

## CEPF Final Project Completion Report

<b>Organization Legal Name:</b>	Tropical Biology Association LTD
<b>Project Title:</b>	Strengthening Civil Society Organizations' Capacity for Improved Conservation and Sustainability
<b>Grant Number:</b>	66371
<b>CEPF Region:</b>	Madagascar and Indian Ocean Islands
<b>Strategic Direction:</b>	3 Strengthen civil society capacity at local and regional levels through training, exchanges and regional cooperation.
<b>Grant Amount:</b>	
<b>Project Dates:</b>	July 01, 2017 - December 31, 2019
<b>Date of Report:</b>	March 02, 2020

### IMPLEMENTATION PARTNERS

List each partner and explain how they were involved with the project.

- 1. (MV): project sub-grantee and led project activities in Madagascar. Helped review capacities of CSOs in the MADIO region, and identify and engage suitably deserving CSOs (especially in Madagascar) for training.**
  - 1. Participated in procuring qualified national trainers and speakers, and in identifying experienced Malagasy CSOs that hosted project events happening in-country.**
  - 2. Co-led in teaching and delivering of the Francophone Master Class in Comoros.**
  - 3. Coordinated (and hosted one of the) two site exchanges on 'participation of local communities and joint management of protected areas' in Madagascar.**
  - 4. Led in mentoring three Malagasy CSOs.**
  - 5. Hosted, co-taught and facilitated the master class and the final experience-sharing meeting held in Madagascar.**
  - 6. Provided administrative and logistical support for all project activities that happened in Madagascar. This included active participation in project planning and coordination meetings, and engaging and liaising with target CSOs on their participation in project activities.**

**(See continuation in the attached 66371-TBA-Final Completion Report.)**

### CONSERVATION IMPACTS

Summarize the overall impact of your project, describing how your project has contributed to the implementation of the CEPF ecosystem profile.

**The project improved the organisational capacity of 39 CSOs (against a project target of 14 CSOs); a total of 51 conservation managers (49% being women) working for these CSOs and that included 25 Malagasies, 13 Comorians, 8 Mauritians, and 5 Seychellois were trained. The CSOs and their staff participated in one or more of the project’s integrated capacity development activities. These were 2 master classes, 6 site visit and learning exchanges, and 11 mentoring visits, as well as a final experience sharing meeting. Core areas of capacity covered by the project included skills and practices in marine conservation, mangrove restoration, waste management, community conservation and agroforestry.**

***Catalysed new networks***

**We launched, and linked all beneficiaries (51 total) to the MADIO network; a new network for sharing information and conservation knowledge. The network was kept alive through monthly bulletins and social media. We catalysed the formation of MACOMAUSEY (which has 27 members) a new sub-network which evolved from the Master class in Comoros; 1 WhatsApp group and a TBA CEPF MADIO Master class Facebook group. By actively engaging in the networks, participants are sharing best practices and knowledge, and a 94% of them have reported they have writing successful proposals as a result of these engagements.**

**94% of respondents indicated that their participation that they have written successful proposals for funding while using skills gained from the master classes.**

***Beneficiaries’ feedback on impact***

**41% of trained conservation managers (21 out of 51) responded to TBA impact surveys sharing how the project enhanced their individual and their CSO’s capacities. Respondents indicated the trainings benefitted their conservation knowledge, confidence and skills application levels. (See the complete full report for this section in the attached 66371-TBA-Final Completion Report.)**

**Planned Long-term Impacts – 3+ years (as stated in the approved proposal)**

Impact Description	Impact Summary
<p>Significant boost in the organisation capacity of CSOs in the MADIO region, coupled with improved organisational sustainability that enhance the conservation impacts of CSOs across the hotspot.</p>	<p>Results from our end of project impact survey (in October 2019) showed that on average, 98% of the responded reported that their work had improved as a result of applying skills gained from the master classes. This demonstrates that the project achieved its objective of increasing the conservation capacity of the trainees, and their organisations. Here are some examples: 1. Boosted the confidence of key leaders of the CSOs in the region which in turn translate to better performance of the CSOs. Venessa Didon of Marine conservation society of Seychelles had this to say “I feel more empowered in my position in the organization and the opportunities that TBA provided me with made me realize my true love for my job, the willingness I have to succeed with my projects and the real sense of conservation efforts for our environment.” She</p>

