing them, the plan doesn't work.
6	Not sure
7	There will be need for maintenance work. That will likely require more knowledgeable volunteers and higher ratios of supervisors to work party volunteers. Some of it would be hard to do well with giant sized work parties made up of people who aren't knowledgeable. There may also be need to further upgrade forest areas via more planting, thinning, etc.
8	Forests take longer than 20 years to grow and maintenance will be much longer in an urban environment. Long term we need to consider making the natural areas more resilient to climate change.
9	That is a big enough goal!
10	Increasing access to a wider variety of community members and users. These are urban forests and will get heavier use, in a variety of different ways, than forests in more remote locations.
11	We need connectivity between GSP restoration sites. Also, most important are wildlife corridors to connect Seattle parks with larger, healthier functioning ecosystems, along I 90 corridor say.
12	I don't see a good outlook for the long term, we are going backwards in the forest 10 years and the amount of community support is limited and is in competition with other volunteer efforts. The city has so much need that there is no way that volunteers can complete these goals with our serious and steady support from paid crews. We need to ensure successful restoration of the projects that have been started, educate our youth and get them involved on a deeper level, and then work into new areas as well as a city plan for continued long term maintenance. It is imperative that we keep our natural areas as islands of solitude for our ever growing population, free of bike trails, jumps, ropes courses, off leash dogs, etc. and allow people of all ages to have a bit of respite from urban activities. Bird watching, nature walks, plant/tree identification walks, and other activities that allow people to get comfortable in nature should be prioritized over recreational activities and most importantly we should not sell off our limited forested areas to a corporation or an organization who will agree to volunteer if they can get something back in return. The Cheasty bike project is a failure of the GSP goals as it is a self serving way to claim that the bike paths are the only way to make that area more useable. We have seen across the city the success that our restoration projects have had in making our communities safer and much more utilized.
13	To maintain them. It is vital that this work is sustainable.
14	Educate the public as to the need to maintain healthy forests so there will be people to maintain and expand our urban forests in the future.
15	-Protect existing natural areas from invasion and degradation from groups seeking active recreation such as challenge courses and mountain bike trails, or other forms of degradation. -Seek opportunities to place other areas in restoration.
16	You cannot achieve maintenance, it will always be an ongoing process. The more land that is restored, the more that must be maintained.
17	pursue items 7, 8 and 9 above.
18	Will we ever achieve that goal? Maintenance is ongoing...But I would say the goal should be to have as much urban forest and wetlands as possible--so expanding the area of restored ecosystem per capita would be ideal.
19	It's essential that we have continuing maintenance, assisted by a program of removing invasive plants from all public and private lands nearby.
20	Long-term maintenance and attracting a next generation of Forest Stewards
21	These lands and that creatures that rely on them are under increasing pressure due to our population growth. Expanding the network of forested lands for wildlife to move through will be key. Forests help with so many things: air and water quality, but also temperature and psychological benefits, even reducing footprints if people don't need to drive to the mountains to see nature. This could include buying or buying rights to the watercourses passing through private land, and restoring them, for a linked green system. *We have to address the homelessness issue properly and provide alternatives, so their camps don't end up trashing irreplaceable community resources and driving other users out.
22	If we have established a stable environment in our Parks, we should look at other Green Spaces in the city that also need help
23	Get rid of all the ivy climbing on trees in public areas. Long term vision, increased forest health and diversity.
24	Keep them healthy! Build city-wide respect for and appreciation of our forests. Obtain more land for forested parks. Engage a more diverse crowd of people. Develop an urban forest ranger program that would allow youth to teach the community about our urban forests, and also encourage an interest in the environmental field for work.
25	Continue to maintain.
26	support the forest we create and the quality of the habitat there including fauna (birds and insects- pollinators like bees and butterflies). Hire a wildlife biologist and more arborists. A forest experience inside the City.
27	Large recruitment of volunteers.
28	encourage the public to use the lands in recreational ways, such as hiking trails, BMX areas (exclusively), in city campgrounds, youth camps.
29	Your not going to achieve that goal in the next ten years, so you can plan on doing the same thing for quite some time into the future. Maintenance is forever.
30	If any of the notes were read from some of the focus groups, you would have read that we need to Protect, Conserve, and Increase our forested park lands.
31	Focus on efforts to improve neighborhoods and privately owned lands impact on water quality and conservation by reducing the size of lawns and use of pesticides and fertilizers, increasing use of drought tolerant natives, planting trees, rain gardens, reintroducing wetlands, etc.
32	make sure that parks has the resources and vision to properly care for all parks so that responsibility is clearly understood.
33	more volunteers, education, and diversity of persons. Restoration and get persons in the neighborhoods involved.
34	Create new parklands
35	Acquire more land and continue involving new volunteers to keep the progress ongoing.
36	Encourage use of the parks! Make them family friendly and encourage use of the parks as an outdoor classroom and give opportunities for public learning so that people continue to care about park maintenance
37	maintain healthy forested park lands this will required continuing efforts
38	Maintain the restoration.
39	Keep them safe from development. Educate to get more public appreciation of forested park land. Maybe expand to other parks that are not currently in the GSP program
40	Developing a long term vision for each park should have been one of the choices in question 8. Other than defining "target forest types" GSP has failed to develop any long term vision for the parks. An overall vision that fits most of the parks could be: develop healthy, safe urban forests. More specific long term visions should be developed for individual parks, because each park has its own character.
41	New parks . . . GSP could buy new property to create MORE parks within the urban areas.
42	Keeping on, keeping on.... never ending!
43	Prevent the conversion of urban forests to active parklands. Preservation of urban forest for future generations
44	Continue the work throughout the vision and evolve into an organization that addresses the affects of climate change on native ecosystems and advocates for getting urban citizens connected to the natural world.

