

PIMPAC
Management Planning Workshop
Report
May 18-20, 2010
Fiesta Resort and Spa-Saipan



Report submitted by the
MCT PIMPAC Coordinator



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May 18-20, 2010



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Table of Contents

Executive Summary	1
Background	2
Goals and Objectives	2
Overview of Agenda	3
Workshop Results	4
1. <i>Expectations</i>	4
2. <i>Sessions and Discussions</i>	5
3. <i>Next steps: Way forward</i>	19
Workshop Participants	21
Appendix 1:	22
Appendix 2:	

Executive Summary

In mid may of 2010, TNC and MCT co-facilitate a PIMPAC Management Workshop in Saipan for sixteen PIMPAC Managers from throughout the Micronesia Jurisdictions. The workshop focused on reviewing progress since first PIMPAC Management Planning Training in Yap, FSM on May 1-4, 2006. It also looked at sharing lessons of the management plans that have been completed and what has “worked/not worked” in the development of the management plans.

The MCT PIMPAC Coordinator and facilitators from TNC kept emphasizing the importance for having a management plan for protected areas. PIMPAC Managers must understand that the process of developing a management plan can clarify the management goal and objectives, which can help to prioritize the use of limited resources available for management. Also, if the plan is well designed, it can be used as a day-to-day guide for management. Without a good management plan, it is very possible that preservation, development, and use activities can occur in a haphazard way with little consideration for the implications. The result is likely to be lost opportunities and damage to important resources. Some of the benefits of good management plan are listed below:

Improved management of the area by:

1. Providing a clear understanding of the protected area and its resources,
2. Providing guidance for managers in the form of a framework for day-to-day operations,
3. Providing a long-term vision and guidance on how to reach this vision,
4. Helping to identify and define measures of management effectiveness by providing clear objectives and activities,
5. Providing continuity of management by helping to link management actions to a comprehensive plan, and
6. Maintaining momentum toward efforts to manage the area.

Improved use of financial and staff resources by:

1. Prioritizing management actions to make sure resources are devoted to priority areas and
2. Highlighting where additional resources (human and financial) are needed to manage the protected area.

Increased accountability by providing a mechanism for:

1. Supervision of the area manager and staff since their objectives and activities are clearly articulated and
2. Communicating with the public and various interest groups about the purpose of the site.

Improved communication by:

1. Identifying key audiences with whom the manager needs to communicate,
2. Clarifying the messages to be communicated,
3. Providing a means of communication with the public to explain policies and management activities, and
4. Promoting and publicizing the managed area to a wide range of stakeholders.

Several Management Plans were submitted as complete by the end of the workshop. An action plan was agreed to ensure that Managers submit those still outstanding. The PIMPAC Coordinator will make sure to collect these as agreed upon.

Background

More than 21 Site based Managers from around the Micronesia Region met in Saipan, CNMI from May 18-21 to discuss their common strengths, challenges, and commitments to work together to support effective MPA management in the region. Participants included representatives from the Freely Associated States, Chuuk, Palau, Yap, Kosrae, Pohnpei, The Republic of the Marshall Islands (RMI) and US Flag Territories, Guam, Commonwealth of the Northern Marianas Islands (CNMI), as well as Non Governmental Agencies such as The Nature Conservancy and the Micronesia Conservation Trust. This group shared a common vision for regional coordination that would strengthen their individual and collective MPA efforts. The group also committed to work together in an evolving, regional Pacific Islands Managed and Protected Area Community (PIMPAC).

Goals and Objectives

- Review progress since first PIMPAC Management Planning Training in Yap, FSM on May 1-4, 2006.
- Share lessons of the management plans that have been completed, if any.
- Learn why it is so bloody difficult to write these management plans.
- Share what has “worked/not worked” in the development of the management plans.
- Learn about what conservation planning process tools have worked in the development of the management plans (i.e., CAPs, MIRADI, LMMA, PIMPAC).
- Rejuvenate and motivate our conservation practitioners to continue on!
- Enjoy ourselves in the company of the finest, most committed and most dedicated conservation colleagues we could ever hope for (that’s us!)