	<p>further added "Ability to lead a project applying the several skills gained from the Master Class. On an organisational level, functionality of the organisation more efficient with having a clear role which facilitates the smooth running of the different projects we are managing. Theory of change generally helped the different project leaders to have clear view of the different activities &amp; general aim of the projects in line with the organisation</p>
<p>This in turn will assist them in meeting their priorities for managing and conserving biodiversity in the hotspot.</p>	<p>Impact of TBA capacity development activities on conservation 41% of trained conservation managers (21 out of 51) responded to TBA impact surveys sharing how the project enhanced their individual and their CSO's capacities. Respondents indicated the trainings benefitted their conservation knowledge, confidence and skills application levels. 88% of the respondents agreed or strongly agreed that the Master class increased their organizations' conservation impact. This impact has translated to real actions that have benefitted biodiversity conservation on the ground, and growing the profile of the CSOs at local, national and regional levels.</p>
<p>CSOs with better conservation knowledge and improved capabilities to strategically plan their operations tend to be more successful at attracting funding and collaborators, and in designing effective strategies for action.</p>	<p>The 51 project beneficiary came from 39 civil society organisations actively engaged in biodiversity conservation and livelihoods actions. By applying skills, knowledge, and tools gained during this projects, these beneficiaries will continue to amplify the impacts on CEPF investment across the 4 hotspots countries (Madagascar, Comoros, Seychelles and Mauritius) they operate in, and beyond. Evidence show this already taking root and happening. Below is an example from the feedback we received 1. Beneficiaries gained skills, knowledge and tools empowering them to design better projects. Rajaonson Andry the Head of Kolo Ala NGO shared this with us "using skills acquired during the Masterclass we were able to design and develop a project titled 'Ecological restoration of mangroves and socio-economic support in the Rigny Bay Complex (Madagascar) with a view to developing climate change mitigation measures. This Project was funded by Direct Aid Program (Department of Foreign Affairs and Trade, Australian Government) for a duration of 6 months, for a sum of \$ 29,000 in the DIANA region. "I wrote four proposals: two with other organizations (greener Madagascar and DBEV) and the Department of entomology, two by myself: to get a scholarship for the Desman 2019 in which I've been suc</p>
<p>Further, increased networking among CSOs will not only facilitate sharing of experience and best practice, but also build technical expertise that is so essential in fostering cooperation and mutual assistance where CSOs collaborate to realise landscape level biodiversity conservation in the region.</p>	<p>All the network members have now been added into the TBA alumni Network, a lifetime membership. This Alumni network ensure lifetime engagement between TBA and the members, with periodical follow-up calls, email and meetups and conferences. Further, the Whatsapp group that crystallised during the project event have helped strengthen engagement among the Participants as can be seen in this screen shot of Macomausey Whatsapp group, one year after the training event. Networking and collaboration between the CSOs has been improved. This has further encouraged sharing of home-grown conservation solutions which has contributed to enhancing CEPF Impacts within the hotspot. "I have been following all the good news and new developments through Macomausey. As we say unity has unbelievable power and potential. As a group we made great progress and changes. The challenges we were facing alone has been very easy to overcome under Macaumosey. Thanks for your guidance and support. Adnath Bhageeyawatee, Mauritius</p>
<p>In the long term, this will boost the regional and international profile of CSOs across the hotspot as well as enhance the impacts of CEPF investment on both biodiversity and</p>	<p>this impact is a continuation of the previous impact above.</p>

livelihoods in the MADIO region.	
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Planned Short-term Impacts – 1 to 3 years (as stated in the approved proposal)