How do you see your role as a Forest Steward evolving over the next 10 years and beyond?

Answer Options

Response count

answered question

44

skipped question

44

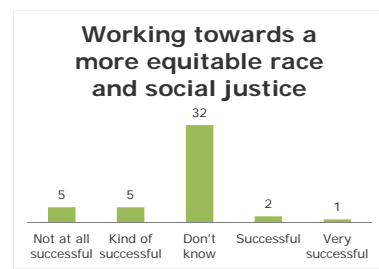
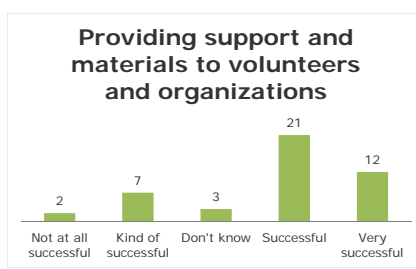
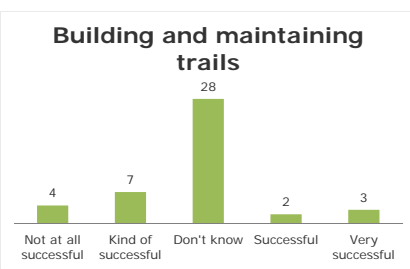
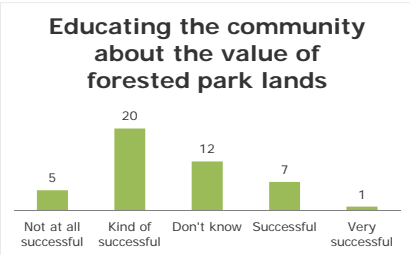
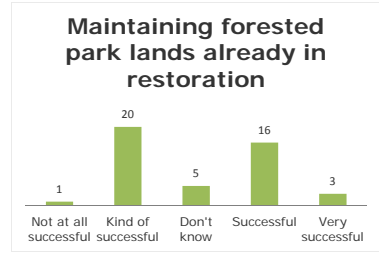
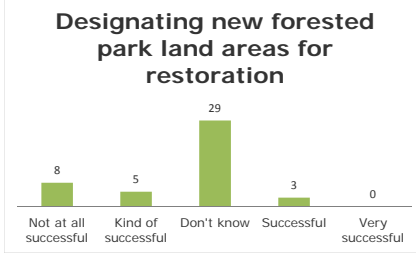
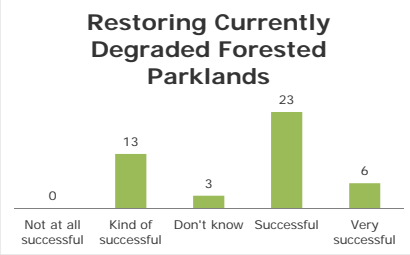
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Number	Response Text
1	I'll be doing this restoration work in my area for at least this many years. It takes time, persistence, and continuity.
2	I won't be a forest steward in 10 years. I am realistic and disillusioned about what limited impact we can have on the greater public that thinks Butterfly bush is pretty and good for butter flies (as an example of wide spread misinformation encouraged by garden gurus), the anti-ecosystem garden practices of the greater public is so massive and encouraged on all levels that I think we forest stewards are mostly seen as cranky old nut cases.
3	I see myself becoming more active in the education role and looking for other people, resources to do the physical work that I am becoming less able to do.
4	Recruiting and training my replacements, continuing to tell everyone who will listen about the need for urban forests
5	Working in other parks and being more involved in committees and trying to be sure the words of fellow forest stewards hare heard
6	Eventually, I envision passing my skills on to another steward (i.e., mentoring the next generation). Hopefully, someone in the community will become like-minded in maintaining my area.
7	At some point I'll age out and capacity to do physical work may become limited. Haven't yet decided how to deal with that or if I'd be satisfied doing more limited work or would want to shift to more indirect work such as organizational work, grant writing, or financing contract work.
8	I will be stepping back probably, I will be getting pretty old to climb around in the woods. Hopefully there will be some new blood to take over.
9	Depends on employment and income.
10	Try to integrate all GSP sites within our park under the rubric of a strategic ecology-based restoration plan for the park as a whole. Protect it from expansion of activity based users.
11	Honestly I am not sure.. as you can tell by my comments above I am frustrated with the process and question what the future holds. We are old that we are "stakeholders" in the restoration process yet Parks is recategorizing our parks and intending to change the uses of the natural areas with no regard to the work that has been completed. One of the two natural areas I "steward" has already been recategorized into some other type of park and I have no idea what that means, do we continue restoration or do they have other plans for it? They should have met with the forest stewards and discussed the potential changes in planning with them before even proposing the new guidelines. Personally I feel that Parks via GSP has used us all help perpetuate a smoke and mirrors game. They run around the country speaking about how successful this program has been and at the same time are sneaking around back trying to undermine the entire process. I am not usually one to speak out negatively, but I am frustrated and do not believe that, if these guidelines are revised, our restoration efforts can possibly have any success. I spend my time and money buying plant and water for the park and have enjoyed watching the area transform over the years but I now question the long term viability of the entire project
12	I would like to see multiple levels of Stewards that can train and support each other.
13	I will be doing less than I have been for 18 years
