



**Cabrillo National Monument**  
**Volunteers-in-Parks**  
**Orientation Guide**  
**(VOG)**

# CNM Volunteer Orientation Guide (VOG)



This Volunteer Orientation Guide (VOG) uses information from various park resources to help you become familiar with Cabrillo National Monument. It gives you a brief overview of the park, its staff, and its volunteer opportunities. Please refer to the resources mentioned in the VOG for more in-depth information.

The VOG may be accessed online or downloaded from the CNM Volunteer Blog (*VIP Voice*): <https://vipvoice.wordpress.com/vog> or you may borrow a hard copy from the park's volunteer coordinator.

The VOG was developed by VIPs Setara Nouri and Becky Wieder under the guidance of the Volunteer Navigation Committee. Park interns, staff, and several VIPs contributed information and oversight.

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# **CNM Volunteer Orientation Guide (VOG)**

## **Accompanying Documents and Book**

In addition to the VOG, make sure you have the following:

- **New Volunteer Checklist:** This checklist should be completed and turned in to the CNM volunteer coordinator.
- **Volunteer Service Application:** This form must be signed and turned in to the CNM volunteer coordinator before you begin your service.
- *Understanding the Life of Point Loma* published by the Cabrillo National Monument Foundation: This book is available for purchase at the CNM Visitor Center or you may borrow a copy from the volunteer coordinator.

## **Welcome to Cabrillo National Monument--Where Volunteers Make a Difference**

Each year the National Park Service recognizes exceptional efforts in volunteer management and service. In a special ceremony held in Washington DC on June 25, 2014, the volunteer program at Cabrillo National Monument received the prestigious George and Helen Hartzog Award for Outstanding Volunteer Service of 2013. Cabrillo was selected out of 401 national park units across the country for this high honor.

Cabrillo National Monument has an amazing staff and some of the nicest National Park rangers you'll ever meet, but this is a busy, busy place that needs lots of volunteers to keep it humming. Volunteers come in all shapes and sizes and with a variety of interests. Everyone from students to retired folks and from scientists to teachers donate their time to Cabrillo National Monument. We're happy to have you as part of our award-winning program.

Cabrillo National Monument is located in San Diego, California, in the very Southwestern corner of the United States. The monument celebrates the 1542 landing of explorer Juan Rodriguez Cabrillo on the west coast of what would become the United States. A beautiful restored lighthouse from the 1800s stands on a hill commanding a 360 degree view encompassing the Pacific Ocean, San Diego Bay, mountains, and two countries. A two-mile hiking trail along the eastern side of the park gives visitors an up-close look at the rare coastal sage scrub habitat. A World War II exhibit and military bunkers give history buffs an opportunity to experience what it was like for the soldiers who kept watch over the West Coast in the early 1940s. The tidepool area enables visitors to see life in and out of the water as the tides shift. During the months of December to February, Cabrillo National Monument is an excellent spot for watching Pacific Gray Whales pass by as they make their extraordinary yearly trip between the Arctic and Mexico. After spending the summer feeding in the food-rich waters of the Arctic, the whales swim south along the coast to Baja California, Mexico for mating, calving and nursing their young.

### **Volunteers-in-Parks (VIPS)**

The primary objective of the Volunteers-in-Parks Program at Cabrillo National Monument is to assist the rangers in meeting the NPS and CNM missions by providing labor, expertise, skills, and talents to all areas of the park, such as:

Artist-in-Residence

Tidepool Protection, Education, and Restoration Program (TPERP)

Visitor Center and Entry Gate

Living History

Community Outreach

Tidepool, Herpetology, and Bird Monitoring

Greenhouse / Landscape Maintenance

Curatorial Maintenance (lighthouse and museums)

Lighthouse Garden

Trails & Rails

Science Explorer's Club

Weed Warriors

Early Detection Rapid Response

Interns

Docents

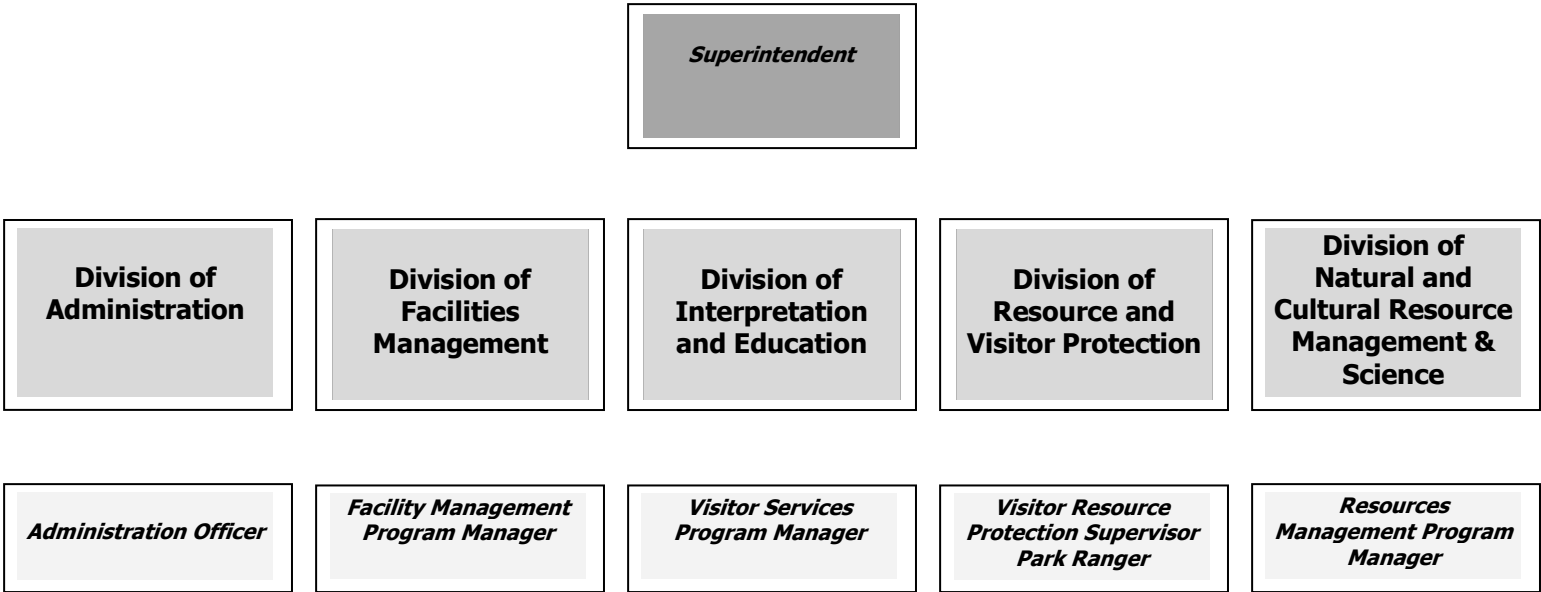


The VIP Program is guided by the Volunteer Navigation Committee (VNC), which is run by VIPs and is open to any park staff or volunteer who would like to join. Please see: <http://www.nps.gov/cabr/getinvolved/supportyourpark/upload/VNC-Blurb.pdf>  
The VIP section of the park webpage can be viewed at: <http://www.nps.gov/cabr/getinvolved/volunteer.htm>  
The VIP's own blog and source of information is: <https://cnmvipvoice.org/>  
NPS Guiding Document: Director's Order 7; <http://www.nps.gov/policy/DOrders/DO-7.htm>

### **Cabrillo National Monument Foundation (CNMF)**

The Cabrillo National Monument Foundation (CNMF) was established in 1956 as an IRS 501(c)(3) nonprofit and serves as the Cooperating Association partner for Cabrillo National Monument. The purpose of CNMF is to provide program or financial assistance to CNM from income earned in the areas of public education, interpretation, research, and related visitor service activities. The Foundation's primary means of raising revenue for the park is through the park visitor center and bookstore. Projects the Foundation has supported can be seen at: <http://cnmf.org>  
NPS Guiding Document: Director's Order 32, <http://www.nps.gov/policy/DOrders/RM32.doc>  
and when fundraising: Director's Order 21; <http://www.nps.gov/policy/DOrders/DOrder21.html>

**CABRILLO NATIONAL MONUMENT**  
**Organization Chart**  
**April 2022**



## **Cabrillo National Monument General Information**

Name: Cabrillo National Monument  
Address: 1800 Cabrillo Memorial Drive  
San Diego, CA 92106  
Phone: (619) 523-4285 ITY: (619) 222-8211  
Fax: (619) 226-6311 Web: [www.nps.gov/cabr/](http://www.nps.gov/cabr/)

Hours: 9am to 5pm daily

Fees: Private Autos: \$20 per vehicle, good for seven days  
Pedestrians, Bicyclists: \$10 per person, good for seven days  
Motorcyclists: \$15 per motorcycle, good for seven days  
Annual Pass: \$35  
Active Duty Military: Free with ID  
Educational Groups: Can get a fee waiver; contact park

Passes: Various passes; some are renewable yearly, others are lifetime  
All passes are available at the Entrance Station.  
([www.nps.gov/cabr/planyourvisit/fees.htm](http://www.nps.gov/cabr/planyourvisit/fees.htm))

Staff: (All Phone numbers are of the form (619) 523-xxxx)  
Superintendent ext. 4260  
Administrative Officer ext. 4261  
Visitor Services Program Manager ext. 4280  
Visitor Resource Protection Supervisor Park Manager ext. 4270  
Facility Management Program Manager ext. 4265  
Resources Management Program Manager ext. 4290

### **CNM Non-Profit Entities:**

Volunteers-in-Parks (VIP): <https://cnmvipvoice.org/>

Cabrillo National Monument Foundation (CNMF): [www.cnmf.org](http://www.cnmf.org)

### **Partners:**

Maritime Museum of San Diego: [www.sdmaritime.org](http://www.sdmaritime.org)

Amtrak Trails & Rails Program: [www.nps.gov/subjects/amtraktrailsandrails](http://www.nps.gov/subjects/amtraktrailsandrails)

### **Social Media:**

Facebook: <https://www.facebook.com/CabrilloNPS/>

Twitter: <https://twitter.com/CABRILLONPS>

YouTube: <https://www.youtube.com/channel/UCFgWF77neF6I6bLt-Z7LL-w>

Instagram: <https://www.instagram.com/cabrillonps/>

## Seasons of Cabrillo

### Winter (November through February)

1. Low tides become more common
2. Whale migration
3. Winter birds become more noticeable
4. Beginning of San Diego storm season
5. The "greening" of Cabrillo NM as plants respond to the rain.
6. Popping season for harbor seals and sea lions.
7. Best time of the year for sunset pictures from inside the monument
8. Two of the peak attendance periods occur (Thanksgiving and Christmas holidays)

### Spring (March through May)

1. Spring flowers such as Bush Sunflower (*Encelia californica*) and California Sea Dahlia (*Coreopsis maritima*) bloom. The dominant early flowers are yellow.
2. Bird activity picks up. Breeding, chick-raising, northern migration.
3. Best sunset pictures can be taken from Ft. Rosecrans National Cemetery

### Summer (June through August)

1. Mid- to late season plants bloom. Yellow flowers go past their peak, red/purple/white flowers become dominant.
2. Dry weather becomes prevailing pattern.
3. Not a good season for tide pool viewing due to lack of tides low enough for exposure.