Overview of Agenda

Day 1	Morning Session	<ul style="list-style-type: none"> • Introductions / Expectations • Report of the first PIMPAC management planning training in Yap, FSM in 2006
	Afternoon Session	<ul style="list-style-type: none"> • Presentations from each island on lessons learned – completed, on-going, and incomplete plans • What has worked/not worked – breakout groups • Reports from each group • Plus/Delta
Day 2	Morning Session	<ul style="list-style-type: none"> • Community/Stakeholder Engagement • Conservation Planning Tools – Experience from the Field
	Afternoon Session	<ul style="list-style-type: none"> • Identification and discussion of issues and challenges – breakout groups • Reports from each group • Plus/Delta
Day 3	Morning Session	<ul style="list-style-type: none"> • Possible strategies to issues and challenges – breakout groups • Reports from each group
	Afternoon Session	<ul style="list-style-type: none"> • Next steps: Way forward

Workshop Results

1. *Expectations*
2. *Sessions and Discussions*
3. *Next steps: Way forward*

1. Expectation of Participants

- To hear from other jurisdictions their “lessons learned”.
- How will PIMPAC provide key support to FSM States to meet their management development activities?
- Expect all the Pacific Micronesia islands on the same base to management (use the same model/protocol)
- Comfortable working with different people in one room and being able to complete what I’m here for.
- Help organizing.
- Learn from PIMPAC members.
- Support & assistance from TNC & PIMPAC.
- Learn about community based projects around Micronesia to inform similar work here.
- Learn planning process used by other people.
- Creating a good & effective management plan.
- To be able to complete our first management plan which incorporates the Climate Change lessons - where to place it.
- Complete management plans.
- Equipped to better support state & community efforts.
- To get an idea of how management plans are finished, as we are in the beginning phases of one.
- Get help finishing management plans.
- Some tools to ease facilitation in community.
 - 1) For quicker info collection.
 - 2) Generate ideas quickly.

2. Sessions and Discussions - the Nuts and Bolts

I. Presentations

Palau

Lukes Isechal

- in 2007, realized that for developing management plans, we always had consultants, and there was little community engagement and the plans ended up on shelf -
- so out of personal interest, after PAN act, which required plans, didn't see this as priority in other agencies, started thinking about how to help the communities develop plans
- after seeing Umiich and Steven facilitate a CAP, thought it would be good to learn how to do this, CAP process was trying to get to same place -so thought about how do you get to a management plan from the CAP in a pilot community -

Lessons learned:

- the community had 3-4 protected areas, so thought about community having their own "networks" - saw it as waste of time to do one small site at a time, so worked on all at once -
- now have draft - didn't think through how to get the plan through the politics, now need to figure this out
- learned so much during the process, how to engage communities (but may be specific to Palau)
- so much information has been collected and first feared how to capture all that information, but then realized that that was just background
- Also learned by doing, like riding a bicycle, have to just jump in and try
- A bit overwhelmed because everybody's ideas were all over the place - had to figure out how to focus them

Steven Victor

- also good in Palau to have community teams that asked for assistance, helped push us to do this
- Seems to be a lot of planning, but not a lot of writing it up - what forces us to write is having the community asking for it to be completed.

Questions:

- How big is the community? About 200 people
- What is the driving force behind wanting to draft plans? Communities want their site to be part of PAN and plan required, tied to funding from green fees, and MC endowment

Joyce Beoch

- also helps to have team of resource people helping the communities: e.g. PCS, NRCS, partner agencies –teamwork makes it easier

Umich Sengebau

- Want to re-emphasize what Lukes said – the original plans were done by outsiders and they were big volumes that stayed on the shelf and weren't used
- How long to do management plan? 8 months

FSM

Pohnpei

Kesdy Rae Ladore

- Started working with Eugene 2 years ago, when started working on plan for Nahtik
- 4 communities manage this MPA
- Problems I saw when we started:
 - When we got to the Format used on the scientific part – the community couldn't understand some parts, so they stopped participating
 - Wanted to make this part easier for the community
 - Management plan done – just matter of endorsement by community

Questions:

- Did the community ask for the management plan? The reason behind doing it was that they wanted to look for other resources / funding opportunities for work at their site
- Was it required in the legislation? No – but helps support the community to manage their site

Dave Mathias

- On government side, communities wanted to establish new sites, and have asked the government to help develop management plans
- So now have new plan endorsed by Pakin community (tourist group, women's group, fishermen's group and traditional group)

Questions:

- How many MPAs managed by the state? Nine

Kesdy Ladore

- I see one of the main incentives for doing a plan is to get more funding for the site