14	At age 73, my focus will be on finding people to carry on the work at Lincoln Park. In particular, maintenance of the work we've already done.
15	Less restoration and more maintenance.
16	As an educator
17	I hope to write a grant one day to restore a large chunk of upland forest on a slope too steep for volunteers. I would also hope to get more elementary schools involved with restoration projects.
18	Policy input.
19	Transitioning to maintenance and education.
20	At 56, I'm not sure I will be able to do the hard physical work I do now, but I will retire (I hope) and have more time to organize and induct fresh fodder!
21	I'm not sure! Our Park will take years to complete and more to maintain. It is had to see beyond that
22	Training others to help with restoration and maintenance of adopted park areas at Magnuson.
23	I hope to restore my entire site and keep it healthy, while building a vast network of like-minded people, especially youth, that will work together to generate long-term forest stewardship not just in my site, but all along the East Duwamish Greenbelt. I'd like to also delve more into environmental education with the site as well, perhaps leading tours through the site and using it as an educational hub for schools.
24	I will keep doing what I have done for the last 14 years as long as I can. I am 70 so maybe not as much as when I was 60.
25	more interpretation, education along with development of greater plant diversity in the forest park. advocate for greater neighborhood involvement and support like watering programs reimbursed thru SPU
26	I am going to retire as forest steward. 15 years was enough time and I have moved.
27	as a continued volunteer working in parks and leading work parties
28	I hope to continue doing the same things I do now because that is what I enjoy and why I volunteer my time.
29	I just want to remain under the radar. I like recruiting and working with new volunteers with a long range view and GSP does not currently support these efforts.
30	As I get older I will not be able to do as much physical demanding work. Perhaps I will become more involved in recruiting volunteers and training.
31	I will not be a steward for that long due to age but I hope that younger people will have a vision and passion for parks including natural areas such as Discovery Park.
32	Continue with restoration, and education with our work Parties.
33	Weed, plant, mulch, repeat.
34	Continuing my education but attending training. Sharing what I have learned with newer Stewards. Helping out with other volunteer restoration projects.
35	I would like to see myself more integrated with the community around the park and build up a larger group who cares for/ uses/ maintains the park in their backyard
36	Like the trees in Carkeek, I am approaching end of life. As health becomes an issue my involvement will decrease.
37	Not sure. I may stop being a Forest Steward
38	More maintenance, less new plantings. More educational and less physical (I'm getting older :-)
39	I will be dropping out.
40	As long as I have the ability I will try to keep Parks on its toes; they are not long term visionaries, or don't have the time to develop visions.
41	Because of my experiences (see #4), I am set back and have less enthusiasm/trust in the steward experience. I need to heal and regain a sense of direction that may or may not include being a steward in the future.
42	See above
43	Building community. Leadership in preserving the urban forest in light of exponential growth and our leaders' apparent lack of regard for preserving our precious open space and urban forests.
44	It evolves into advocacy and lobbying for the right for all communities to have access to nature within a 10 min walk of their front door.