### Fall (Sept. through October)

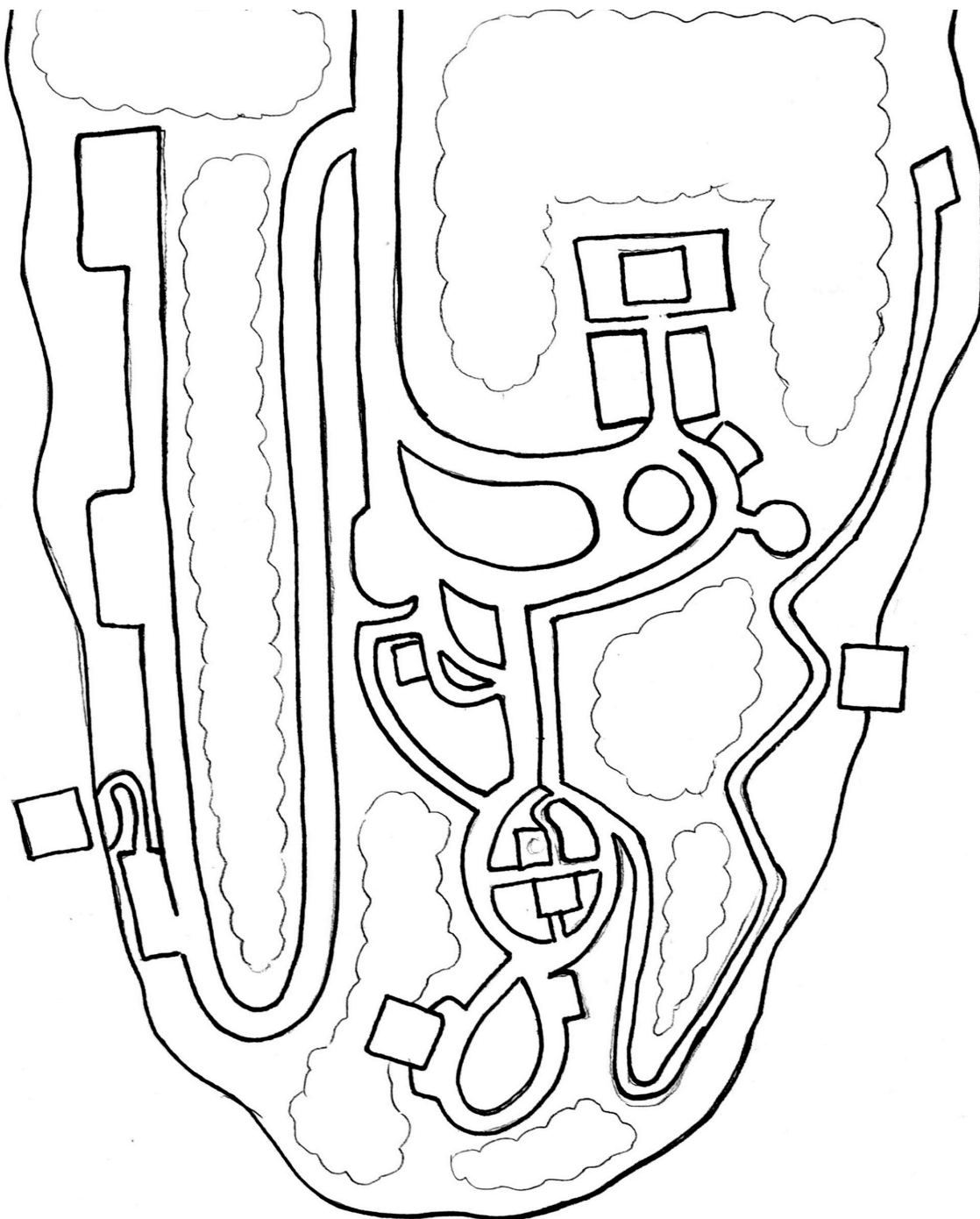
1. Bird migration begins
2. Hurricane season in western Mexico
3. School year begins, park attendance tends to go down.
4. Anniversary of Cabrillo's arrival in San Diego Bay (Sept. 28, 1542)
5. Cabrillo Festival takes place on Ballast Point on the closest Saturday to Sept. 28th



## Features of Cabrillo National Monument







Where in the Park are You? See if you can remember where everything is (if not, refer to the previous map). This map courtesy of Ranger Amanda Gossard.



## **A Brief History of Cabrillo National Monument**

*Cabrillo National Monument was created by presidential proclamation signed by Woodrow Wilson on October 14, 1913. The monument was established to commemorate the voyage and discoveries of Juan Rodriguez Cabrillo in 1542-1543. Cabrillo and his men were the first Europeans to explore San Diego Bay and the west coast of what is now the United States.*

### **Mission Statement**

The National Park Service at Cabrillo National Monument commemorates Juan Rodriguez Cabrillo's voyage of exploration and its significance. NPS protects, preserves and manages the monument's cultural and natural resources and associated values in a manner that leaves them unimpaired while providing a high quality educational and recreational experience for all visitors.

### **Purpose Statement**

The purposes of Cabrillo National Monument as stated in the General Management Plan (1996) are:

- To commemorate the 1542 voyage of exploration and accomplishments of Juan Rodriguez Cabrillo and communicate this story and its significance to visitors and local residents.
- To preserve, restore, protect, interpret, and enhance the significant cultural and natural resources within and adjacent to the park.
- To provide visitors the opportunity to enjoy one of the great harbor views of the world and to experience and understand the relationships humans have with their land and sea environment.

### **Significance Statement**

The significance of Cabrillo National Monument can be summarized as follows:

- The monument overlooks the first landing site of Europeans on the west coast of what is now the United States of America, and represents an important chapter in the history of Spanish exploration and settlement of North America.
- The significance of the monument is enhanced by the presence of: the Old Point Loma Lighthouse, one of the first eight lighthouses built along the West Coast by the U.S. government in the 1850s; 21 historic structures of the U.S. Army's coastal defense system at Fort Rosecrans that protected the aircraft industry and naval port of San Diego during World War II; one of the best land-based sites from which to watch the annual migration of the Pacific gray whales; one of the few protected and accessible intertidal communities on the Southern California mainland; and U.S. Fish & Wildlife Service-designated sensitive coastal sage scrub/maritime succulent scrub habitat that is representative of the Southern California environment.
- The monument further provides visitors with the opportunity to enjoy a world-class view

of natural and cultural resources in juxtaposition (military operations, shipping, the city and harbor of San Diego, landforms, wildlife, Mexico and the Pacific Ocean), illustrating the relationship humans have with their environment.

Cabrillo National Monument began with the efforts of a local civic group, the Order of Panama. The group hoped to commemorate the 1542 expedition of Juan Rodriguez Cabrillo by erecting a 150-foot statue where the Old Point Loma Lighthouse stands. They obtained permission for the monument when Woodrow Wilson signed the presidential proclamation in 1913. But for unknown reasons the Order of Panama never carried out its plans, allowing the lighthouse to stay intact.

In 1933 President Franklin Roosevelt transferred jurisdiction of Cabrillo National Monument to the National Park Service. CNM was formally dedicated on September 23, 1935, with responsibility for the site placed with the superintendent of Sequoia National Park. In 1956, the monument became an independent entity with its own staff and budget.

The first statue of Juan Rodriguez Cabrillo was donated to the National Park Service in 1949. Created by Alvaro DeBree, a Portuguese sculptor, the statue stood by the lighthouse until 1966 when it was moved to its current location near the new Visitor Center. When erosion compromised the statue, a replica was created by Charles de Almeida and donated by Mrs. Marion Reupsch. The current statue was dedicated in February 1988.

Today, Cabrillo National Monument encompasses approximately 160 acres located at the southern end of Point Loma. It commemorates the accomplishments of Juan Rodriguez Cabrillo and much more. It is a place to study and learn about the Old Point Loma Lighthouse, U.S. military history, the Rocky Intertidal area (tidepools), the Coastal Sage Scrub and other Coastal Mediterranean communities, the annual migration of the Pacific gray whales, and the relationships that people have with their environment.

### **Major Park Themes**

#### **The Voyage and Discoveries of Juan Rodriguez Cabrillo and 16th Century Spanish Exploration**

Though it is uncertain whether Cabrillo actually set foot on the land that is now included in the park, his landing site and areas he visited within San Diego Bay are visible from the monument.

#### **The Old Point Loma Lighthouse**

The lighthouse operated from 1855 until 1891, when the present Coast Guard lighthouse was built. Today the Old Point Loma Lighthouse is furnished to reflect the 1880s period when it was actively maintained by lighthouse keepers, their assistants and their families.

#### **The Rocky Intertidal Area on the Pacific Coast**

The intertidal zone at Cabrillo National Monument is the only federally protected tidepool area on the Southern California coast. It protects a variety of sea life that is considered rare or endangered.

#### **Coastal Sage and Chaparral Ecology**

Once the predominant vegetation of the San Diego coast, this ecosystem has now shrunk to remnants of its former size due to development and introduction of non-native plants. The park



preserves a remaining oasis of this ecosystem, one of the most sensitive in the world.

### **The World War I and II Fortifications and Military Use of Point Loma**

Established as a military reserve in 1852, Point Loma remains the site of coast artillery gun batteries and observation lookouts from both world wars.

### **The Development and Growth of San Diego and the Ongoing Relationships Between People and Their Environment**

San Diego was established with the founding of the Mission San Diego de Alcalá in 1769 and has grown to become the second largest city in California and the eighth largest in the United States. The view of the city and Pacific Ocean from Cabrillo National Monument affords an outstanding look at the city and the development that has occurred since Cabrillo's arrival, underscoring the intimate relationship between humans and the terrestrial and marine environments.

Visitors to Cabrillo National Monument will find a variety of sites and activities that preserve and interpret these unique elements of the park. As one of more than 400 National Park areas throughout the nation and the only one in San Diego, Cabrillo National Monument holds a valuable place as a major site in the protection of America's cultural and natural heritage.

### **The Pacific Gray Whale Migration**

During the annual migration of the Pacific Gray Whales from their feeding grounds in the Arctic Ocean to their calving lagoons of Baja California, the whales come within sight of visitors at Cabrillo National Monument. Tens of thousands of visitors come to the park during the migration season from late December through early March to catch a glimpse of these enormous sea mammals.

### ***For more information, read:***

*An Embarrassment of Riches: The Administrative History of Cabrillo National Monument* by Susan Collins Lehmann, 1987, available online at  
<http://www.nps.gov/cabr/historyculture/administrative-history-of-cabrillo-national-monument.htm>

*Cabrillo National Monument* by Joseph E. Brown, 1981

*General Management Plan and Final Environmental Impact Statement: Cabrillo National Monument* by National Park Service, 1996

## **A CNM Quick Reference Guide**

The following summaries provide you with a quick reference guide to important topics at Cabrillo. Refer to the Cabrillo Reference Manual (e-binder) for more in-depth information.

### **The Kumeyaay**

#### **Prehistory**

When the Native Americans' aboriginal ancestors crossed the Bering land bridge (now known as the melted Bering Strait) that connected Russia and Alaska about 15,000 years ago, they were searching for an environment that would allow them to maintain their hunting and gathering lifestyles. The abundance of marine and land resources in what is now known as California encouraged some groups to actualize permanent settlements, and soon the land was able to boast about 500 separate tribes and 90 different languages. Among these California peoples were the Kumeyaay, who inhabited what is now recognized as San Diego County and Imperial County some 12,000 years before European contact.

#### **Masters of the Environment**

The Kumeyaay were skilled at creating tools and other goods from their surroundings. At Cabrillo National Monument, we showcase a variety of plants used by these early Point Lomans for medicinal, dietary, hunting, cultural, and decorative items. The Kumeyaay were also skilled manipulators of their natural environment. They created water irrigation systems and regularly practiced burning the land (known as pyro-diversity) to improve the habitat of game animals, to create a healthy soil medium for the next season's grasses and perennials, and to implement in-bulk harvesting techniques.

#### **Life After European Settlement**

Though the Kumeyaay and the European explorers practiced friendly trading, nonetheless these native people inevitably suffered a substantial population decrease with the introduction of measles and smallpox. Over the years, the Spanish mission system and the Mexican-American War and Civil War also severely diminished the numbers of Native Americans. However, the Kumeyaay have always been a resilient people and they fought relentlessly to win back their land rights. In 1875, U.S. President Ulysses S. Grant signed a Presidential Executive Order setting aside specific lands—known as the Sycuan Indian Reservation in Dehesa—in San Diego County for the exclusive use and residence of the Kumeyaay. Today, descendants of the Kumeyaay people still live in San Diego on 13 reservations.

### **Juan Rodriguez Cabrillo**

#### **Early Life**

Though there has been considerable uncertainty regarding where or when Juan Rodriguez Cabrillo was born, virtually all historians consider this explorer a Spaniard because he

had sworn fealty to the Spanish crown, and everything he did was as a Spanish citizen. A conquistador in his youth, Cabrillo's name appears in the ranks of those who served under the famous Hernan Cortes in battles against the Aztecs.