Impact Description	Impact Summary
1. Enhanced organisational capacity of at least 14 CSOs through participating in one of the Master Classes, and one of the 10 mentoring visits by December 2019.	Two Master classes were delivered in Madagascar (April 2018) and Comoros (February 2019) training 28 conservation managers. Lasting 5 days each, the master classes taught skills and imparted knowledge in project design, monitoring and evaluation; fundraising for organizational sustainability; community engagement; project sustainability; project reporting and communication; and gender and governance issues in conservation. A clear majority of survey respondents indicated that the master class enhanced their skills in each of the topics taught (see below), especially in project design and selecting indicators. Percentage number of grantees and their level of agreement on their work improvement as a result of applying skills gained from the Master classes Here are some more feedback from the trainees: "From the TBA master class I attended, I learnt not just how to write a proposal but also how to convince the funder that my project will have a tangible benefit for natural resources. I also learnt that everyone has a role to play when designing a project and writing a proposal. I used the skills to write 4 new funding proposals and also ran a training course to share knowledge gained from the course" Ravoson Nalimanitra, Madagascar
2. Strengthened conservation knowledge and project management skills among 10 young-and-less-structured CSOs by participating in one of six thematic learning exchanges aimed at tackling priority threats to biodiversity across the hotspot by end of 2019.	Twenty five (25) conservation managers benefitted from attending one or two of the six thematic site visits and learning exchanges. The visit allowed cross-fertilization of knowledge and ideas and transfer of best conservation practices in: <ul style="list-style-type: none"> <li>• Participation of local communities and joint management of protected areas</li> <li>• Innovative techniques for management of marine and coastal areas</li> <li>• Invasive species eradication and partnering with the private sector</li> <li>• Waste and environmental management</li> </ul> In their feedback, the participants in particular valued the concrete examples of good practices offered or showcased during the site visits. 71% of respondents indicated that their participation in the site visits increased their organizations conservation impacts "We used the site exchange skills to establish a more effective relationship with the locals in the community and always seek to bring benefit to them through the community based projects ensuring their continuous support." Vanessa Didon, Seychelles A unique aspect of the site visits was the matching of visiting conservation managers with host organizations working on similar projects – and providing the right expertise. This approach helps in maximizing learning, and opening opportunities for scaling ideas and solutions
3. A new regional network for experience-sharing, mentorship and technical cooperation, and for building expertise between CSO's, established by end of 2018. The network will be actively supported to create local conservation champions through specialist groups, and to provide CSOs with opportunities for strengthening links and developing dynamic partnerships that enhance conservation impacts across the hotspot.	TBA MADIO network had 49 members (24 females, 25 males) representing 39 CSOs as of December 2019. We have shared through 15 bulletins containing 14 conservation stories from the region and from the members, and 23 funding opportunities. 64% of the respondents strongly agreed that they have benefited from the information they receive through the TBA MADIO network as shown below. Project trainees also formed Macomosey, a new specialist network with very active engagement on-going on Whatsapp. Below is a chart showing an analysis of whatsApp engagements among top ten members of Macomosey.

Describe the successes or challenges of the project toward achieving its short-term and long-term impact objectives.

**Successes**

- 1. The master classes in project design worked well. Most trainees reported having learnt about the impact mapping and theory of change for the first time and that the reverse thinking (working from impact to project activities) positively improved how they developed projects. 20 reported success in applying the skills acquired in the master classes to secure funding for their projects.**
- 2. The mix of backgrounds, experiences and expertise among participants and trainers ensured cross sharing of ideas. It also helped build relationships, and strengthen both national and international networking with the formation of the MACOMAUSEY network.**
- 3. Having in-country partners helped align project activities with national priority. Their advice and actively support in engaging target CSOs was very useful, in each of the event countries.**

#### **Challenges**

- 1. Unreliable Airline schedules, unpredictable weather that affected flights between islands, incomplete disclosure of key information by trainees e.g. on costs and availability, and arranging project events in remote location affected the smooth planning and delivery of, and increased costs for project activities.**
- 2. Failed take-off of the partnership with Anba Lao after the project started. Our attempt to find a new partner failed meaning we could not host activities in Seychelles. However, Marine Conservation Society of Seychelles provided us immense help and advice in procuring trainees from Seychelles.**
- 3. Finding enough, and suitably qualified trainees in Seychelles and Mauritius. Potential trainees were either not there, were unwilling to participate, or had other commitments**

Were there any unexpected impacts (positive or negative)?