GSP Forest Steward Survey

How successful is the GSP program at the following activities:

Answer Options	Not at all successful	Kind of successful	Don't know	Successful	Very successful	Response Count
Restoring currently degraded forested park lands	0	13	3	23	6	45
Designating new forested park land areas for protection	8	5	29	3	0	45
Maintaining forested park lands already in restoration	1	20	5	16	3	45
Educating the community about the value of forested park lands	5	20	12	7	1	45
Training volunteers and organizations in how to evaluate, restore or maintain forested park lands	2	12	5	18	8	45
Recruiting new volunteers and organizations into the program	4	14	15	10	2	45
Building and maintaining trails	4	7	28	2	3	44
Providing support and materials to volunteers and organizations	2	7	3	21	12	45
Working towards a more equitable race and social justice representation in the GSP program	5	5	32	2	1	45
Cultivate more youth involvement in the GSP program, developing future leaders in forest restoration	2	12	23	8	0	45
<i>answered question</i>						45
<i>skipped question</i>						3



What other activities does the GSP program do well, or need to improve, not already listed above?

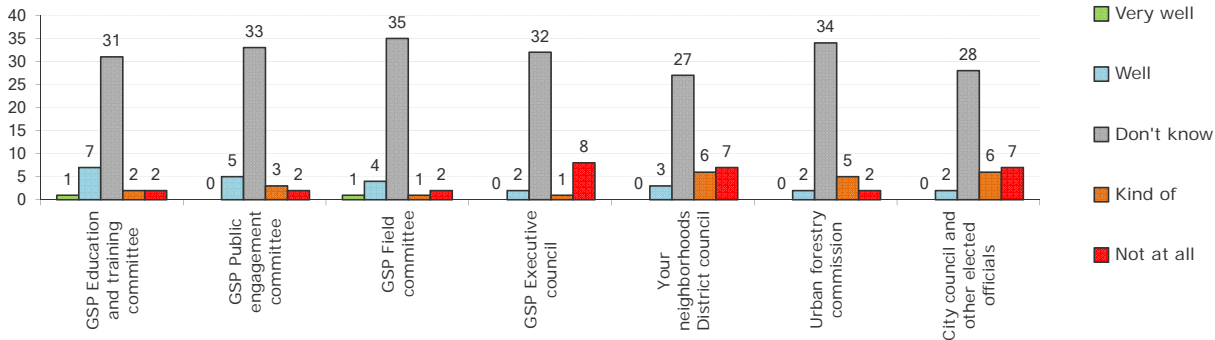
Answer Options	Response count
<i>answered question</i>	24
<i>skipped question</i>	24

Number	Response Text
1	Be careful when deciding to build or maintain trails in natural areas or in forested areas of an urban city. Wildlife habitat, both horizontal and vertical is important. Leave areas natural.
2	Don't know.
3	More useful monitoring of progress we are making would be good. Better communication to stewards about city initiatives and policy changes outside GSP that may impact us would help. Those at Forterra staff do a good job of communicating with and encouraging forest stewards. GSP could analyze other models/techniques of restoration that are evolving, including adjustments for climate change. It would save time if Cedar was not so clunky and if more thought was given to what data is actually useful to gather in work logs.
4	The science and steward training are first-rate
5	Keeping and building a staff that is in place who know what their role is and can support the volunteers out in the field.
6	Can't think of anything.
7	Regularly scheduled walks with the naturalists through our parks could give us a jump on current and future problems and suggestions for making the parks more resilient to climate change.
8	Good at large scale planting & tool supply Needs to be more of a pressure group with Parks Planning & Development & park managers in restoring large areas i.e. 20 + acres.
9	I am using an ipad and there is no way for me to answer questions 11 and 13. GSP is very good with working with youth but somehow that needs to translate into something more sustainable. There has been great success in certain areas with lots of volunteer help but other areas have struggles to find long term volunteers and not for lack of trying, this is something that really needs to happen for the projects to be successful.
10	Youth involvement and more diversity!
11	-Staff at both Parks and Forterra are generally skilled, effective, passionate and fun. I appreciate them a lot! -Natural areas in Seattle are at serious risk from the actions of Park's management, prioritizing active recreation over the natural environment. If we are going to be effective in the long run, GSP needs to be political, as well as technical.
12	better support restored area.
13	I think GSP does a good job at de-siloing and getting people from different agencies talking to each other and negotiating toward a common goal.
14	The GSP email updates are fun and readable (esp Andrea's). I think they could make it obligatory and plan in advance to meet with the forest stewards for a particular area (say NW) and provide refreshers, updates, and share info laterally. This is offered, but if not identified as an expectation and planned well in advance, it ends up being ill attended. If nothing else, we would get to know the forest stewards from our area parks. Could integrate DON support more--to recruit local volunteers.
15	Outreach and communication with the neighbors of the parks.
16	items above rely on seattle parks. activity is so intertwined it is hard to distinguish parks/gsp activity. Managers are stretched so thin
17	Need to better coordinate communication between gsp, parks, and the stewards.
18	Monitor current projects more often to make sure they don't fall behind.
19	Does well: sends informative emails, offers good training. It would be nice to have a semi-annual (or whatever timeframe is appropriate) status email of which sites are being actively worked on. I know there are maps that show what phase of restoration a park is in but I can't tell which sites are really active. i.e. it sounds like there might be a plan to continue restoration along the B-G trail. Are there designated spots, all along the trail, or???
20	I don't think building and maintaining trails should be part of GSP's mission.
21	Publicity - encouraging more public use and involvement in forested parks. Doing a pretty good job now but could always be improved.
22	Long term planning Developing low-key restoration training for local groups
23	More advertising in public places such as shopping malls, stores, sporting events/locations, libraries, on Buses, and ONLINE
24	Preserve existing urban forests, free from development into activate parks. Low impact use only, preserve wildlife habitat