### **Exploring California**

Cabrillo, our park's namesake, led the first European expedition to explore what is now the west coast of the United States. He departed from Navidad, Mexico on June 27, 1542 in search of new trade routes between Central America and the Spice Islands off Asia. Three months later he sailed into "a very good enclosed port" known today as San Diego Bay. Historians believe he anchored his flagship, the San Salvador, on Point Loma's eastern shore behind Ballast Point. He named this port "San Miguel" (a name that was changed to "San Diego" 60 years later by another explorer, Sebastian Vizcaino). His expedition continued north to Monterey Bay but came to a halt due to violent storms. On the journey back, Cabrillo and his crew settled in the Channel Islands for the winter. There, after a fall suffered during a brief skirmish with natives, Cabrillo shattered a limb and died of complications on January 3, 1543.

### **Legacy**

Though Cabrillo's contemporaries considered his expedition a failure, it left behind the first written glimpse of North America's west coast. It also dispelled myths and misconceptions about the land. And, most important, his observations of weather patterns and currents led directly to the start of trans-Pacific trade, what we today call the "Pacific Rim". Our Cabrillo National Monument, both in its name and its statue overlooking the bay, commemorates Juan Rodriguez Cabrillo's voyage of discovery.

### **The San Salvador**

The San Salvador was the first recorded European vessel to sail along Southern California, and the first to survey its coastline. Her expedition also established first contact with the area's indigenous people. The San Salvador may be considered the founding ship of San Diego and California. She is an "origin symbol" ship for San Diego in much the same way the Mayflower is the origin symbol ship of New England. Her history represents the beginning of a common story for the people of California, both past and present.

The San Diego Maritime Museum, in partnership with Cabrillo National Monument, built a historically accurate, fully sailable replica of the San Salvador. Construction of the galleon took place on Spanish Landing and was based on meticulous research in the fields of Early Modern Spanish and Portuguese maritime history and maritime archaeology. The ship was officially introduced to the public on Sept. 4, 2015 as part of the Festival of Sail. This newest addition to the museum's fleet is now located at the Maritime Museum docks. The ship is open for dockside viewing during normal museum hours while interior construction and rigging continues.

The new San Salvador will be much more than a static museum display. With San Diego as her home port, she will sail along the coast of California, visiting cities and towns as a floating education platform for people of all ages.

## **The Lighthouses**

### **The Old and New Point Loma Lighthouses**

California had enjoyed statehood for just a year when the United States Coast Survey party traveled west in 1851 to determine the sites for the first eight west coast lighthouses. At 422 feet above sea level, the tip of Point Loma offered a perfect spot for a lighthouse because the light could be seen from the bay and the ocean. Construction for the historic lighthouse began in 1854 (which also signaled the construction of the first road along the ridge of Point Loma), and was put into service on November 15, 1855.

Though acclaimed as the highest lighthouse in the U.S., its elevation would ironically be its undoing; its light was often obscured by fog and low clouds. A new Point Loma Light Station was established at a lower elevation at Pelican Point in March 1891.

The old lighthouse was boarded up and abandoned. In 1913 the commanding officer at Fort Rosecrans recommended the lighthouse be torn down. But because of the magnificent view from the tower, the lighthouse was still quite popular with tourists. A major 'life-saving' historic rehabilitation of the lighthouse was undertaken between 1933-1935, when Cabrillo National Monument integrated with the National Park Service. In 1966, the lighthouse was restored and refurbished to reflect the lifestyle of a class of people who consistently demonstrated a sense of dedication and responsibility to what was truly a 24/7 job.

## **Military History**

### **Fort Rosecrans**

In 1848, when the treaty of Guadalupe Hidalgo ended the Mexican-American war, Ballast Point and all of Point Loma passed into the hands of the United States. In 1852, President Millard Fillmore set aside the Point Loma reservation for military use, though it remained a squatter haven and whaling community for another 18 years. During the Spanish-American War in 1898, the military reservation was named Fort Rosecrans after Civil War general and California politician William Starke Rosecrans. With its establishment as a military station, Point Loma remained the site of coast artillery gun batteries and observation lookouts for both world wars. Fort Rosecrans National Cemetery is located on the grounds of the former coastal artillery station. Although Fort Rosecrans is not an official part of Cabrillo National Monument, it is a vital part of the military history of the area.

### **The World Wars**

During World Wars I and II, the construction of emplacements for Coast Defense Artillery and observation bunkers served as a protective ring around the harbor. Specifically during World War II, the monument was closed to the public and was not reopened to visitors until November 11, 1946. The military used the old lighthouse as a signal station. In World War II the lighthouse, like the rest of Point Loma, was under blackout restrictions. The soldiers placed black tar paper on all the windows if they

wanted to turn on any lights. And the lighthouse, dwellings and sidewalks were painted an olive drab to make them less visible during the day. When World War II ended, Fort Rosecrans remained an active military post. However, the land surrounding the old Point Loma lighthouse was returned to the National Park Service, and the Navy was put in charge of all other facilities. Today, Fort Rosecrans National Cemetery serves as a namesake of the legacy of the coastal artillery station.

## **Point Loma's Geology**

### **Geologic History**

About 70 million years ago, the area that would later become Point Loma would virtually be ocean waters about 3,500 feet deep. When this peninsula was beneath the water, it was at the end of a giant submarine canyon. You can think of it as the mouth of a river, where flowing sand traveled down the canyon in the shape of a fan and found its final resting place; each layer represents some underwater event that caused sand deposits. Over time, due to receding ocean levels and fault movement, the Point Loma peninsula was lifted out of the ocean and it continues to slowly rise today. It has lifted at an angle, so the west side of the peninsula is actually tilted up out of the water more than the east side.

### **Tidepools**

Uneven erosion from wind, waves, and currents leave depressions in rocks that fill with seawater. Twice a day, low tides will usually expose these tidepools, which serve as homes and nurseries for many marine species.

## **Point Loma's Climate**

### **Climate Versus Weather**

Our San Diego region boasts a moderate and subtropical climate, where the average annual temperature is 63 degrees Fahrenheit, and mean rainfall measures 10 inches. January is the coolest and rainiest month, while June, July, and August are the hottest and driest months. However, as predictable as the climate can be, San Diego's weather is a bit of a different story. In fact, variability is an important facet of San Diego's weather (and that of Point Loma). Therefore, it is important to check weather forecasts when planning visits.

### **Importance of Wildfire Prevention**

The dry climate, frequent high winds, and fire-prone coastal sage scrub habitat make Cabrillo National Monument susceptible to wildfire. Whether started by a carelessly dropped cigarette, lightning, a spreading structural fire, or arson, a wild land fire has the potential to spread quickly and jeopardize public safety and park facilities.

### **Summertime Catalina Eddy**

During the summer, the marine layer thickens at night and dissolves during the day. On occasion, this fog doesn't disappear during the daytime, and this can be attributed to the Catalina Eddy—an upper-level airflow that travels from the Catalina Islands and thickens

and spreads clouds and fog by the time it reaches inland San Diego.

## **Rocky Intertidal Area**

### **Tidepool Zonation and Creatures**

Tidepools provide a home for many animals. They are created by the changing water level, or tides. The high-energy waves make this a harsh habitat, but the animals living here have adapted over time. When the earth, sun and moon align during the full and new moon we have extreme high and low tides. Generally, there are two high tides and two low tides a day. Most often the Cabrillo intertidal zone is accessible during a low-low tide from September to May (during park hours).

There are three zones within the tidepools: the high zone, the middle zone, and the low zone. The process of evolution has determined where the animals can live and thrive. The tidepools at Cabrillo are protected and have been monitored by the National Park Service since 1990. You may notice bolts in the rocky intertidal; these are used to assist scientists in gathering data to monitor changes.

**High Zone:** The high zone is covered by the highest tides. Often this area is only sprayed by the crashing waves. The animals that live here must endure a long time without water as well as high wave energy and human disturbance.

**Middle Zone:** The middle zone is covered by the highest tides and exposed by the lowest tides. The animals here are adapted to live in and out of water.

**Low Zone:** The low zone is only uncovered by the lowest tides. Animals here are submerged in water most of the time. Some of the animals in this zone like to hide under surfgrass because it provides shelter and refuge against higher rates of predation.

### **CNM Tidepool Management Zones**

CNM created tidepool boundary areas around the tip of the Point Loma Peninsula into:

- Zone 1 – directly at the end of the tidepool path from Parking Lot 1; most visited, most area uncovered at higher tides
- Zone 2 – starts approximately at south end of Zone 1 bay and ends at the Coast Guard boundary; only uncovered during low tides
- Zone 3: closed to public; extends around entire tip of peninsula; used as a control area for research; one of the TPERP's (Tidepool Protection, Education and Research Program) prime missions is to protect Zone 3



*Photograph showing the three different management zones*

### **Commonly observed tidepool life**

Mussels, Barnacles, Owl Limpet, Key Hole Limpet, Chiton, Shore Crab, Hermit Crab, Kelp Crab, Tegula Snail, Sea Urchin, Knobby Sea Star, Anemones, Octopus, Brittle Star, Moray Eel, Sea Hare, Nudibranchs, Sea Grass, Kelp, Feather Boa Kelp, Sea Lettuce, Sculpin, Garibaldi, Opal Eye

### **Coastal Sage Scrub and Chaparral**

The power of sunlight plays a huge role in the plant communities here at Cabrillo National Monument. The park can be divided into two main plant communities. The first community, called Coastal Sage Scrub, is populated by small plants that only grow to a height of 3 feet. The plants tend to be spread out and brown dirt is often seen in these areas. This community is usually found on southern facing slopes. Here the sun shines directly on everything for most of the day.

Chaparral, the second community, is categorized by woody shrubs that can grow to 8 feet. These shrubs grow close together with little bare ground between plants. This

community is usually found on northern facing slopes where the sun does not shine directly and there is more shade. As you look around the park try to notice the differences. Where the plants are tall and it would be close to impossible to walk through them, this is the Chaparral.

The Coastal Sage Scrub is our most sensitive habitat. The plants here are fighting to stay alive and you can help them most by staying on the paths and letting these special plants have a chance of survival. Once the predominant vegetation of the San Diego coast, this ecosystem has now shrunk to remnants of its former size due to development and introduction of non-native plants. The park preserves a remaining oasis of this ecosystem, one of the most sensitive in the world.

### **Commonly observed terrestrial vegetation**

Snake cholla, prickly pear cactus, Mojave yucca, Shaw's agave, California coast poppy, Indian paintbrush, California buckwheat, California sagebrush, and lemonadeberry

### **Snakes and Amphibians at Cabrillo**

Cabrillo National Monument is home to 12 species of herptiles – six species of snakes, five species of lizards, and one amphibian, the garden slender salamander.

Long-term monitoring of these species began in 1995 by Dr. Robert Fisher (SDSU, then USGS), as part of a larger scale study of herptile species in Southern California. NPS took over monitoring at Cabrillo National Monument in 2002 to continue assessments of possible decline in species' numbers. Because the Point Loma peninsula is island-like (surrounded on three sides by ocean, and to the north, cut off by development), and due to their limited home ranges, these animals are extremely susceptible to population decline and extirpation (no longer existing in a particular area where they historically were found). In fact, eight reptile species have already been extirpated from the peninsula: Coronado island skink, red diamond rattlesnake, yellow-bellied racer, coast horned lizard, red coachwhip, two-striped gartersnake, California glossy snake, and the Western long-nosed snake.

### **Commonly observed terrestrial vertebrates**

Western fence lizard, Side blotched lizard, Southern Pacific rattlesnake \*\* (our only venomous species. If you are lucky enough to see one, please give it some room, take a photograph, and report the location to a ranger), Desert cottontail, California ground squirrel, Orange-throated whiptail lizard, Striped racer, San Diego gopher snake, San Diego alligator lizard, California kingsnake

### **Birds at Cabrillo**

Point Loma and Cabrillo National Monument are well known in the birding community as premiere bird watching spots in San Diego. The bird checklist for both the monument



and Point Loma peninsula lists 346 species, with over 200 spotted at Cabrillo National Monument alone.

A stop on the Pacific Flyway, migrant species use the peninsula as a resting place or when lost or disoriented. Raptors use Point Loma as a landmark during the peak of their migrations, and some, like the red-tail hawk, make their home here year-round. The rocky shoreline on Point Loma's western side is the only place in San Diego where black oystercatchers are regulars, and Brant's cormorants roost in large numbers on Point Loma's cliffs.