**N/A**

## PROJECT COMPONENTS AND PRODUCTS/DELIVERABLES

Describe the results from each product/deliverable:

Component		Deliverable		
#	Description	#	Description	Results for Deliverable
1	Organisational capacity of 14 national CSOs built.	1.3	Improved organisational capacity for ten young-and-less-structured CSOs by the end of 2019, as reflected in their improved CSTT scores.	39 CSOs benefited by participating in one or more of our project activities (Master Classes, organisation mentoring, site exchange and learning visits, and Final experience sharing event).  Review of CSTT scores of participating CSOs showed that their performance (based on a comparison of total CSTT scores before and after the TBA project) improved by an average 13% by the end of the project. (See continuation of this results in the attached 66371-TBA-Final Completion Report.)
1	Organisational capacity of 14 national CSOs built.	1.4	Strengthened institutional capacity of the TBA as evidenced by comparison of CSTT scores at the project start and end.	We completed the gender tracking tool and the CSTT. There was no significant change in the CSTT score for TBA. TBA developed and is now guided by a new gender policy document, improving our GTT Scores from 14 to 17.
1	Organisational capacity of 14 national CSOs built.	1.1	A Master Class training programme for CSOs designed and approved (by CEPF) by November 2017	Successfully achieved. Using the developed programme for training TBA together with Madagasikara Voakajy and Dahari NGO organized and delivered two master classes in Madagascar and Comoros.
1	Organisational capacity of 14 national CSOs built.	1.2	New skills learned by at least 28 individuals representing 14 CSOs in the MADIO region following training in one of the Master	28 individuals (15 Male, 13 Female) from 23 CSOs were trained in the Master classes held in Andasibe, Madagascar in 2018 and February 2019 in Anjouan, Comoros.  We conducted an impact survey in October 2019 and below are the result obtained on the Master class. See continuation in the attached 66371-TBA-Final Completion Report.

			Classes by December 2018, as demonstrated by participant lists, course reports and assessments	
2	Ten CSOs with strengthened conservation knowledge	2.1	Six site exchanges organised across the MADIO hotspot benefit at least 20 individuals from 10 young-and-less-structured CSOs by end of 2019, as verified by site exchanges activity plans, attendance lists, and site exchange reports	We facilitated 6 thematic site exchange visits (2 in Madagascar, 3 in Mauritius and 1 in Comoros) that benefited 25 conservation managers from 18 CSOs (5 Comorian CSOs; , 8 Malagasy CSOs, 3 Mauritian CSOs and and 2 from Seychelles).
2	Ten CSOs with strengthened conservation knowledge	2.2	Ten CSOs have improved capacity to better deliver conservation impacts across the MADIO region, as reflected in their uptake of best practices, site exchange reports, and their	<p>The CSTT score indicate that there was 13% increase in the scores from before the TBA project intervention and after the end of the project. In addition, our impact survey showed 71% of respondents indicated that their participation in the site visits increased their organizations conservation impacts.</p> <p>The visit allowed cross-fertilization of knowledge and ideas and transfer of best practices in:</p> <ul style="list-style-type: none"> <li>• Participation of local communities and joint management of protected areas</li> <li>• Innovative techniques for management of marine and coastal areas</li> <li>• Invasive species eradication and partnering with the private sector</li> <li>• Waste and environmental management</li> </ul> <p>In their feedback, the participants in particular</p>

			improved CSTT scores at the end of 2019	valued the concrete examples of good practices offered or showcased during the site visits. Below is are feedback we got from participants on the Environment and Waste Management site exchange that was hosted by Banda Bitsi in Comoros. " Waste management is part of the social and environmental safeguard plan of our project with funding from CEPF. After the exchange and learning visit, it was decided within our organization first, to review our safeguarding plan,....." (See continuation in the attached 66371-TBA-Final Completion Report.)
5	Project delivery effectively managed and coordinated, within the TBA project partnership, and working together with Durrell Conservation Training Ltd and Green Island Foundation	5.2	Quarterly meetings (starting in 2017 Q4), and at least one initial face-to-face meeting held with GIF and Durrell, preferably in Madagascar by end of 2017 as demonstrated by joint projects' workplan, minutes of meeting, and attendance lists.	TBA participated in the Monitoring and evaluation workshop organised by Durrell on the 13th and 14th of March 2018 at CICM, Ankatso, Antananarivo in Madagascar. Top of the Agenda for the workshop was <ul style="list-style-type: none"> <li>To Identify target (beneficiary) Civil Society Organizations (CSOs) and individuals for the training programme, so as to avoid duplication of efforts and ensure value addition;</li> <li>To develop guidelines for how to monitor, evaluate and report the impact of CEPF training programme, so that the final results reflect improved capacity for the region;</li> <li>To agree on protocols to ensure seamless delivery of projects activities between TBA, DCT, and their respective sub-grantees, cross-transfer of skills, knowledge and training approaches, cross-fertilization of ideas and lessons learnt, notably in terms of conservation knowledge, organizational capacity, management and fundraising skills.</li> </ul> By the end of the two days workshop we were able to achieve the set agenda and more through creation of networks among all the actors of the two projects which has continued upto now. In addition to the initial face to face meeting we have had Skype meeting with David of Durrell and also emails at least every quarter, discussing project progress and participants selection for our project activities
5	Project delivery effectively managed and coordinated, within the TBA project partnership, and working	5.5	A joint 'lessons learned' report, documenting the combined impact of TBA, Durrell	TBA and Durrell discussed practicability of producing a joint lessons learned report. It was agreed, and reported to CEPF (by Durrell) that our different project end dates meant this would not be possible. Durrell' grant end several months after TBA's grant (end Dec 2019). Also, GIF with drew their project and are not a grantee .