How well do you feel Forest Stewards are represented within the following committees/ councils:

Answer Options	Not at all	Kind of	Don't know	Well	Very well	Response Count
GSP Education and training committee	2	2	31	7	1	43
GSP Public engagement committee	2	3	33	5	0	43
GSP Field committee	2	1	35	4	1	43
GSP Executive council	8	1	32	2	0	43
Your neighborhoods District council	7	6	27	3	0	43
Urban forestry commission	2	5	34	2	0	43
City council and other elected officials	7	6	28	2	0	43
<i>answered question</i>						43
<i>skipped question</i>						5

How well do you feel Forest Stewards are represented within the following committees/ councils:



GSP Forest Steward Survey

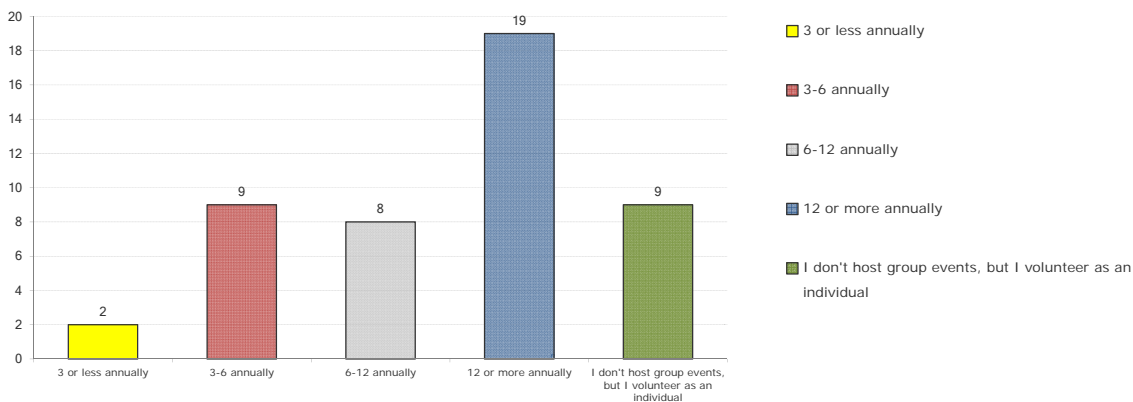
How often do you schedule group volunteer events?

Answer Options	Response Percent	Response count
3 or less annually	4.3%	2
3-6 annually	19.1%	9
6-12 annually	17.0%	8
12 or more annually	40.4%	19
I don't host group events, but I volunteer as an individual	19.1%	9
How often do you volunteer as an individual? (Separate from scheduling group events)		41
answered question		47
skipped question		1

Number How often do you volunteer as an individual? (Separate from scheduling group events)