### **Commonly observed birds (year-round residents)**

California quail, California thrasher, California brown pelican, Western gull, Snowy egret, California towhee, Peregrine falcon, Spotted towhee, Anna's hummingbird, Osprey

### **Marine Mammals, Featuring the Pacific Gray Whales**

An assortment of marine mammals such as dolphins and pinnepeds (seals and sea lions) can be seen from the cliffs of Cabrillo National Monument. The occasional seal or sea lion might even be caught sunbathing on a rock ledge or looking for food around the shallow tidepools. Respect these wild animals by maintaining a cautious distance and never approach them. All marine mammals are protected under Federal law.

By far the largest mammals in the Point Loma area are the Pacific gray whales, which pass by on epic annual migrations between December and March. At 45 feet long and 33 tons, these impressive marine mammals spend summers feeding in the cool, northern waters of the Chukchi and Bering seas. In early autumn, gray whales head south along the west coast for Mexico, a 5,000-mile trip one way, the longest migration of any mammal on earth.

For 40 to 60 years, a gray whale will continue this pattern. This predictability made them easy targets for hunters, who harvested the animals nearly to extinction in the 19th century. Gray whales have been protected from exploitation by the International Whaling Commission since 1946. They have made a remarkable comeback, and current populations are considered close to their estimated pre-exploitation numbers.

### **The Relationships Between People and Their Environment**

As a volunteer at Cabrillo National Monument, you will have many opportunities to help protect and interpret the unique elements of the park. From the world-class views to the cultural and natural resources, you can help visitors understand the unique and intimate relationship we have with our environment.

## VIP Expectations and Support

As a volunteer at Cabrillo National Monument, you are expected to honor the time commitments required for your position(s), and to take part in any necessary orientation, training, and continuing education events. You are also expected to represent the park in a professional and competent manner both inside the park and in the community. As a VIP you are considered an interpreter for the park and as such should know the tenets and techniques of effective interpretation. Part of what you do is translate the park for visitors.

CNM will give you a uniform (including a shirt, a hat, and a windbreaker) and will provide ongoing training and learning opportunities. You will have the full support of park staff and access to park resources.

### A Word About the Volunteer Navigation Committee (VNC)

The VNC was created to support volunteers and to contribute to the development and success of the VIP program, including community outreach and collaboration with CNM organizations and partners.

The VNC gives you a voice in park decisions relating to the VIP program. Any volunteer or staff member is welcome to participate. The committee usually meets the second Saturday of each month.

The VNC has helped with many projects at the park, including: creating a VIP support network, developing a matrix of volunteer opportunities, helping with park conferences and continuing education events, and doing community outreach.

There is an annual State of the VNC training/meeting/celebration held each fall. All volunteers are invited to attend.



# **Volunteer Code of Conduct Cabrillo National Monument August 2022**

## **Purpose**

The purpose of this policy is to provide a code of conduct for Cabrillo National Monument volunteers.

## **Scope**

This policy applies to all volunteers registered with Cabrillo National Monument.

## **Policy Statement**

As a volunteer at Cabrillo National Monument, you are expected to honor the time commitments required for your position(s), and to take part in any necessary orientation, training, and continuing education events. You are also expected to represent the park in a professional and competent manner both inside and outside the park, and as such should know the tenets and techniques of effective interpretation (and share only the official position of the park and not a personal opinion, should they differ). Part of what you do is translating the park for visitors in a professional manner, leaving all staff (including other volunteers), and visitors with a positive experience both at Cabrillo National Monument and in the community. While acting as a park volunteer you are considered a federal government employee and are bound by the Fourteen Principles of Ethical Conduct (Appendix A).

## **Core Values**

The core values of an organization are those that form the foundation on which we perform work and conduct ourselves. In an ever-changing world, core values are constant. Core values are not descriptions of the work we do or the strategies we employ to accomplish our mission. The values underlie our work, our interactions with each other, and the strategies we employ to fulfill our mission. Core values are the basic elements of how we go about our work. They are the practices we use (or should be using) every day in everything we do.

### **NPS Core Values**

- Shared Stewardship – We share a commitment to resource stewardship with the global preservation community.
- Excellence – We strive continually to learn and improve so that we may achieve the highest ideals of public service.
- Integrity – We deal honestly and fairly with the public and one another.
- Tradition – We are proud of it, we learn from it, we are not bound by it
- Respect – We embrace each other's differences so that we may enrich the well-being of everyone.

## **Professional and Personal Behavior**

Volunteers are expected to perform their duties and behave in a manner which at all times includes:

- Adherence to all aspects of our Policy Statement and the intent of our Core Values
- Respect for customers/clients/members of the public
- Respect for staff members and other volunteers including cooperation and equal opportunity, and a workplace free of discrimination and harassment
- Respect for health and safety issues including the organization's policy on alcohol and drugs, security measures, and historical weapons
- Respect for the organization's procedures
- Respect for privacy and confidentiality
- Respect for dress code and wearing your uniform with pride
- Appropriate use of organization's resources and use of the park's information

Volunteers shall at all times:

- Avoid any actual or perceived conflict of interest
- Avoid any kind of corrupt conduct
- Avoid either by action or by communication anything that will tend to embarrass or disparage the park
- Refrain from making public comments or contacting the media pertaining to any aspect of the park without prior approval from park staff
- Refrain from accepting gifts over \$20 in value from any entity doing official business with the park without prior park staff approval

## **Contacting and Greeting Visitors**

The two basic building blocks of visitor contacts are:

- **HOW** you say it, and
  - **WHAT** you say to the visitor
- 
- Greet visitors with eye contact and a smile
  - It is okay to say "I don't know". One of the benefits of volunteering is learning something new each day.
  - Treat every visitor as if they are the only visitor. Even if it is the 70<sup>th</sup> time you answered the same question that day. Your last visitor should receive the same excellent treatment as the first.
  - Prioritize greeting visitors, even if it means interrupting a conversation with a coworker. Creating an enjoyable visitor experience is our #1 priority.
  - Use the S.L.O.W. method when dealing with angry or impatient visitors:
    - Stay cool
    - Listen
    - Offer validation
    - Walk away

## **Accountability**

Breaches of this code of conduct could result in instant dismissal.

## **Appendix A**

### **Fourteen Principles of Ethical Conduct for Federal Employees**

- (1) Public service is a public trust, requiring employees to place loyalty to the Constitution, the laws and ethical principles above private gain.
- (2) Employees shall not hold financial interests that conflict with the conscientious performance of duty.
- (3) Employees shall not engage in financial transactions using nonpublic Government information or allow the improper use of such information to further any private interest.
- (4) An employee shall not, except as permitted by the Standards of Ethical Conduct, solicit or accept any gift or other item of monetary value from any person or entity seeking official action from, doing business with, or conducting activities regulated by the employee's agency, or whose interests may be substantially affected by the performance or nonperformance of the employee's duties.
- (5) Employees shall put forth honest effort in the performance of their duties.
- (6) Employees shall not knowingly make unauthorized commitments or promises of any kind purporting to bind the Government.
- (7) Employees shall not use public office for private gain.
- (8) Employees shall act impartially and not give preferential treatment to any private organization or individual.
- (9) Employees shall protect and conserve Federal property and shall not use it for other than authorized activities.
- (10) Employees shall not engage in outside employment or activities, including seeking or negotiating for employment, that conflict with official Government duties and responsibilities.
- (11) Employees shall disclose waste, fraud, abuse, and corruption to appropriate authorities.
- (12) Employees shall satisfy in good faith their obligations as citizens, including all financial obligations, especially those -- such as Federal, State, or local taxes -- that are imposed by law.
- (13) Employees shall adhere to all laws and regulations that provide equal opportunity for all Americans regardless of race, color, religion, sex, national origin, age, or handicap.
- (14) Employees shall endeavor to avoid any actions creating the appearance that they are violating the law or the ethical standards set forth in the Standards of Ethical Conduct. Whether particular circumstances create an appearance that the law or these standards have been violated shall be determined from the perspective of a reasonable person with knowledge of the relevant facts.



## **NPS Tenets of Interpretation**

*Resources possess meanings and have relevance.*

- resources act as icons for meanings

*Visitors are seeking something special —something of value for themselves.*

- individuals find different value/meanings in the same resource

*Interpretation facilitates a connection between the interests of the visitor and the meanings of the resource.*

- primary objective is to provide access to meanings
- connections involve moments of intellectual and/or emotional revelation, perception, insight or discovery related to the meanings of the resource
- connections are the bridge between information and meanings

## **Role of Interpretation in Preservation**

- ❖ *Audiences must care about a resource before they value the preservation of the resource.*
- ❖ *The primary goal of interpretation is not to preach preservation but to facilitate an attitude of care on the part of the audience.*
- ❖ *Preservation depends on audience access and personal connection to the meanings of the resource.*



## The Interpretive Equation

The Interpretive Equation  $KR + KA \times AT = IO$  is a metaphor for understanding the foundational elements of interpretation – it provides a memorable way to visualize, analyze, articulate and balance the substance of any interpretive program or product.

### KR = Knowledge of the Resource

- ❖ *Information about the resource*
  - Honest, accurate, current
  - Past and present uses and issues
  - Current conditions, potential threats
  - Compelling stories
- ❖ *More than “the facts”*
  - Meanings associated with the resource
  - Intangibles and universal concepts
- ❖ *There are many “truths”*
  - Multiple perspectives, values

***“Information... is not interpretation. Interpretation is revelation based upon information”***

### KA = Knowledge of the Audience

- ❖ *Recognition and familiarity with their backgrounds*
- ❖ *Acknowledgment and sensitivity to their needs*
- ❖ *Meanings they may associate with the resource*

***“Any interpretation that does not somehow relate... to something within the personality or experience of the visitor will be sterile”***

### AT = Appropriate Technique

- ❖ *Involve/engage the audience – passively and/or actively*
- ❖ *Provide access to resource meanings*
- ❖ *Facilitate opportunities for intellectual and emotional *connections* to resource meanings*

***“The chief aim of interpretation is not instruction, but provocation”***

***“Interpretation is an art, which combines many arts...”***

### IO = Interpretive Opportunity

- ❖ *“Opportunity” – a favorable set of circumstances*
- ❖ *“Their own” – a personal connection to something in their own life, experience or interest*
- ❖ *“Connections” – moments of intellectual and/or emotional revelation, perception, insight or discovery related to the meanings of the resource.*

**IO = an *opportunity* for the audience to form *their own* intellectual and emotional *connections* to the meanings and significance inherent in the resource. The interpreter creates the *opportunity*; the visitor makes the connection – the connection happens in the visitor.**



## **Opportunities for Intellectual and Emotional Connections**

### **Intellectual -- Which connection opportunities seem to provoke or inspire:**

Awareness, comprehension, discernment, discovery, enlightenment, insight, reasoning, mindfulness, perceptiveness, perspicacity, recognition, revelation, understanding of concepts, cause and effect, or relationships; unearthing, unfolding, wisdom...

*I could while away the hours conferrin' with the flowers, consultin' with the rain  
And my head I'd be busy scratchin' while my thoughts were busy hatchin'  
If I only had a brain.*

*I'd unravel every riddle for any individle in trouble or in pain  
With the thoughts I'd be thinkin' I could be another Lincoln  
If I only had a brain.*

*Oh, I could tell you why the ocean's near the shore  
I could think of things I never thunk before, and then I'd sit and think some more.*

*I would not be just a nuffin', my head all full of stuffin', my heart all full of pain  
And perhaps I'd deserve you and be even worthy of you if I only had a brain.\**

### **Emotional -- Which connection opportunities seem to provoke, evoke or inspire:**

Admiration, aggravation, amazement, anger, anguish, apprehension, astonishment, aversion, awe, bewilderment, bliss, comfort, commiseration, compassion, concern, consternation, contentedness, contrition, curiosity, delight, despair, devotion, disappointment, disgust, dismay, distress, dread, elation, empathy, esteem, exasperation, exhilaration, fright, frustration, gladness, gratitude, grief, happiness, horror, joy, loyalty, nostalgia, passion, pity, pride, regret, relief, remorse, respect, reverence, sadness, satisfaction, sentiment, shame, sorrow, surprise, sympathy, tranquility, veneration, vexation, woe, wonder, worry, yearning...