	together with Durrell Conservation Training Ltd and Green Island Foundation		and GIF projects, analysis of good practices, and lessons for future capacity building activities for conservation in the MADIO region prepared by March 2020.	
5	Project delivery effectively managed and coordinated, within the TBA project partnership, and working together with Durrell Conservation Training Ltd and Green Island Foundation	5.6	Minutes of coordination meetings, technical and financial project reports to CEPF, and feedback from CEPF on project performance, demonstrate seamless engagement with the CEPF RIT leading to the achievement of project objectives by end of funding period.	Reports to CEPF have been uploaded to the conservation grant portal and we have received feedback from time to time. I have shared with the CEPF RIT updates on our project activities from Time to time.
4	Madagasikara Voakajy (MV) sub-granted as project co-partner	4.3	A Master Class co-organised by MV and hosted by Dahari NGO in Comoros with TBA participation by end of 2018, as	The master class was delivered in Anjouan, Comoros in February 2019. The 14 participants (6 female, 8 males) came from thirteen civil society organizations ( 4 CSOs from Comoros,1 from Seychelles , 2 from Mauritius and 6 from Madagascar). The Master Class followed an active learning approach based on practical exercises, peer-to-peer learning and case studies. Teaching (mostly in French with a bit of English) was led by staff from MV (Madagascar), and Tropical Biology Association (UK and Kenya) and Dahari (Comoros).

			demonstrated by participant lists, course reports and assessments.	Dahari NGO enriched trainees' learning experience by articulating valuable local and national perspectives in the content. An important component of the Master Class was the field excursions that exposed participants to the biodiversity of Comoros, and threats and solutions to its conservation. The excursions provided a vital link from the classroom to reality on the ground, especially on the topics of stakeholder engagement and sustainable management. Through expert guidance from DAHARI, the course group was lucky to see the endangered the Livingstone Fruit Bat ( <i>Pteropus livingstonii</i> ) - a flagship species also known as the Comoro flying fox. The participants rated the master class overall at 4.7 (based on a scale of 1 = poor to 5 = excellent).
4	Madagasikara Voakajy (MV) sub-granted as project co-partner	4.4	At least 1 thematic site exchanges, and up to 3 mentoring visits to build organizational capacity coordinated by MV in Madagascar by December 2019 as demonstrated by attendance lists, and meeting reports.	MV organised and coordinated 2 thematic site exchanges themed "participation of local communities and joint management of protected areas" The first site visit and learning exchange was four days in Mangabe protected area, Madagascar from 29 August to 01 of September 2018. Four participants from from each of the project countries (Comoros, Seychelles, Mauritius and Madagascar) and representing own CSO working in the MADIO Biodiversity hotspot attended. The second visit was hosted by GERP on dates 27th to 30th May 2019, and attended by four participants, again each representing one CSO and one from MV working with the local communities, and in protected area. (For more details See continuation in the attached 66371-TBA-Final Completion Report.)
4	Madagasikara Voakajy (MV) sub-granted as project co-partner	4.1	Sub-grant agreement between TBA and Madagasikara Voakajy established by August 2017 in conformity with CEPF procedures as demonstrated by signed	The sub-grant was agreed upon and signed by both parties by 25th of September 2017.