1 I'm a public educator, so weekend day, and 3-4 days a week in the summer.
2 3-4 times a year Plus individual hours.
3 Average 2-3 times a month in my park, plus once a month in Carkeek.
4 10 times per year
5 At least once a week.
6 Weekly
7 Almost daily in one form or another--physical park work rarely less than 4-5 times per week.
8 A dozen
9 40
10 One or two Mondays a month but only at NBP.
11 3 times a week
12 weekly
13 two to three times a month in various capacities
14 2-3 times a month, in addition to 2 Friends work parties a month.
15 200 hours/year
16 36 times or more annually
17 15 times a year, ... but these are small group.
18 1 to 2 times per week
19 ad hoc as able--which is less often than I'd like
20 once a month regular work parties, 10 months
21 About once or twice a week. I'm hoping to do more than 3-6 work parties this year.
22 110hr in the last year
23 I don't schedule events, I help lead them.
24 1-2x a week
25 2 times a month
26 monthly
27 3-5 times per week
28 Weekly
29 at least several times a week
30 At least weekly
31 I am not volunteering currently since I just had a hip replacement and am scheduled for a second one in a few months. But next year I hope to be much more active!
32 3x/ month
33 2 times per week
34 It has varied over the years from ~ 20 hours a week to now less than 20 hours a year
35 42100
36 20 times a year
37 I am part of the WEWO group and we convene weekly
38 I have my own site and put in 124 hours of work in 2014, and so far 66 hours in 2015
39 annually??? maybe a dozen a year.
40 Twice monthly
41 15x/month

How often do you schedule group volunteer events?



How could GSP support Forest Stewards to recruit new volunteers for work parties or other events?

Answer Options

Response count

answered question

38

skipped question

38

10

Number	Response Text
1	Offer a short packet/sheet of information that we could give to someone who seems to have interest. Also, offer a light 'sandwich' board for any steward who could set this up at every work party or each time we work on a sight so people know who we are and that we are in the area.
2	Have a better, less convoluted route to the volunteer sign up page.
3	Provide staff to support programs in schools that bring young people into the parks to do restoration work. Perhaps GSP could develop a few very short curricula with visual aids to be used as part of work parties.
4	I often hand out a business card with our work part schedule and contact info on it (including Greenseattle.org) Having that next step to refer a recruit to is always the key.
5	Have better, but simple handouts that go into a basic explanation of what the program is all about and what the long term outcome are.
6	Not sure
7	I don't have a magic bullet for this. Obviously one could have a big recruiting campaign but there might also be some downsides to that.
8	I don't know but it is tough
9	We need more teenagers. Could each local high school "adopt" a big park site or city green belt and work with experienced forest stewards (some tend to be loners) on implementing & carrying out a restoration plan?
10	Creating a standardized outreach plan with resources would be very helpful. Most Stewards don't even know where to start.
11	CEDAR is very helpful
12	I would like to see a focus on recruiting local, ongoing volunteers rather than large groups for one time events. Ongoing volunteers are far more skilled and more frequent smaller work parties are less damaging to the forest and wildlife. I would love help producing and placing bomb proof recruitment signs in the park. We need graphics support and budget.
13	more and better corporate outreach.
14	?
15	Tough question. But it would be great if there was money for snacks and lunch, because nothing incentivizes everyone like the promise of food.
16	telephoning, emailing reminders.....
17	Building on efforts that are having success. educate remaining forest stewards about them. Help with outreach and publicity.
18	Provide tables at farmers' markets, help with catchy, well made and durable signs for kiosks, maybe produce brochures that show the network of green spaces, with contact info (so a person sees what is near them but not on their daily route). Help arrange forest stewards in an area organize a visit to schools to discuss what they do and why (to catch more student volunteers and educate /inspire). Support an email list for past supporters and volunteers at a given NA or in a broader area (so there's a central tracking location--rather than in the forest steward's failing PC or on a pile of sticky notes)
19	Possibly recruiting centrally and then shunting groups to stewards. Many of us are maxed out with clearing and maintenance work and can't really do more recruiting outside what we are doing.
20	outreach to high schools for service days and contact groups needing volunteers
21	Create community ambassador positions for each neighborhood to help connect forest stewards with the communities around them. Host events in each neighborhood that bring the community together around our forested parkland for fun and food.
22	Since we do mostly maintenance we need experienced or regular volunteers because the work is somewhat complex. In my experience neighbors and park users are much more valuable as volunteers because they tend to return. Signage in the park works.
23	make navigating to their events web page easier. use their partnerships to guide potential volunteers to the events web page. Have an advertising campaign. have outreach programs, use us as speakers
24	Offer bonus to folks based on volunteer hours. Give "prizes" to forest stewards.
25	solicit to other outdoor groups and invite them to work parties
26	The mega-work parties do not work. Spend more time and energy and money on the core groups of volunteers within the City's public land.
27	Perhaps help with outreach to individual school volunteer coordinators, churches, youth groups, community organizations to encourage them to get involved in restoring green belts.
28	do not know as I do not often participate in organized work parties
29	when doing work parties, word of mouth
30	Ask people/groups who use parks to help (Church groups, boys/girls clubs, bicycle clubs, running clubs, youth clubs, UW students in Environmental Sciences program
31	My site doesn't support volunteers because there are no bathrooms nearby but if I could have non-neighbor volunteers, I would like to have a list of other Stewards or GSP people who might want to help lead a work party. I like working but not leading.
32	Help in outreach
33	Placing ads in media outlets
34	This is difficult. Use social media, forums such as Next Door; Seattle Works, United Way. We really need to find some different ways of recruiting volunteers.
35	No opinion
36	Advertising, see above
37	Focus in a park/day. Lots of small opportunities. All over the city. Promote neighborhood activities locally (as opposed to massive events)
38	Provide budget for refreshments, provide quality designed printable template materials for park site; something easily sent via social media; support efforts to build trails.