*When a man's an empty kettle, he should be on his mettle, and yet I'm torn apart.  
Just because I'm presumin' that I could be kind of human if I only had a heart.*

*I'd be tender, I'd be gentle, and awful sentimental regarding love and art  
I'd be friends with the sparrow and the boy who shoots the arrow if I only had a heart.*

*Picture me, a balcony, above a voice sings low, "Wherefore art thou, Romeo?"  
I feel a beat, how sweet!*

*Just to register emotion, jealousy, devotion, and really feel the part  
I would stay young and chipper and I'd lock it with a zipper if I only had a heart.\**

*\*"If I Only Had a Brain" and "If I Only Had a Heart": Lyrics by E.Y. Harburg, 1938*



### **Interpretive methods and techniques for developing tangible/intangible links into opportunities for intellectual and emotional connections to the meanings/significance of the resource:**

Stories  
Quotes  
Explanations  
Analogies  
Examples  
Illustrations  
Discussions  
Demonstrations  
Music  
Drama  
Props

Role-playing  
Comparisons  
Participation  
Questioning techniques  
Word pictures, description  
Problem-solving  
Activities i.e. games  
Presentation of evidence  
Sequences of questions  
Sensory involvement  
AND...

---

### **Practice Activity**

*Select an interpretive program or media product at your park or site and identify the following:*

- *What are the primary tangible resources identified in the product?*
- *What intangible meanings/universal concepts are linked to those tangible resources?*
- *What methods or techniques are used to develop those tangible-intangible links into opportunities for the audience to make intellectual and/or emotional connections to those meanings? (see list above)*
- *Do these connection opportunities tend toward the intellectual, the emotional, or both? Identify the possible intellectual or emotional connections that these opportunities might provoke, evoke or inspire for different audiences. (see list on other side of worksheet)*

*(For further reference, see the Interpretive Process Model at: [www.nps.gov/interp/idp/processmodel.pdf](http://www.nps.gov/interp/idp/processmodel.pdf))*

## **Volunteer Opportunities**

**Note: Some of these opportunities may not be available at any given time due to certain conditions at the park. Always check with the Volunteer Manager for current opportunities.**

### **Entry Gate**

Provide initial contact with visitors from around the world. Collect fees, handle funds, and provide direction and information.

### **Visitor Center**

Welcome and orient visitors to the Monument. Answer questions about the park, San Diego County, and the National Park Service. Assist with Ranger-led programs and general Visitor Center operations.

### **Living History / Interpretive**

Bring history alive by portraying a persona of the three epochs interpreted in the park: 16th Century Spain and the New World, 19th Century Lighthouse era, and WWII Coastal Defense. Interact with visitors and enlighten them to Cabrillo's rich history.

### **Community Outreach**

Represent Cabrillo National Monument and bring the Mission of the NPS to your local community. Present artifacts, lead activities, provide information or staff a booth. Bring Cabrillo National Monument into your community today!

### **Education Volunteer**

Educate visiting classes of culturally diverse students, Grades 2 through 5, about the history and environment of Cabrillo.

### **Artist In Residence**

Facilitate two art programs within the community; facilitate one art program at CNM; participate in training events; provide information regarding the natural and cultural significances of CNM; present work for gallery exhibits.

### **Interpretive Assistant**

Assist with various activities within the Interpretation Division such as researching, planning, producing, and giving presentations that can be used for an interpretive program. Catalog and maintain database of archived presentations and papers. Catalog the many photographs currently in the Cabrillo files.

### **TPERP Volunteer**

Tidepool Protection, Education, and Restoration Program. Ensure that visitors respect the protected and sensitive environment of the rocky intertidal, educate visitors about its marine and shorebird life and geological aspects. Located either in the tidepool area and/or at the interpretive table adjacent to the tidepool area.

**Tidepool Monitoring**

Measure the size and frequency of key marine species, including setting up transects for algae (seaweeds), and taking photos in specifically sized plots of mussels, rockweed and two types of barnacles. The recorded data is used to monitor the health of the marine species populations.

**Shorebird Monitoring**

Count shorebirds and people in the three areas of the Cabrillo tidepools and record sea and weather conditions for one-hour periods. The data is used with the tidepool monitoring data to determine how birds may be affecting the tidepools and how people may be affecting the number of birds eating in the tidepools.

**Herpetology Monitoring**

Handle, identify and collect data on individual native reptile and amphibian species that are caught in traps. Involves short, strenuous walks through coastal sage scrub on both sides of the Point Loma peninsula. Collected data is used to keep track of the populations of lizard, snake, amphibian and mammal species on the peninsula and to determine how human activities and climate affect these animals.

**Greenhouse/Landscaping Maintenance**

Primary duty will be to regularly water and monitor native vegetation around the Visitors Center.

Periodically assist with vegetation restoration projects around the park.

**Weed Warrior**

Removing invasive non-native vegetation from the native habitat. Locating and collecting data about non-native species.

**Early Detection Rapid Response (EDRR)**

As a member of a nationally recognized group of individuals who locate and identify invasive plant species, volunteer will survey for, report, and verify the presence of a non-native species before the sounding population becomes established or spreads.

**Facilities**

Work may include carpentry, painting, landscaping, custodial, plumbing, electric and/or any basic trades.

**Curatorial Maintenance Assistant**

Process, catalog, digitize and inventory the museum collection; perform housekeeping and pest management duties; enter museum records into the collections database; carry out conservation assessments and treatments; packing; transporting and housing museum objects. Clean lighthouse objects and artifacts; record light meter and data logger readings.

**Librarian**

Maintains the park's library by cataloging, checking-in and out, and re-shelving books. Assists park staff in ordering and cataloging new publications and books. Keeping the library current

and useful.

### **Administrative Assistant**

Assists with the myriad administrative activities such as keeping the park's website up to date, assisting with paperwork and cataloging, attending meetings as the scribe or facilitator, computer set-up, putting together brochures or manuals, generating PowerPoint presentations, performing configuration management, assisting with the organization of the park computer files, helping keep supplies current.

### **Internship**

Gain practical experience and an intimate understanding of the operation and management procedures of a National Park Service unit. The intern works within several divisions and is involved with a variety of work projects. Get your hands dirty with Rangers in the field and provide customer service to the over one million annual visitors. There are various activities that meet the need for most intern students. Discover Cabrillo's wonderful natural and cultural resources. Working as an intern doing the kind of work you may be considering for a career can help you better gauge your own skills and desires, make valuable contacts, and even consider new options. Each intern position is uniquely matched to you and the area of the park where you wish to work.

### **Lighthouse Information Station**

Enjoy gorgeous views as you volunteer at the Lighthouse Information Station and introduce visitors to the unique history of the Old Point Loma Lighthouse. Come be a part of this exciting opportunity to work in one of San Diego's most iconic landmarks.

### **Social Media Assistant**

Help maintain CNM social and digital platforms as instructed by Park Mentor. This includes, but is not limited to: daily posting of park information and pictures, visitor interaction, and maintenance of media contacts. Other opportunities include creating visually impacting video and graphic content from park outlets (natural resources, living history, events, and regular park happenings).

### **Lighthouse Garden Volunteer**

Help maintain the Old Lighthouse Garden by weeding, watering and planting seeds. Interact with visitors and invite them into the garden to taste seasonal produce. Also help with proper upkeep and maintenance of garden supplies and water hose. Also interact with visitors about life at the Lighthouse circa 1887.

### **Trails and Rails Docent**

Welcome aboard! The National Park Service and Amtrak look forward to having VIP'S onboard with the Trails & Rails program to help present educational programs to Amtrak passengers. Cabrillo National Monument Volunteers will be onboard from San Diego to Los Angeles to engage passengers in a wide range of activities, including education, resource management, maintenance, and other duties. There is a wide range of topics to be introduced to passengers such as, California History with Juan Rodriquez Cabrillo, Lighthouse, Tide pools, Military History and much more.

**Science Explorer's Club**

Introduce park visitors to science in the park and encourage environmental stewardship through hands-on activities. Volunteers guide visitors through these activities, teaching them how to collect data and make scientific observations. Topics include tidepool monitoring, citizen science, bird surveys, and more!

**Volunteer of the Day (VOD)**

The Volunteer of the Day (VOD) position was established to assist volunteers, staff and the public, serving as a resource for information, a facilitator for processes, a go-to person for help with tasks, and a source of support for all. The most important part of this position is simply being there—as a friendly face and a helpful presence for everyone. The VOD reports to and works under the guidance of the VIP Program Manager.



## What is Volgistics?

### What is Volgistics?

Volgistics is the electronic platform Cabrillo National Monument Volunteers-In-Park (CABR VIP) program uses to manage volunteer assignments, schedule shifts, and track work accrued.

### What can a volunteer do on Volgistics?

A volunteer can sign up for work shifts, document training and continuing education opportunities attended, and record volunteer hours.

### How is Volgistics important to the volunteer program?

The Volgistics platform allows us to track work assignments and to document the VIP hours attributed to each project. At the end of the NPS fiscal year (October) a detailed report is written on the CABR VIP program. Financial support from NPS for the CABR VIP program is based on the amount of volunteer hours recorded at the park. This financial support helps pay for uniforms, appreciation items, training and other CABR VIP events and infrastructure projects.

It is also important to know how many volunteer hours are contributed by VIPs and translate that into an hourly rate. We convert hours based on a nationally set hourly rate to allow management to see a monetary figure associated with volunteerism. It allows the park to value the contributions of the many talented individuals who answer the call to volunteer. With this information, management can see more clearly the true value of donated time and talents. By logging your hours into Volgistics, you give us a physical record of how much we depend on our wonderful volunteers here at Cabrillo National Monument.

### How do I get started?

Once you sign up as a volunteer you will receive an email with a password to log into Volgistics. Please make sure all information is accurate and current (especially emergency contact information).

There are a couple ways to access the login screen for Volgistics:

Through this URL: <https://www.volgistics.com/ex/portal.dll/?FROM=42650>

Via CABR's volunteer web page: <http://www.nps.gov/cabr/getinvolved/volunteer.htm>

Volgistics is user friendly but if you have any problems please contact the Volunteer Program Coordinator for troubleshooting.

## Cabrillo National Monument's Volunteer Blog: *VIP Voice*

### VIP VOICE

Cabrillo National Monument – Where Volunteers Make A Difference



[home](#) / [about](#) / [featured vip](#) / [vip tales](#) / [upcoming events](#) / [dusty socks club](#) / [reference](#) / [videos](#) / [gallery](#)

In January 2014, we launched a blog tailored specifically to meet the needs of Cabrillo National Monument's Volunteers-in-Park (VIPs): the [\*VIP Voice\*](#).

It's a fun, interactive way to keep informed about what's happening within the park and within the VIP community in the park. It's also not meant to be a one-way conversation. You can contribute to the blog by submitting articles, photos, or sharing anecdotes of your experiences while serving as a VIP at Cabrillo.

Within the blog, you will find:

- The latest news about happenings within the park.
- A calendar of upcoming events at the park and events specifically for VIPs.
- Links to reference materials such as the official Cabrillo NPS website and the Reference Manual (E-binder).
- Media including a gallery of images and videos of recent presentations.
- Information about the Dusty Socks Club, the Cabrillo National Monument Conservancy, and the Cabrillo National Monument Foundation.
- Job postings from the National Park Service.
- A link to Volgistics scheduling and time keeping.

You can subscribe to the [\*VIP Voice\*](#) and receive email notifications each time there's a new posting on the blog.

Remember, the [\*VIP Voice\*](#) is *your* resource to use, enjoy, and contribute to.

## A Word About Community Outreach

Each year, Cabrillo National Monument strives to remind the public about our fantastic park by participating in a number of community outreach opportunities.

These opportunities can be at large festivals that draw thousands of people over two or three days, such as the Festival of Sail, Whale Days, or the Cabrillo Festival; or they can be at much smaller events (such as the San Diego Museum Council's Museum Mash Up) that last just a few hours.

Depending on the event, CNM will be represented by rangers, rangers and VIPs, or just VIPs.



We'll set up a booth or a table at the venue with the appropriate National Park Service branding materials as well as promotional materials specific to CNM. We'll often bring some interactive materials—such as whale bones, replica tidepool critters, or 16<sup>th</sup> Century armor—so visitors to our display can have a better understanding of what CNM is all about.



Events tailored toward children may have more age-appropriate activities, such as coloring, cut-outs, button-making, or Junior Ranger program information.

Part of the responsibility of participating in a community outreach opportunity involves assisting with the set-up and tear-down of our table, signs, displays, and tents/awnings.