How long? Nahtik Since 2005 (5 years); Pakin almost a year

Kosrae

Betty Sigrah

- 6 declared conservation areas either by state law, municipal ordinances, or community consensus
- Management plans - one is being done by the state
- The majority are being done by the local communities
- One (Yela) being done by NGO YELA itself
- Utwe-Walung Marine Park management plan done but now outdated
- Kosrae state trochus sanctuary final draft just completed, awaiting state sign-off - government regulated
- Awane - doesn't want to do a plan
- Yela has draft plan
- Doing management plans because they are
 - in the interest of the communities,
 - and some have been introduced to the tools
 - required by grantors
 - some doing it to guide their management actions
- most plans have stopped at the endorsement phase
- issues include -
 - those with authority have little awareness
 - sometimes unclear who has authority / responsibility
 - lack of good successful examples of management plans at state level
 - most of the sites encompass both public and private, terrestrial and marine components.
- Interested in getting other islands to share their experiences with getting communities engaged
- Those communities that have had some exposure to CAP or other planning process - been easier to engage them
- Most of the community objectives in line with municipal, state, national goals

Questions:

- Were those who need to endorse the plans a part of the planning process? They were invited but don't normally show up - (State or municipal government officials)

Steven Victor

- in Palau, one way that we tried to deal with this is figure out who will need to endorse the plan and then really engage them in the process -
- Betty - how did you get them to participate? Didn't have to be there the whole time, were there for key presentations

William William

- For Yela, Haven't gotten through the process of consulting with whole community
How long for state plan? 8-9 months

Chuuk

Curtis Graham

- We were going to work on specific plan here, but Director of Agriculture, Mr. Innocente Peno became ill
- One completed by Marine Resources, Agriculture and CCS - Polle pass - grouper SPAG
- Court ruled in favor of Tol, and we had worked with Polle, so now trying to start up relationship with Tol to adopt the plan - trying to work with both communities to work together
- Socioeconomic surveys to gauge interest in planning and consultation - Parem
- Innocente was going to present on ??? community - consultations have been completed
- Do plans require endorsement from state government? All were requests from community, so they need to endorse them first as the owners of the resource, but can do municipal or state level legislation
- Epinup CAP process - but switched to socio-economic assessment to get more community engagement

How long for Polle Pass? 6-8 months

Yap

Berna Gorong

- Yap has traditional tenure like Chuuk, so management plans have to be endorsed by communities
- YapCAP has been assisting communities:
 - Ngulu completed and endorsed
 - Nimpal in draft form - Timeframe - initial consultation 2006 - and still waiting so taken 4 years
- Recent PIMPAC training to help provide skills for resource managers / community members to facilitate communities through planning process
- Communities really need to see the overall picture of what it will take when they go to set up an MPA - men didn't really know how much work it would be
- Community commitment essential for success

- Core group meets regularly to update the community – awareness is critical or can be even lengthier process
- What is the management of the site while the plan being developed? Community closure for 2 years, then after that did official signing by Chiefs – it's communities responsibilities – it's their fish / waters – so now have rangers out at night, watershed rehabilitation
- Communities already doing lots of work, now just want the plan to show how it all fits together and they can see if they are going in the right direction, help them link what they have been doing traditionally with new efforts – trying to show them that the MC and other efforts not new for Yap, same types of conservation steps that communities already used to do
- Maybe good to come up with 2 copies of the plan – a simpler one for the communities, and a more detailed one for donors, grantors, agencies, etc.?

Umiich Sengebau

Example from Palau – community set up PA adjacent to land, and wanted to set up enforcement plan, and didn't realize that sediment was the really threat that needed managing – so will discuss tools to help with that.

FSM Summary

Alissa Takesy

- Federation is a very mixed bag, different contexts, how to engage with partners, how does it fit with national government
- Came in to job of PAN Coordinator in 2006, government was very territorial between agencies, but starting to realize that we have to pool resources / efforts to better assist communities
- National government doesn't own any local land/water resources (just pelagic) – generally within 12 miles under state jurisdictions
- Kosrae and Pohnpei – state manages waters, Chuuk and Yap, traditional tenure
- First rule of thumb, engage with communities or wait till they ask you to assist
- No PAN legislation at national level, need to understand internal issues first
- But doable from a management standpoint – have been actively engaged in this since 2004 (NBSAP) – left open-ended that state would take the lead, but within the state, depends on ownership who will take the lead on conservation
- Gaps in knowledge, laws – e.g. in Pohnpei just having legislation for PAs not enough, also need plans for sites

- Also have sector grants that are requiring more performance based grants, management plans helpful for securing these funds, grants from federal partners (e.g. USFS SWARS process looking at ridge to reef perspective, bigger picture, bringing all the partners together, also use regional partners as fall-back for support)
- Lessons learned
 - Not one size fits all - need to understand how you fit in the system to leverage the system best
 - Good to have a network among the states to help each other out with specific needs
 - Technical vs. community needs, need to balance between the two
 - Engaging the leadership from start to finish, and to have local leader in the process - community as the driver most effective
- Same issue as Palau - lots of plans are very big and developed by outside consultants - sometimes we have to digest big plans and provide simpler version for communities