Do you have any suggestions for improving the GSP Forest Steward trainings? (i.e. orientation and trainings from GSP or other partner organizations)

Answer Options	Response count
<i>answered question</i>	35
<i>skipped question</i>	13
Number	Response Text
1	Offer more examples of techniques that are efficient and show how a 'transition' can happen over time and not just immediate or clear-cut techniques. More clear on planting/tending native plants for survival. Focus on the native plants and not just 'getting rid of invasive plants'. Sense of 'mimic nature' needs to be present and guiding all our activities.
2	Widen the training to include native pollinators - Xerces Society. Include Ecosystem gardening basics and invasive plant species science. Teach the foundational basics of sustaining biodiversity.
3	Trainings have gotten better, more relevant. Facilitated discussions among stewards are productive. We don't know enough about what others are doing and their results.
4	Many forest stewards work weekends, so changing the days and times occasionally to weekdays or repeating training's on a different day to allow more to attend.
5	No
6	I've thought that offering first aid training might be a good idea, although my sense is that first aid is seldom needed at events and aid cars are available within reasonable time frames. The first aid training might be viewed as a benefit by some forest stewards. For training I really like to have reference lists, and reading material or access to videos or power point presentations.
7	App based weed identification?
8	The training programs have improved steadily over the last few years, both the variety of topics and the skill level (ie, 101, 201, etc.). Workshops about safety, first aid, or working on a slope.
9	I would like to know more about seral ecology. Also including more about wildlife habitat and managing restoration sites either for the general or particular in wildlife habitat zones, and conserving for individual species rare in parks. Species reintroductions?
10	More options for the difficult aspects of restoration to be discussed and hopefully resolved, transparency of realistic expectations of what support might actually be available. Do not sell out the long term goals for money!
11	No
12	The ones I've been to have been very good.
13	Stewards could be asked what they need from new trainees, and trainees could be selected to meet those needs. I need someone to work with me on our regular twice monthly work parties and to eventually take over the work parties.
14	More trainings. Closer cooperation with Seattle High Schools - class credit for completed stewardship training
15	I have attended a couple of trainings. I thought the soils training had good speakers and was well done.
16	I love the trainings. I wish there was more of them particularly in the Spring.
17	I'm a Native Plant Steward and attended many trainings before becoming a forest steward. I'd like to get on board again to brush up on technique and meet new people.
18	More science
19	estimation of area was tricky - maybe a cheat sheet? (like, how big is a shower curtain: how many of those would it take to cover the area, or "my pace is X long" printed somewhere it won't be forgotten.
20	I've been very happy with GSP training
21	well done
22	More emphasis on community building, especially when it comes bridging gaps created by language or cultural barriers, and also more emphasis on environmental education and engaging local youth/schools.
23	I took the WNPS 100hr training in 2011 after starting as a regular volunteer in 2004. Then leading work parties as a friends of group. I think working with stewards with experience along with basic plant ID and soil training is best.
24	have them really based for the participants not just to introduce new hires. At the program on security it was nice to get whistles, but the participants seemed to be schooling the speaker. Acknowledge the experience of your volunteers, and the sophistication of their work
25	Trainings have been good and worthwhile for the most part.
26	do not know
27	continue with education and events as able
28	Yes, come on site for training to get specific ideas.
29	No
30	Trainings on the restoration side for the last 2 years have been excellent. I'd like more on things such as using Cedar and the GPS mapping - I haven't been able to attend these and they are not offered often.
31	4 times I gave a Master Foresters Class, 12 Saturdays 8.30 - 12, between June and February" 2005, 2007, 2007, 2011. Efforts to expand this program have failed, partly because of bureaucracy, partly because GSP was aiming at a higher level, with specialist teachers, whereas my MFC was pure basics. I suggest to pick up that basic level training again.
32	Please offer more of them, and encourage and support the WA Native Plant Society in their efforts to educate stewards
33	Nope
34	The 4 I've attended are great
35	Begin to look into eco-psychology practices and highlight therapeutic benefits of nature and restoration work.

Is there anything else you would like to see the GSP program accomplish not already mentioned above?