Aside from the obvious perk of sharing Cabrillo National Monument with guests, volunteering at some of the larger festivals may include other perks as well. At the Festival of Sail, CNM volunteers have typically been granted admission to the San Diego Maritime Museum free of charge on the day they're volunteering.

If you are interested in representing Cabrillo National Monument at a community outreach opportunity, please let your interest be known to the Volunteer Coordinator.





## **Cabrillo National Monument FAQS**

### ***How big is the park?***

The park comprises approximately 160 acres.

### ***Where is the monument?***

All the grounds of Cabrillo National Monument comprise the monument. The Cabrillo statue is southeast of the Visitor Center, to the east of the traffic circle.

### ***How many people visit Cabrillo National Monument each year?***

Over 1,000,000 people visited CNM in fiscal year 2015.

### ***Who was Cabrillo?***

Juan Rodriguez Cabrillo was the first European to explore and chart the west coast of North America.

### ***How do you pronounce "Cabrillo"?***

The common pronunciation is "Ca-bree-yo". The Portuguese pronunciation is "Ca-breel-yew" and is spelled "Cabrilho".

### ***How do we get to the Bayside Trail?***

Exit breezeway outside the Visitors Center and follow the sidewalk to your left up the hill. A sign is posted on the left just before you reach the old lighthouse.

### ***How long and high is the Coronado Bay Bridge?***

The bridge is about 2.5 miles long and about 230 feet high.

### ***Can we see Mexico from here?***

Yes, you can see Mexico from CNM – if it's clear enough point it out to the visitor (looking southeast across San Diego Bay). It is about 17 miles as the crow flies or about 25 miles via Interstate 5.

### ***Where are the public rest rooms?***

There are four rest rooms: one outside the visitor center to the right, one behind and down the hill from the old lighthouse, one behind the Lighthouses of Point Loma exhibit, and one on the path that leads down to the tidepools.

### ***Where are the drinking fountains?***

There are two; one is next to the rest rooms outside the Visitor Center to the right and the other one is behind the old lighthouse. There is also a water bottle filling station next to the rest rooms outside the Visitor Center.

### ***Where may we eat our lunch?***

You may picnic on benches, rock walls, and people-used areas. Clean up after yourself and do not feed the animals.

***Why are there no trashcans visible in the park?***

Cabrillo National Monument has a “Pack-it-in, Pack-it-out” policy. Whatever you bring into the park you need to take out with you when you leave. There are trashcans in the rest rooms if necessary.

***May we have beer or wine here?***

Yes, for ages 21 and over. Intoxication is not permitted. Please drink responsibly.

***Do you have a restaurant?***

No, we only have vending machines located down the breezeway, past the auditorium on the right.

***Can you recommend a good restaurant?***

Note: Government employees may not recommend, but Park Partners may.

***Is smoking allowed in the park?***

No. Cabrillo National Monument is a smoke-free park.

***Are dogs allowed in the park?***

Dogs are only allowed on the tidepool path and must be on a 6-foot (or less) leash at all times. Owners must pick up after their dogs. Dogs are not allowed outside the vehicle in the upper section of the park, and they must not be left in vehicles when temperatures are warm.

***Where is the Old Point Loma Lighthouse?***

It's a 5 minute walk from the Visitor Center. Walk to the traffic circle and follow the sidewalk to the left and up the hill.

***May we drive to the Old Point Loma Lighthouse?***

No, unless you or someone with you is unable to walk there. A handicap placard will work. If a disabled visitor does not have a placard then we will give them a temporary permit at the Visitor Center.

***When was the road to the lighthouse closed, and why?***

The road was closed in 1972 because there were too many cars, which distracted from the visitor's experience.

***Why can't visitors go up to the lighthouse tower?***

We limit availability to the tower for safety and preservation of the lighthouse (narrow openings, narrow stairway, and fragile glass). However, the tower is open to the public on three special dates each year: March 22, the date the lighthouse was taken out of service (1891); August 25, the National Park Service's Founder's Day (1916); and November 15, the date the lighthouse was placed into service (1855).

***May we visit the new lighthouse?***

No. It is operated by the U.S. Coast Guard and is not open to the public. However, you can get a good view of the new lighthouse from the Kelp Forest Overlook.

***When do the Pacific gray whales migrate?***

The whales migrate to Baja California, Mexico from late December through mid-March.

***Where is the best place to view the whales?***

The best places are: from the Kelp Forest Overlook just south of the old lighthouse, from behind the old lighthouse, and from Ocean View parking.

***Can we walk to the ocean from the Visitor Center?***

No. The Bayside Trail (on the east) will bring you about 100 feet from the shore, but with no safe access to the water. To get to the tidepool area (on the west) it is recommended that you drive, because there are no shoulders along the road. In fact, we do not recommend that pedestrians and school groups walk this road.

***Are there rest rooms or water on the Bayside Trail or in the tidepool area?***

There are no rest rooms or water on the Bayside Trail. There are rest rooms (but no water fountain) at the entrance to the trail leading down to the tidepools.

***What are the islands south of here?***

They are Las Islas Coronados (the Coronado Islands) and are part of Mexico. They are an important brown pelican roosting area, as well as a breeding area for seals and sea lions. Mexican soldiers patrol the area to guard against trespassers.

***Some of the non-native plants visitors ask about are -***

Indian Hawthorn, Lily of the Nile, African Daisy, Bottlebrush, Geraniums, Monterey Cypress...

***How many graves are at Fort Rosecrans National Cemetery?***

Over 101,000. The cemetery is closed to new interments. Visitation hours are Monday thru Friday from 8am to 4:30pm and Saturday and Sunday from 9:30am to 5pm.

***How long has the cemetery been around?***

Interments date back to 1882. Fort Rosecrans became a National Cemetery on October 5, 1934. The cemetery comprises about 77.5 acres. Because of his service in the Mexican War, Robert Israel, the last lighthouse keeper for the Old Point Loma Lighthouse, is buried at the cemetery.  
<http://www.cem.va.gov/cems/nchp/ftrosecrans.asp>

***When is the best time to visit the tidepools?***

During the months of mid-October through mid-May one to two hours before low tide. Tide levels of +0.7 or less are optimal for viewing critters. Groups of 10 people or more need a tidepool permit. Please call 619-557-5450 ext. 4589 to check availability for a tidepool permit.

***How high is high tide?***

Tides are caused by the interaction of the moon, the sun, and the earth. In this area, we have two high and two low tides each day (a higher low, a lower low, a higher high, and a lower high). The difference between high and low tide varies throughout the year with the phase of the moon, the declination of the sun and moon, and a number of other astronomical forces. The difference is usually 5 to 6 feet, although it can be as great as 9.7 feet.

***How can tides be negative? What is a 0 tide?***

Tides are measured from a standard mark, called the mean low low-water mark. This is the average value for the lower of the two low tides for our area over many years. This average is assigned a value of 0. So if a tide is -1.0 feet, it is one foot below the average low low tide. If a tide is +1.0 feet, it is one foot above the average low low tide. We usually consider negative low tides to be ideal conditions for tidepooling.

***What are tidepools? What is there to see?***

As the tide changes from high to low, some water gets trapped in little pools called tidepools. These tidepools and the rocks found around them are home to many types of animals and plant life, including:

Molluscs: snails, limpets, chitons, sea hares, nudibranchs, octopuses...

Arthropods: barnacles, crabs, shrimp, lobster, rock lice...

Cnidarians: anemones, jellyfish...

Echinoderms: brittle stars, sea stars, sea urchins, sea cucumbers...

Algae: kelps (brown algae), green algae, red algal turf...

Birds: gulls, terns, egrets, turnstones, willets, sandpipers...

***What causes the holes in the rocks?***

Most of the round holes are caused by boring molluscs (as in “making holes in things”, not as in “uninteresting”). Chitons will bore into rocks and create little crevices that they fit into perfectly. Over time, some of these little pits and holes will collect water that becomes acidic, causing the rock to erode further. This process eventually leads to the formation of tidepools.

***What is this black stuff? Why is it here?***

Most of the black splotches you find on rocks are actually red algae that have encrusted. Some of the splotches are tar, which comes from natural oil seeps (not human pollution problems).

Regardless of whether it is algae or tar, splotches are usually quite slick, and caution should be taken if you try to walk over them.

***Why can't we take rocks and shells?***

The NPS aims to protect and preserve the resource for the enjoyment of present and future generations. Many animals and plants use shells and shell fragments as their homes or as camouflage (hermit crabs and sea anemones are the obvious examples). Rocks are also used as places to attach or as protective hiding places. If every one of the thousands of visitors to the tidepools took a single rock or shell, it wouldn't take long for the tidepool area to be totally stripped.

***Where are sea stars?***

Southern California is not an area known for its rich intertidal echinoderm populations. The pictures of rocks crawling with sea stars that we commonly see are probably taken farther north. However, in the past decade we have seen an alarming decrease in the number of echinoderms in the intertidal, including the near disappearance of ochre sea stars from Cabrillo National Monument. The disappearance could be due to a number of factors, including disease, increasing water temperatures, or over-collection for souvenirs.

***What are the park boundaries in the tidepools?***

The National Park Service manages the area from the Point Loma Waste Water Treatment Plant on the west side, past the new lighthouse to the Navy's submarine base on the east side. The protected marine preserve extends 300 yards from shore on the west side.

***Is fishing allowed?***

No.

***Can I take home a souvenir from the tidepools?***

You may take pictures and memories home with you. Everything else must remain so the next visitor can enjoy it or one of the critters can use it.

***Can I surf here if I come in by boat?***

If surfers arrive by boat, they must remain far enough away so as not to interfere with tidepool visitors or cause damage to the resource. Always contact a ranger if surfers arrive in a vehicle to surf in the area.

Surfing is prohibited in the tidepool areas because the tidepools are the primary resource in this area of the park. The visitor's ability to enjoy them should not be compromised by damage inflicted by surfers or by surfers interfering with people in the tidepools. Also, the National Park Service cannot assume liability for surfers injured in the tidepools.

***Can we dive here?***

No, for many of the same reasons surfing is not allowed.

***Are jet skis allowed in the park?***

No. The noise detracts from visitors' enjoyment and the two-stroke engines add lots of unburned fuel to the water. Contact a patrol ranger and try to write down the registration number on the craft whenever you see a jet ski within the park boundaries. Boats and jet skis must stay at least 300 yards from low mean tide.

***Why do the tidepools close so early?***

The monument occupies one small portion (approximately 160 acres) of Point Loma. The Navy occupies most of the peninsula and their security concerns supersede our own. In order to get everyone out of the park by 5pm, we need to get people out of the tidepools around 4:30.

***Why is smoking not allowed in the tidepool area?***

Even though it's outside, the environment is too sensitive for tobacco to be left as litter to filter into the tidepools. Crushed cigarettes are unsightly and potentially dangerous to the marine environment.

***What if I see a dead or stranded animal?***

The park keeps statistics on dead animals within its boundaries. It also has a stranded marine animal SOP. Call a ranger if you encounter either situation.

***What's the fastest way to learn about the tidepools?***

Watch the movie in the auditorium *On the Edge of Land and Sea: The Tidepools of Cabrillo National Monument* and ask a TPERP!

***Where are other tidepool areas?***

Sunset Cliffs and La Jolla

***Is it tide pool or tidepool? And mollusk or mollusc?***

Although many references separate tidepool into two words, the official 'brand' (and preferred term) at Cabrillo National Monument is tidepool. Mollusc can be spelled either with a 'c' or a 'k', but here at Cabrillo we prefer the 'c'.

***Where are the dolphin tanks?***

The area just south of the tidepool parking lot once had dolphin tanks used by the Navy for training dolphins. In 1980 the animals were transferred to the other side of the peninsula and are now adjacent to the submarine base.

***What are the buildings next to the tidepool parking lot used for?***

These buildings belong to the Navy and the work done there is related to software engineering (to the best of our knowledge).