Questions:

- What's the difference between the states management? E.g. Pohnpei - Department of Land and Natural Resources has jurisdiction - but Chuuk and Yap, all communally owned, Yap also has user rights in addition to ownership
- ¼ of 607 islands are populated, sites are established for a variety of reasons
- Is it possible to just do the management plan for the community and then get the support from the government after, perhaps written in the management plan itself? Have to keep reminding ourselves that we are also part of the community
- Sometimes the management plan can also be more of a strategic plan

Isao Frank

So for our purposes, we need to agree on the basic steps (but not prescriptive, can do them as needed)

RMI

Doreen Debrum

- Accomplishments since 2006 include:
- Reimaanlok, national conservation area plan completed
- CMAC -Agencies roles in establishing management areas - to provide scientific technical advice to communities and facilitate the process (MIMRA, CMI, MIVA, MICS, etc.)

- Set up team to facilitate the national area conservation planning process
- Completed 4 management plans since 2006
- Over 100 islands, so do this by atoll
- Some protected by people, some by ordinance
- Process
- Approached by community – they own the land and waters
- Will not set up management plan without request from community
- 2 out of the 4 are in review process (reviewed every 2 years)
- Currently working on one for last 6 months – Namdrik
- Transportation big challenge to get to more remote islands
- Brought Namdrik management plan to share and work on, pilot project to include climate change in the plan – need our help to do this
- Similar issues of jurisdiction to FSM

Umich has some examples from Palau for including climate change in CAPs, Doreen - but how to incorporate – as its own issue or included throughout?

Questions:

Do you do site only or whole atoll? Whole atoll

How long? Depends on the island – faster for closer islands like Arno

Guam

Maria Kottmair

- Piti-Asan watershed adjacent to MPA
- A lot of work has been done, my job is to pull it all of it together
- Seems easy, but how to do it is challenging
- 3 CAP meetings, but also National Park efforts
- Community workshops have been poorly attended
- Masso Reservoir project by Department of Agriculture
- Center for watershed protection also came up with field assessment document mostly focused on storm water issues – nice with very specific recommendations and projects

Questions:

What's the right cut-off point? Can I write the community workshops into the management plan as an action? So you can move forward in the plan without community engagement like Laolao plan? This was the approach in Guam; community engagement is not the factor stalling the plan

CNMI

Aric Bickell

- Working toward management plans for 4 sites – Laolao completed
- Working on Talakaya watershed in Rota –
 - initial CAP workshop, just had follow-up last week,
 - little bit of disconnect between Rota community and the people writing the plan on Saipan, lots of work done there previously, but not necessarily engaging all members of the community, can maybe write that into the plan,
 - interested to see what others are doing
- Solid framework for putting our management plan on paper
- Driving force for doing these, way to move forward on conservation efforts to see results, and vehicle to seek funding
- Driven by agencies, resources managed by government

Questions:

- Is it part of the plan to engage the community? Haven't figure that out yet
- Umiich – important to define your project so you don't take on too much and get overwhelmed
- Sam Sablan– that's where MINA comes in to help with community engagement
- Fran Castro– CAP process has been really helpful – especially on site-based, priority setting process from NOAA
- Laolao completed in early 2009, just in time for ARRA grant, only 16 pages long, managed to get \$2.9 M using that plan
- Having the plan and showing our needs to federal grantors really important
- 3 months to write, but 1 year to get information

II. Group Sessions

Brainstorm of issues for breakout groups:

- Enforcement / strengthening of legal frameworks (8 votes)
- 2 approaches: Top down vs. bottom up (0 votes)
- Site planning vs. system-wide planning (5 votes)
- Stakeholder / community engagement (7 votes)
- Geographic remoteness (2 votes)
- Climate change (3 votes)
- Financial stability (7 votes)
- How to measure success? (7 votes)
- Reporting (2 votes)

- Participation (0 votes)
- Adaptive management (2 votes)
- How do plans fit within regional context / in relation to other pre-existing plans / where does management plan fit within broader state / national level planning efforts - where do you draw the line between PA plans, land-use plans, etc.? (5 votes)
- People available to write plans (10 votes)
- Bridging technical pieces with community needs (e.g. do we need 2 separate plans?) (8 votes)
- Defining roles - knowing who does what (0 votes)

III. Measuring Success

How to measure success? / Bridging technical pieces with community needs (e.g. do we need 2 separate plans?)