			agreement.	
5	Project delivery effectively managed and coordinated, within the TBA project partnership, and working together with Durrell Conservation Training Ltd and Green Island Foundation	5.3	Joint schedule of events and protocol for exchanging information and selecting CSOs and individuals to attend training events developed by TBA, GIF and Durrell by end of 2017, as demonstrated by joint projects' workplan, and projects' protocol reports.	This was done in the initial face to face meeting that was hosted by Durrell in Antananarivo Madagascar. We agreed on protocols to ensure seamless delivery of projects activities between TBA, DCT, and their respective sub-grantees, cross-transfer of skills, knowledge and training approaches, cross-fertilization of ideas and lessons learnt, notably in terms of conservation knowledge, organizational capacity, management and fundraising skills
5	Project delivery effectively managed and coordinated, within the TBA project partnership, and working together with Durrell Conservation Training Ltd and Green Island Foundation	5.4	Common protocol on monitoring impact at individual and organization levels agreed on by TBA, Durrell and GIF (end 2017), allowing assessment of value-addition of three projects, as demonstrated by joint projects' workplan, and projects' protocol reports	This was achieved during the Monitoring and evaluation workshop organised by Durrell on the 13th and 14th of March 2018 at CICM, Ankatso, Antananarivo in Madagascar. We developed guidelines for how to monitor, evaluate and report the impact of CEPF training programme, so that the final results reflect improved capacity for the region.
5	Project	5.1	Roles and	By the end of the first quarter of the project in

	delivery effectively managed and coordinated, within the TBA project partnership, and working together with Durrell Conservation Training Ltd and Green Island Foundation		responsibilities developed and agreed by end of 2017, and regular coordination meetings held between 2017 and 2019 between TBA and Madagasikara Voakajy as well as with Anba Lao, Reef Conservation, and Dahari NGO as demonstrated by minutes	2018 MV (subgrantee) as well as Reef conservation and DAHARI (project partners) had signed engagement agreements that clearly outline roles and responsibilities; an initial project meeting discussed and agreed role and responsibilities in details and the meeting documents and minutes shared with CEPF. We also held Joint meeting with MV and project partners on several occasions through Skype and at different times face-to-face when the opportunity arose. These meetings helped plan project activities.
3	An active MADIO network with at least 3 dynamic specialist groups for conservation action established	3.1	New MADIO network formed, whose members actively benefit from existing TBA network, and access to Capacity for Conservation by end of 2019, as demonstrated by enrolment lists, network status reports, and statistics on activity including contact rates	TBA MADIO network had 49 members (24 female, 25 male) from a total of 37 CSOs as of December 2019. By the end of project, we had shared 15 bulletins that included 14 stories from the region and from the members, and 23 funding opportunities through the network.  Through the survey conducted by TBA in October 2019, 64% of the respondents strongly agreed that they have benefited from the information they receive through the TBA MADIO network.
3	An active MADIO network with at least 3	3.3	At least 14 CSOs have access to targeted	The 37 CSOs enrolled to the TBA MADIO Network, have continually received targeted information through the monthly bulletin. The 15 monthly bulletins shared:

	dynamic specialist groups for conservation action established		information and opportunities to boost their CSTT scores by 2019, as proven by enrolment lists (to TBA network and the CfC website), network status reports, and statistics on activity including contact rates	<ul style="list-style-type: none"> <li>• Trainees and network member stories showcasing key conservation approaches and experiences</li> <li>• Funding calls – a total of 23 opportunities were shared.</li> <li>• conference and short course announcements</li> </ul> <p>Members' survey feedback in October 2019 indicated that 64% of the respondents strongly agreed that they benefited from the information they received through the TBA MADIO network.</p>
3	An active MADIO network with at least 3 dynamic specialist groups for conservation action established	3.4	Improved knowledge, profile, and connections for at least 50 conservationists representing CSOs as a result of attending the experience-sharing meeting, as demonstrated by attendance lists, meeting report, before and after meeting assessments	<p>23 conservation managers (representing 21 CSOs) against the proposal target of 50 individuals attended the two days (6th and 7th of November 2019) experience sharing event in Antananarivo Madagascar, and collaboratively hosted by Madagasikara Voakajy and Tropical Biology Association. This mix of delegates (15 Malagasies, 3 Comorians, 2 Seychellois, and 4 Mauritians) created a rich environment catalysing partnerships, raising issues facing conservation in the region, sharing lessons learnt, and discussing next steps for biodiversity conservation in the hotspot. The event was attended by CEPF-RIT, Tany Meva board chairman professor Joelisa Ratsirarson, whose contributions not only enriched the delegates knowledge, but also provoked critical thinking on biodiversity conservation in the hotspot. Initial feedback from the participated indicate they felt the event met its key objectives, and helped strengthen their connections.</p> <p>‘I have been following all the good news and new developments through Macomosey. As we say unity has unbelievable power and potential. As a group we made great progress and changes. The challenges we were facing alone has been very easy to overcome under Macomosey. Thanks for your guidance and support.’</p> <p>Adnath Bhageeyawatee, Mauritius</p>
3	An active MADIO network with at least 3	3.2	Three specialists groups formed to	A new specialist network - Macomosey – was founded in February 2019 at the end of the Comoros master class. Network members have active on Whatsapp engagement 12 months