Answer Options

Response count

answered question	24
skipped question	24

Number	Response Text
1	Emphasize that these areas are natural areas and need to be maintained as natural. No new trails, no cute objects or ornamental plants added, no human feeding of animals, and always leave an area that is safe and clean for the public.
2	Cross train every city employee in ecosystem gardening and its role in sustaining biodiversity. The more you raise awareness the more successful you will be. How useful is it to restore an area right next to a school yard FULL of invasive plants putting out millions of seeds every year. Preventing invasive species introduction is the most cost effective means to restoring and maintaining natural areas.
3	Include stewards in the drafting and editing of this 10 year plan.
4	Keep in mind that we forest stewards are VOLUNTEERS and that we are not the experts in the field. Guidance without talking down to us could be quite helpful.
5	No
6	Although not in the 2,500 acres there's an argument for working on meadows, and wetlands. Similarly there is a case for converting some presently not forested areas to forest or to having forest stewards work in wetlands, meadows, and savanahs,
7	I would like to see private lands get conservations easements so they could be brought into public restorations. Lots of slopes and ravines in the city are privately owned.
8	Survey the city for vacant lots, disused sidewalks, peripheral territory, vacated street ends, where native plants could be installed. Lots of acres of Japanese Knotweed out there!
9	Protect us from Parks Department administration and their assaults on the 10% of Parks land in natural areas! For example, the current drive for "supplemental guidelines" for natural areas.
10	more of the above.
11	Yes. I wish that GSP would reach out to more partner groups to get more input about habitat and human safety. We need to include birds and other wildlife into the way we think about restoration, so that we are not being disruptive during nesting season or planting trees in places that should be preserved as meadow. Also, I would like GSP to openly support tent cities and more social services, because there should be no argument about overnight camping in our parks. Also, particularly in the north city, we need more sidewalks in our neighborhoods to make our pedestrian corridors safer—but this shouldn't necessarily include carving up contiguous greenspace with trails. I think loop-routes skirting the open spaces like Jefferson Golf Course is more reasonable.
12	Discussions, interchange of experiences and ideas, tours of natural areas guided by their stewards..... 13 above has no way to respond, but overall native plant stewards are not represented on decisionmaking bodies, including the Park Board. They need to be at the table.
13	I am very impressed by the quality of the GSP support. I would like to see laminated signs that can be hung on or posted near patches of certain invasives. The brochures aren't in hand when a person (forest steward or volunteer or green space user) comes across knotweed, but it's critical that they recognize it to avoid spreading it or to understand that it requires particular care (chemical treatment, e.g.)
14	Promote appreciation for forest stewardship amongst local businesses. Engage more people in the south end.
15	The sites in my park were carved out for historical reasons and not based on the ecology. In general the sites are too small (causes lots of fussy record keeping) and the historical event that caused the site to be delineated is no longer relevant. After several years of maintenance the old boundaries are in no way apparent or relevant. The effort to characterize a site that was originally delineated as what earth corps cleared on a day in 2010 as a particular forest type really does not work very well. GSP made a wrong turn some time ago and it is not willing to go back so they are continuing down the wrong road. I think GSP needs to map echo zones and work sites separately. I understand that this messes up the way that they have chosen to chart there progress but from my point of view it makes GSP look a bit silly. And speaking of silly. On the CEDAR volunteer site the release form text begins "THE FOLLOWING RELEASE INFORMATION IS REQUIRED FOR VOLUNTEER INSURANCE AND RECOGNITION PURPOSES. PLEASE PRINT LEGIBLY. " First on the Web all caps is considered rude and second there is off course no place to "PRINT LEGIBLY." In my opinion GSP is asking volunteers to read and agree to something they have not even bothered to proof read.
16	cultivate the participation of seniors in their programs, work with other cities with successful forest restoration programs (Portland Ore)
17	Recognition of stalwart volunteers. Clean house of less-than-stellar staff.
18	not sure if it should be gsp or parks but someone needs to better identify what areas need work and make sure that someone is doing it.
19	No
20	Can't think of anything
21	Accept the liberator as the most effective tool for aftercare; develop methods of planting and aftercare that are less based on industrial planting but more aimed at developing a divers urban forest - for example group-planting in a spacing of 30 x 30 ft rather than individual trees in a spacing of 15 x 15 ft.
22	Mingle with other related group/environmental non-profits such as Tilth Producers, Seattle Tilth, Master Gardeners, Washington Water trails, Bicycle groups, walking groups, MUSIC groups, etc.
23	not really
24	True to its original goals of having restored forests provide trails for urban citizens to be able to access nature, support a city-wide trail master plan that would provide trail access throughout Seattle's urban forested parklands.