***Is Cabrillo a celebrity?***

Yes! CNM has been used for many commercials (especially for cars and motorcycles) as well as movies and TV shows. Here are three movies that include a snippet of CNM:

*The Bandit of Point Loma* (1912) with Marshal Neilon and Jessalyn Van Trump

*Dive Bomber* (1941) with Errol Flynn and Fred MacMurray

*Top Gun* (1986) with Tom Cruise and Tom Skerritt

There were at least two TV shows:

*California's Gold* with Huell Howser in the rocky intertidal 2004

*California's Gold* with Huell Howser on Cabrillo's Ship

And several You Tube videos -- see if you recognize anyone:

[http://www.youtube.com/results?search\\_query=cabrillo+national+monument&oq=Cabr%09ill+Nat&gs\\_l=youtube.1.0.0.690.11386.0.13196.7.6.0.1.1.0.116.576.5j1.6.0...0.0.UwRy%09voFAaT8](http://www.youtube.com/results?search_query=cabrillo+national+monument&oq=Cabr%09ill+Nat&gs_l=youtube.1.0.0.690.11386.0.13196.7.6.0.1.1.0.116.576.5j1.6.0...0.0.UwRy%09voFAaT8)

# Events, Festivals, Open Houses

## Cabrillo National Monument

National Park Service  
U.S. Department of the Interior

Volunteers-In-Parks Program  
Cabrillo National Monument



Cabrillo National Monument is host to a number of special events each year. As a VIP you should not only be able to talk about them but get involved - they are all educational and a whole lot of fun!

### Yearly Events By Month

(for specific dates: <http://www.nps.gov/cabr/planyourvisit/events.htm>)

**January or February** Whale Watch and Intertidal Life Festival

**March** March 22, the date the lighthouse was taken out of service (1891). This is one of three days each year when the tower to the Old Point Loma Lighthouse is open to the public (from 10am to 3:30pm).

**April** National Parks Week

**April** Junior Ranger Day

**April/May** Artist-In-Residence Exhibition

**July 4<sup>th</sup>** of July Above the Fireworks (Cabrillo National Monument Conservancy)

**August** Move to Improve Challenge (Health, Wellness, Sustainability Festival)

**August** August 25, the National Park Service's Founder's Day (1916). This is one of three days each year when the tower to the Old Point Loma Lighthouse is open to the public (from 10am to 3:30pm).

**September** Cabrillo Festival, Naval Base Point Loma

**September/October** Artist-In-Residence Exhibition

**November** November 15, the date the lighthouse was placed into service (1855). This is one of three days each year when the tower to the Old Point Loma Lighthouse is open to the public (from 10am to 3:30pm).

**December** Air Raid Pearl Harbor Re-enactment

# Junior Rangers

## Cabrillo National Monument

National Park Service  
U.S. Department of the Interior

Volunteers-In-Parks Program  
Cabrillo National Monument



A Junior Ranger badge is waiting for you!  
- NPS Photo

Excerpt from the Cabrillo National Monument webpage:

<http://www.nps.gov/cabr/>

The Junior Ranger Program is a fun way to find out more about the park, and is a chance to earn a Junior Ranger badge. When you arrive, go to the Visitor Center and ask for a *free* "Just For Kids" newspaper. Visit the different areas of the park to learn more about 16th century exploration, ships and aircraft, whales, and natural and military history. When you are done, bring the newspaper back to the Visitor Center and discuss your answers with a Park Ranger or Volunteer - and be awarded a Junior Ranger badge!

Please note: Because of the activities, our Junior Ranger program must be completed while you are actually in the park - it cannot be completed at home and a Junior Ranger badge mailed. Plus, part of the fun is receiving the Junior Ranger Oath and Badge from a real Park Ranger! We hope you will come to Cabrillo National Monument and embark on your own Junior Ranger voyage of discovery.

The Junior Ranger program is designed to engage children and families in the stories embodied in their national parks. Children complete activity books that lead them through the park in a kid-friendly way. They are drawn to parts of the park story that they can relate to. When completed, they present their booklets to a ranger to earn a badge (sticker for preschoolers) and a certificate. There are Junior Ranger programs in nearly all national park areas. Children who have completed Junior Ranger programs at other national park areas are encouraged to wear their Junior Ranger badges from those parks to Junior Ranger Day at Cabrillo.

The National Park Service also has an online WebRanger program ([www.nps.gov/webrangers/](http://www.nps.gov/webrangers/))



## **Welcome to the Cabrillo National Monument Reference Manual (e-binder) August 2022**

**Welcome to Cabrillo National Monument's Reference Manual, often times referred to as "the e-binder".**

### **So what is it and why should you care?**

- It is a reference guide to all parts of the park that you can use on your own time.
- It is a compendium of useful facts and pictures to help you answer visitors' questions.
- It is a single source where you can find high-level and accurate information you should know to be the best interpreter you can be.
- It is a place where you can quickly go to find an answer, or spend hours learning about a specific topic.
- It provides highlights of all park attributes, themes, services, and opportunities.
- It is a work in progress, as each year it is improved based on your evaluations and inputs, rigorous committee review, and new information about the park.

It is not a training manual, but rather a companion document to formal, informal, and on-the-job training.

### **Where did the contents come from?**

Multiple sources! The articles are from many respected people and websites, including: The National Park Service, Cabrillo National Monument, CNM Journal, continuing education lectures, TPERP conferences, staff members, VIPs, and community sources such as NOAA, Monterey Bay Aquarium, and the Maritime Museum.

Please note: While we do our best to verify web links to other websites, some links may become outdated or non-operational over time. If you find any problems, please contact one of the members of the e-binder team.

### **How to access it**

[Reference Manual \(ebinder\)](http://cnmvipvoice.org/rm/) (cnmvipvoice.org/rm/)

The e-binder is accessible in two ways: online, or you can download the PDF to your computer or mobile device. The online version is available from the *VIP Voice* website under the reference section. Simply click on the area that you are interested in, or use the search feature to find the information of interest.

The downloadable version of the e-binder is also accessible from the *VIP Voice* under the

Reference section. There are two available versions: a high-resolution and a low resolution. Choose the appropriate version for your computer or mobile device.

**Reference Manual (e-binder)** – This is a 1,500+ page comprehensive collection of all things Cabrillo National Monument and is a tremendous resource to use. While the downloadable PDF works fine on computers, unfortunately we have learned that the larger, high-resolution file causes Safari and Chrome to crash on iPhones and iPads when downloading, so we've created a low-resolution file if you want to add it to your mobile device.

### **How to use it**

Simply scroll through the Table of Contents at the beginning of the document and click on a subject. Depending on your reading device, such as iPad, Apple Computer, etc., you can also access the table of contents from a side window.

If you have any problems using the e-binder, contact the Ebinder Committee.

# Volunteer Radio Protocol: How to Operate Park Radios SOP

## Objective

This SOP outlines the expectations and procedure for volunteer use of park radios.

## Expectations

All Volunteers will use a radio to communicate with staff and other volunteers during shifts. Volunteers will monitor radio for safety information and wait until other conversations are complete before starting a new radio call (unless there is an emergency).

## Procedure

- Radio Etiquette.
  - Think about what you want to say before you transmit and use concise language.
  - If you are outside, shield the microphone from the wind with your hand and turn away from the wind.
  - Listen before you transmit to ensure there is no other radio traffic.
  - Press the transmit button firmly for one second before you begin speaking and hold it down while speaking.
  - Speak directly into the receiver. Hold the radio slightly away from your face.
- Checkout Radio.
  - During COVID-19 pandemic, volunteers will wait for NPS employee to bring radio to the admin flagpole or VC Contact Desk. Radio will be signed out and disinfected.
  - Radios should always be set to Channel 2 using the middle knob on the top of the radio.
- Test Radio. **\*Protocol Changed\***
  - Volunteers are no longer testing radios at the beginning of their shifts. All radios will be tested by the ranger on duty prior to park opening.
  - If you suspect your radio begins to fail over the course of your shift, conduct a radio check ensuring to follow proper radio etiquette outlined above.  
*For example: You would say, "799, 540 (your name) radio check". The ranger on duty as 799, would respond, "Loud and clear" or similar statement to notify you that your issued radio is functioning properly.*
- To make/ initiate a call:
  - Say the call number of the person you are trying to reach (ex. "799") and then say your own call number and name "540 (your name) here."  
*For example: "799, 540 (your name)." Then release the button and wait 10 to 15 seconds for a response. If you get no response, repeat your original transmission.*
- To respond to a call:
  - When someone calls your number, respond with your number and name.  
*For example: The caller would say, "540 (your name), 799". You, as 540, would respond, "540 (your name)"*
  - Once you have received a message, **say "Copy"** so the sender knows you heard the communication.  
*Example: If 799 says that you are needed at the Visitor Center, you respond with, "Copy. Heading to the Visitor Center."*
- Return Radio.
  - Call 799 to return radio to the admin building at the end of your shift  
*Example: "799, 540 (your name), ending shift and returning radio."*
  - 799 will let you know where to return the radio.

## Other Considerations

- Safety first: Your safety always comes first. Do not hesitate to call a park law enforcement ranger should you encounter a medical or safety situation. Always ask for **"any law enforcement ranger."**
- For observations and reports that are not emergencies but are useful information, radio 799. Law enforcement rangers will be listening to transmissions and 799 can pass off the contact if needed.

# **Cabrillo National Monument**

## **Orientation Guide Emergency Operations Plan**

NPS *Management Policies* (2001) 8.2.5.2 “Emergency Preparedness and Emergency Operations” requires each park to develop an Emergency Operations Plan (EOP) “to ensure an effective response to all types of emergencies that can be reasonably anticipated.” This plan is designed to enable park staff to appropriately respond to an emergency. **THIS ORIENTATION GUIDE OFFERS A BRIEF SUMMARY OF THE EOP.** Please take time and familiarize yourself with the EOP in its entirety.

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**For ALL emergencies : radio or call the on-duty law enforcement ranger**

**Emergency Number: 9-911**

<b>US Navy</b>		<b>US Coast Guard</b>	
Navy Regional	911	Emergency/ SAR	295-3121
Emergency Dispatch	524-6999	HAZMAT	278-7033
Business	524-3646	Dispatch	278-7031
SPAWAR Front Gate, Post #1	553-4622		
Gate, Post #2	767-4206	<b>San Diego Harbor Police</b>	
Submarine Base (Info)	553-1011	Emergency	223-1133
Base Police	553-0601	Non-Emergency	686-6272
Security Admin	553-9870		
Navy Explosive Removal	553-8665	<b>Federal Fire</b>	
Naval Public Works	553-7349	Emergency	911
Naval Public Works (7am-4pm)	556-7341	Station 110-Business	553-2653
Naval Public Works (after hours)	556-1309		
<b>City of San Diego</b>		<b>Border Patrol</b>	
Lifeguard Service	221-8899	Public Information	628-2900
Lifeguard Service (Emergency)	224-2708	Imperial Beach Dispatch	498-9900
Lifeguard Service (Weather/Water)	221-8824	Border Wait Recording	662-8999
Wastewater Treatment Plant	221-8770	<b>Miscellaneous</b>	
Police (Emergency)	531-2065	US Marshal	557-6620, x240
Police (Non-Emergency)	531-2000	FBI	(858) 565-1255
Police (Western District Admin)	692-4800	US Fish and Wildlife Service	557-5063
		National Marine Fisheries Service	(800)853-1964
<b>San Diego County Sheriff</b>		Poison Control Center	(800)876-4766
Public Information	(760) 753-5591	CA State Game Wardens (Fish & Game)	(888) 334-2258
Records Inquiry	(858) 974-2110	CA State Game Wardens (Local)	(858) 467-4201
		Assistant US Attorney (Ann Terry)	557-5610 x0
		Fort Rosecrans National Cemetery	553-2084