	dynamic specialist groups for conservation action established		champion conservation actions in the hotspot and remain active by end of 2019, as demonstrated by network status reports	afterwards (see figures below). New members joined Macomosey during the final experience sharing meeting held in November 2019 in Madagascar, further enriching networking discussions. Below are analysis of the WhatsApp group analysis (See continuation of the network analysis in the attached 66371-TBA-Final Completion Report.)
4	Madagasikara Voakajy (MV) sub-granted as project co-partner	4.2	Quarterly technical and financial reports from MV submitted to TBA as demonstrated in project reports to CEPF.	MV reported to TBA and the Technical and Financial report submitted by TBA is inclusive of their activities and accounts.
4	Madagasikara Voakajy (MV) sub-granted as project co-partner	4.5	A Master Class in February 2018, and an experience-sharing meeting in December 2019, both events hosted by MV with TBA as the lead institution, as demonstrated by attendance lists, meeting report, before and after meeting assessments	The Master class TBA partnered with Madagasikara Voakajy to organize a five day Master Class on 'Designing and Implementing Impact-based Conservation Projects' in Andasibe, Madagascar. The 14 participants ( 7 females and 7 males) came from Comoros, Seychelles, Mauritius and Madagascar, and fourteen CSOs in the MADIO Biodiversity hotspot. The civil Societies were mostly local, small sized, less structured organizations. The Master class covered topics on designing projects and planning outcomes, monitoring and evaluation of projects, working with people in conservation, fundraising for sustainability and finally communicating conservation impact. Training was conducted through the integrated approach where there was a mix of interactive talks and practical exercises as well as peer-to-peer learning. The master class had both local trainers and TBA trainers. 4.7 out of 5 (on a scale of 1=poor to 5=excellent) is the overall rating of the course by the participants. Participants also reported increases in level of knowledge after the master class across all topics. The final experience sharing meeting The event marked the end of the project and brought together 23 conservation managers representing 21 CSOs(See continuation in the

Describe and submit any tools, products or methodologies that resulted from this project or contributed to the results.

### **Site-visit & learning exchanges approach**

**These were organised together with the hosting CSOs and the visitors. The exchange plan integrated ideas from both parties to ensure that their specific needs were met. By matching visiting CSOs with host organisations working on similar type projects, amplified opportunities for learning from each other's experiences. This also helped strengthen mutual relations between the CSOs as they identified and shared diverse expertise, and areas they could help each other. Through consultation with the participants on the Comoros master classes we changed the focus for the last site visit and learning exchange. Instead of 'invasive species eradication and partnering with the private sector' we selected a new theme on 'Waste and environmental management'. The participants identified solid waste as a critical and urgent challenge affecting biodiversity especially marine life in their countries that needed more priority attention.**

### **Integrating Master class and the mentoring approach**

**Seven out of the eleven mentees CSOs were identified during the master classes. The master class formed a useful platform for reviewing strengths and challenges of represented CSOs. Individual developed personal action plans that helped TBA identify CSOs that would benefit from mentoring.**

## **LESSONS LEARNED**

Describe any lessons learned during the design and implementation of the project, as well as any related to organizational development and capacity building.