## SAN DIEGO COUNTY HOSPITALS

HOSPITAL NAME	ADDRESS	SERVICES	TELEPHONE
Alvarado Hospital	6655 Alvarado Rd., San Diego, 92120	ED	(619) 287-3270
Rady Children's Hospital	3020 Children's Way, San Diego, 92123	ED,T	(858) 576-1700
Fallbrook Hospital	624 East Elder St., Fallbrook, 92028	ED	(760) 728-1191
San Diego Medical Center/Kaiser Foundation Hospital	4647 Zion Ave., San Diego, 92120	ED	(619) 528-5000
Naval Hospital-Camp Pendleton	Camp Pendleton, 92055	ED	(760) 725-1288
Naval Medical Center-San Diego	34800 Bob Wilson Dr., San Diego, 92134	ED	(619) 532-6400
Palomar Medical Center	555 East Valley Parkway, Escondido, 92025	ED, B, T	(760) 739-3000
Paradise Valley Hospital	2400 E. 4th St., National City, 91950	ED	(619) 470-4321
Pomerado Hospital	15615 Pomerado Rd., Poway, 92064	ED	(858) 613-4000
Promise Hospital of San Diego	5550 University Ave., San Diego, 92105		(619) 582-3800
Scripps Green Hospital	10666 North Torrey Pines Rd., San Diego, 92037		(858) 554-9100
Scripps Memorial Hospital-Encinitas	354 Santa Fe Dr., Encinitas, 92024	ED	(760) 633-6501
Scripps Memorial Hospital La Jolla	9888 Genessee Ave., San Diego, 92037	ED, B, T	(858) 626-4123
Scripps Mercy Hospital-Chula Vista	435 H St., Chula Vista, 91910	ED	(619) 691-7000
Scripps Mercy Hospital San Diego	4077 Fifth Ave. San Diego, 92103	ED, B, T	(619) 294-8111
Sharp Chula Vista Medical Center	751 Med. Center Ct., Chula Vista, 91911	ED	(619) 502-5800
Sharp Coronado Hospital and Health Care Center	250 Prospect Pl., Coronado, 92118	ED	(619) 522-3600
Sharp Grossmont Hospital	5555 Grossmont Center Dr. La Mesa, 91942	ED, B	(619) 740-6000
Sharp Mary-Birch Hospital	3003 Health Center Dr., San Diego, 92123		(858) 939-3400
Sharp Memorial Hospital	7901 Frost St., San Diego, 92123	ED, B, T	(858) 939-3400
Tri-City Medical Center	4002 Vista Way, Vista, 92056	ED, B	(760) 724-8411
UCSD Medical Center-Hillcrest	200 West Arbor Dr., San Diego, 92103	ED, B, T, Burn	(619) 543-6222
UCSD Thornton Hospital	9300 Campus Point Dr., La Jolla, 92037	ED	(858) 657-7000
Veteran's Affairs San Diego Medical Center	3350 La Jolla Village Dr., San Diego 92161		(858) 552-8585

B = Designated Base Hospital

ED = Emergency Department

T = Designated Trauma Center

Burn= Designated Burn Center



## New Volunteer Orientation Checklist

Updated October 23rd, 2019

MANDATORY (Once you're done with these, you're ready for your first shadow shift!):

1. \_\_\_\_ I have attended a Volunteer Orientation meeting.
2. \_\_\_\_ I have filled out the park's Volunteer Service Agreement form.
3. \_\_\_\_ I have filled out my Volgistics volunteer profile and have been trained on how to log in my hours.
4. \_\_\_\_ I know how to get access into the Administration building.
5. \_\_\_\_ I have been trained on how to use the radios.
6. \_\_\_\_ I have browsed the Visitor Center.
7. \_\_\_\_ I have seen the Juan Rodriguez Cabrillo exhibit.
8. \_\_\_\_ I have visited the park's Military History museum.
9. \_\_\_\_ I have toured the Old Point Loma Lighthouse, the Assistant Keeper's Quarters, and the Lighthouse Garden.
10. \_\_\_\_ I have visited the Rocky Intertidal area (aka tidepools) and its education table
11. \_\_\_\_ I have read the park brochure.
12. \_\_\_\_ I have visited Whale Watch Overlook and know where to ask for binoculars.
13. \_\_\_\_ I have read the park waysides (if you have mobility issues, please read the ones accessible to you).
14. \_\_\_\_ I know how to access the e-binder reference manual and have read the section on NPS history.
15. \_\_\_\_ I have read the entire Volunteer-in-Park Orientation Guide.
16. \_\_\_\_ I have signed up to follow the VIP-Voice blog.
17. \_\_\_\_ I have visited the Cabrillo National Monument (CNM) website.
18. \_\_\_\_ I have visited the Cabrillo National Monument Foundation (CNMF) website.
19. \_\_\_\_ I have read the basics of interpretation from the National Park Service's Interpretive Development Program
20. \_\_\_\_ I have completed the free Eppley course on the foundations of interpretation



## OPTIONAL/CONTINUED LEARNING OPPORTUNITIES (Here at CNM, we never stop growing!):

1. \_\_\_\_ I have shadowed a ranger or a VIP at the Visitor Center desk for at least two hours.
2. \_\_\_\_ I have watched all the movies shown in the auditorium.
3. \_\_\_\_ I have completed the park's Junior Ranger Program.
4. \_\_\_\_ I have attended at least one Volunteer Navigation Committee (VNC) meeting.
5. \_\_\_\_ I have toured the open bunker on Open Bunker Day (first four Saturdays of the month from 10 am -2 pm ).
6. \_\_\_\_ I have walked/learned about the Bayside Trail and Coastal Trail and know how their flora and fauna differ.
7. \_\_\_\_ I have been on a formal interpretive walk.
8. \_\_\_\_ I have read "Understanding the Life of Point Loma".
9. \_\_\_\_ I have downloaded all four pocket field guides from the CNM website.

TIME SPENT ON CHECKLIST: \_\_\_\_ hrs \_\_\_\_ min

All of the time you spent on your orientation counts as volunteer hours!

Please log this amount on your Volgistics account under "Volunteer Orientation".

Volunteer Name: \_\_\_\_\_

Date: \_\_\_\_\_

Volunteer Signature: \_\_\_\_\_

Coordinator Name: \_\_\_\_\_

Date: \_\_\_\_\_

Coordinator Signature: \_\_\_\_\_

VOLUNTEER SERVICE AGREEMENT—NATURAL & CULTURAL RESOURCES		
1. <input type="checkbox"/> INDIVIDUAL		2. <input type="checkbox"/> GROUP
3. NAME OF AGENCY		4. AGREEMENT #
5. NAME OF VOLUNTEER (First, Last)		6. U.S. CITIZEN OR PERMANENT RESIDENT <input type="checkbox"/> Yes <input type="checkbox"/> No, list visa type _____
7. NAME OF GROUP	8. NAME OF GROUP CONTACT (First, Last)	
9. STREET ADDRESS		10. CITY, STATE, ZIP CODE
11. EMAIL ADDRESS	12. PHONE Home: Mobile:	13. AGE <input type="checkbox"/> Under 15 <input type="checkbox"/> 15 - 18 <input type="checkbox"/> 19 - 25 <input type="checkbox"/> 26 - 35 <input type="checkbox"/> 36 - 54 <input type="checkbox"/> 55 and Older
14. <b>ETHNICITY &amp; RACE (Optional):</b> Please report both ethnicity and race and tell us if you are a veteran or have a disability. Multiracial respondents may select two or more races. This information will inform our understanding of diversity and inclusion among the volunteer force in the natural and cultural resource areas.		
14a. <b>Ethnicity</b> (Select one): <input type="checkbox"/> Hispanic or Latino <input type="checkbox"/> Not Hispanic or Latino	14b. <b>Race</b> (Select one or more, regardless of ethnicity): <input type="checkbox"/> American Indian or Alaskan Native <input type="checkbox"/> Asian <input type="checkbox"/> Black or African American <input type="checkbox"/> White <input type="checkbox"/> Native Hawaiian or Other Pacific Islander	14c. Are you a Veteran? <input type="checkbox"/> Yes <input type="checkbox"/> No  14d. Do you have disability? <input type="checkbox"/> Yes <input type="checkbox"/> No
<b>EMERGENCY CONTACT INFORMATION</b>		
15. NAME (Last, First)	16. PHONE Home: Mobile:	17. EMAIL ADDRESS
18. STREET ADDRESS	19. CITY, STATE, ZIP CODE	
<b>GOVERNMENT OFFICIAL COMPLETES THIS SECTION</b>		
20. AGENCY CONTACT NAME (Last, First)	21. AGENCY CONTACT EMAIL & PHONE	
22. REIMBURSEMENTS APPROVED: <input type="checkbox"/> Yes <input type="checkbox"/> No Type and Rate of Reimbursement:	23. VOLUNTEER POSITION/GROUP PROJECT TITLE:	
24. <b>Description of service to be performed.</b> Provide a brief abstract of volunteer or service activity and the location of the volunteer activity, and attach description of service to be performed. Service description should include details such as time and schedule commitment, use of government vehicle, use of personal equipment and/or vehicle, skills required (note certifications if necessary), level of physical activity required, etc. If this is a group agreement, the leader is to provide the group name and attach a complete list of group participants or optional form 301b for each volunteer.  VOLUNTEER/SERVICE ACTIVITY ABSTRACT		
25. <b>Check all that apply:</b> <input type="checkbox"/> Description of service attached <input type="checkbox"/> List of group participants/optional form 301b attached <input type="checkbox"/> Job Hazard Analysis <input type="checkbox"/> Valid Driver's License Verified (if required)		



<b>PARENTAL CONSENT FOR VOLUNTEER UNDER AGE 18</b>		
26. PARENT OR LEGAL GUARDIAN (First, Last)	27. PHONE Home: Mobile:	28. EMAIL ADDRESS
29. STREET ADDRESS	30. CITY, STATE, ZIP CODE	
31. I affirm that I am the parent/guardian of the above named volunteer. I understand that the agency volunteer program does not provide compensation, except as otherwise provided by law; and that the service will not confer on the volunteer the status of a Federal employee. I have read the attached description of the service that the volunteer will perform. I give my permission for _____ to participate in the specified volunteer activity. <div style="text-align: center;">(NAME OF YOUTH)</div>		
32. Parent/Guardian Signature		Date
<b>VOLUNTEER &amp; GROUP LEADER AFFIRMATION</b>		
33. I understand that I will not receive any compensation for the above service and that volunteers are NOT considered Federal employees for any purpose other than tort claims and injury compensation. I understand that volunteer service is not creditable for leave accrual or any other employee benefits. I also understand that either the government or I may cancel this agreement at any time by notifying the other party. I understand that my volunteer position may require a reference check, background investigation, and/or a criminal history inquiry in order for me to perform my duties. I understand that all publications, films, slides, videos, artistic or similar endeavors, resulting from my volunteer services as specifically stated in the attached job description, will become the property of the United States, and as such, will be in the public domain and not subject to copyright laws. I understand the health and physical condition requirements for doing the work as described in the job description and at the project location, and certify that the statements I have checked below are true: <input type="checkbox"/> I or group leader know of no medical condition or physical limitation that may adversely affect my or members of the group ability to provide this service. If a group see attached OF301b. <input type="checkbox"/> I or a member of the group have a medical condition or physical limitation that may adversely affect my ability to provide this service and have informed the Government Representative. If a member of a group see attached OF301b. <input type="checkbox"/> I or group member do not consent to being photographed or to the release of my photographic image. If a member of a group see attached OF301b.		
I do hereby volunteer my services as described above, to assist in authorized activities at _____ and I agree to follow all applicable safety guidelines. See attached OF301b attached if a member of a group. _____ <div style="text-align: right;">(NAME OF FEDERAL AGENCY)</div>		
34. Signature of Volunteer or Group Leader		Date
The above-named agency agrees, while this arrangement is in effect, to provide such materials, equipment, and facilities that are available and needed to perform the service described above, and to consider you as a Federal employee only for the purposes of tort claims, liability and injury compensation to the extent not covered by your volunteer group, if any.		
35. Signature of Government Representative		Date
<b>TERMINATION OF AGREEMENT</b>		
36. Agreement Terminated Date:		Total Hours Completed:
37. Signature of Government Representative:		
<b>PUBLIC BURDEN STATEMENT</b>		
According to the Paperwork Reduction Act of 1995, an agency may not conduct or sponsor, and a person is not required to respond to a collection of information unless it displays a valid OMB control number. The valid OMB control number for this information collection is 0596-0080. The time required to complete this information collection is estimated to average 15 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. USDA, DOI, DOC and DOD prohibit discrimination in all programs and activities on the basis of race, color, national origin, gender, religion, age, disability, political beliefs, sexual orientation, and marital or family status. Not all prohibited bases apply to all programs.		
<b>PRIVACY ACT STATEMENT</b>		
Collection and use is covered by Privacy Act System of Records OPM/GOVT-1 and USDA/OP-1, and is consistent with the provisions of 5 USC 552a (Privacy Act of 1974), which authorizes acceptance of the information requested on this form. The data will be used to maintain official records of volunteers of the USDA and USDI for the purposes of tort claims and injury compensation. Furnishing this data is voluntary, however if this form is incomplete, enrollment in the program cannot proceed.		