Consider lessons that would inform:

- Project design process (aspects of the project design that contributed to its success/shortcomings)
- Project implementation (aspects of the project execution that contributed to its success/shortcomings)
- Any other lessons learned relevant to the conservation community

**1. Trainees initiated network are more successful since they are self-driven and better articulate the agenda and interests of the trainees. This is demonstrated by the successful MACOMAUSEY network take-off, compared to our own effort to catalyst issue-driven specialised networked. MACOMAUSEY members are very active and engage each other more frequently. Top topics of their discussion are Fundraising, Capacity building, climate change, their participation in the Global agendas and sustainability of their projects.**

**2. Project budgets should provide extra subsistence and accommodation support for trainees. A few trainees fail to get direct flights and spend extra days and nights on transit. A Comoran trainee who had pregnancy complications required extra travel days as direct flights would further complicate her situation. Another from Madagascar needed childcare support to effectively participate in the training.**

**3. Flights between the Indian ocean countries are very unpredictable often due to weather issues and erratic Airline services that demanded rescheduling of flights. This affected timing of events, and cost of travel. In response, it is important to plan for at least one extra day at the start and end of events, and coupling this with a contingency budget. Related, training in expansive countries like Madagascar or inter island travel like in Comoros should budget for internal flights.**

**4. The impact from the CSOs that got the chance to participate in the Master class, the site exchanges and the mentoring was significantly more compared to CSOs that attended only one project activity. This goes to show that the integrated approach of combining training, site exchanges and mentoring was of greater value and TBA would like to scale this further in the MADIO region due to greater demand from CSOs in the region.**

**5. Actively engaging CSOs prior to the exchanges helped identify capacity gaps and set specific learning objectives. Similarly "matching" CSOs needs to existing expertise improved learning significantly during the exchanges. Also being flexible during designing to allow feedback and some degree of flexibility also adds value to the project in this case after getting feedback from the trainees during the Comoros Master class made us change the theme of the 6th Site exchange to Waste and environmental management after discussions from the participants showing great interest in the said theme and how it directly affected biodiversity in their countries.**

**6. While there are many CSOs in Madagascar and Comoros who are willing and express great need for capacity building the same cannot be said of Seychelles. The number of CSOs in Seychelles who are willing release their staff to attend capacity building are not many. Mauritius is relatively ok.**

## **SUSTAINABILITY/REPLICATION**

Summarize the successes or challenges in ensuring the project will be sustained or replicated, including any unplanned activities that are likely to result in increased sustainability or replicability.

### **Successes**

**Already the trainees/ mentees as we have demonstrated in the impact section are using the skills they learned to write and apply for new funding. Results from our impact survey report 24 proposal submitted with some already successful in securing funding. Review of CSTT scores from CSOs that participate in TBA capacity building activities, showed that the CSOs' performance (based on a comparison of total CSTT scores before and after the TBA project) improved by an average 13% by the end of the project.**

### **Challenges**

**There has increasingly been less and less funding available for capacity building projects.**

**Some of the CSOs we trained have complained of staff turnover especially of those we trained, that on the other hand can be looked at as transfer of the skills to other organization**

## **SAFEGUARDS**

If not listed as a separate project component and described above, summarize the implementation of any required action related to social, environmental or pest management safeguards.

**N/A**

## **ADDITIONAL COMMENTS/RECOMMENDATIONS**

Use this space to provide any further comments or recommendations in relation to your project or CEPF.

**We would recommend scaling up of this project to be able to reach more CSOs in Madagascar and Comoros . During the call for applications for our capacity building activities there were more application usually over twice the number of applications than our target from Madagascar. From our interaction with CSOs from Comoros and discussions with our In country partner in Comoros DAHARI there is still great need for organizational capacity building in Comoros, where an intergrated approach would work best not just a one of training but training, mentoring, site exchanges and networking would greatly add value to the CSOs .**

## **ADDITIONAL FUNDING**

Provide details of any additional funding that supported this project and any funding secured for the project, organization or region as a result of CEPF investment.

**Total additional funding (US\$)**  
\$0.00

### **Type of funding**

Provide a breakdown of additional funding (counterpart funding and in-kind) by source, categorizing each contribution into one of the following categories:

- A. Project co-financing (other donors or your organization contribute to the direct costs of this project)
- B. Grantee and partner leveraging (other donors contribute to your organization or a partner organization as a direct result of successes with this CEPF-funded project)
- C. Regional/portfolio leveraging (other donors make large investments in a region because of CEPF investment or successes related to this project)

**N/A**

## **INFORMATION SHARING AND CEPF POLICY**

CEPF is committed to transparent operations and to helping civil society groups share experiences, lessons learned and results. Final project completion reports are made

available on our website, [www.cepf.net](http://www.cepf.net), and may be publicized in our e-newsletter and other communications.

1. Please include your full contact details (name, organization, mailing address, telephone number, email address) below.

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