- Talked about tools available (e.g. Miradi, CAP, Results chains)
- Rare Pride example of SEM, Chuuk e.g. socio-economic assessment to gauge community interest
- Need for tool to track indicators, need assistance in developing results chains,
- Process vs. Incremental Results vs. Status / outcomes - need mix of all three
- Don't have baseline data - solutions - share information with each other, maybe have similar issues / needs - no need to reinvent the wheel -
- Every 5 years dream team to go around to help with status monitoring
- Keep reporting short and concise
- Would people like to have a management plan template? Similar to Miradi, but maybe not all are comfortable with Miradi - consensus of the group - this would be good to develop, as companion piece to PIMPAC management planning guide

IV. People available to write plans

- Human capacity issue: both need for people and need for additional skills
- Need time, normally tasked to do other things
- Need place to write
- No one available to write plans
- Have resorted to consultants
- Need funding for someone to write the plan
- Solutions / recommendations
 - Hire more skilled staff, who are committed to writing plans

- Having more individuals contribute to writing the plan (e.g. build a team with a lead author)
- What qualifications would be necessary if you were to pitch this to higher ups to secure additional funding? Seems to be growing interest to pool resources to share someone...
 - Trainings have focused on process and facilitation
 - What about a writer's workshop?
- RMI process: team that goes out and works with communities expanding existing fisheries plans into broader management plans – have developed a template for all management plans and will share with the group
- Need to update the PIMPAC website, also make sure all emails on list serve
- Seems like it's more of an issue of finding the driving force / incentive to write, not that there is no one to write plans
- Sometimes it's an issue where you feel like you don't have enough information – this is an iterative process
- Maybe sometimes you are afraid to send out a draft, fear of criticism, feel like it's never finished
- What does the group think about a drafting team with lead writer? Would that work? Good to have a project team (doesn't have to just be within your agency / organization) – e.g. from Yela, William, Betty, and Marston working together

V. Enforcement

- Concerns about putting so much work in management plans – taking years to finish – what do you do with the finished product?
- CNMI example:
 - Serious backlogs with conservation violations
 - Have come up with citation system – get ticketed on the spot
 - Would generate revenue, mean business, etc.
 - When MPA act reviewed, minimum of \$500 or maximum of \$10,000, but regulations are supposed to be covered elsewhere, but MPAs aren't included, and the default is \$100
 - Managaha Act makes it a violation only if they know it is a violation – no clear demarcation on the water, so if someone claims that they don't know, then no violation
- Suggestions:
 - Outreach and education notices, especially at MPAs
 - Penalties including community service

- Get Chiefs involved in the management planning process
- Need more resources for enforcement, and more examples of prosecution
- High enough deterrents
- More information on who to report violations to
- Awareness materials / fun facts to raise compliance
- Do management plans become a legal document? Depends, in Managaha management plan is not a legal document
- So should enforcement be in the plan? In Pohnpei's case - the management plans are meant to support the legislation
- In CNMI need regulations specifically to enforce the management plan
- What if it is adopted through legislative resolution? Then the adoption is legal action
- In Yap, the state has laws regulating net sizes, etc. but not enforced, it's in marine resources but they don't actively enforce it, they really don't have the authority to enforce if a fisherman is fishing in his own waters, but community members can enforce others fishing in their waters
- In CNMI even if you have everything in order (law on books, enforce it, etc.) may not be prosecution and conviction - what is it better to put your resources into? Enforcement or compliance
- In Pohnpei example from Enipein, they have CCOs enforcing supported by the other fishermen, and other fishermen were poaching - traditional leaders held a trial and gave them the penalty - they had to clean up channel in mangrove area - and they had to help do the fish monitoring with the CCOs,
- In Pohnpei, also caught person harvesting sakau in the watershed reserve, high chief took away his trial - very demeaning
- RMI - discussing taboos and how and why people are afraid of the chiefs - community-endorsed management plans sent to municipal governments and the plan becomes a legal framework, so it becomes policy
- How to incorporate in to plans? Maybe include penalties and fines, what are other things that should be in there? Can't make your own law, but good to know existing law and work from there, or can propose rules and regulations that should be passed, can include recommendations, guidelines, enlist the AGs office, or local attorneys
- Palau - have included, number of patrols, penalties, etc. but no tracking system for successful prosecutions
- Eileen can share what she comes up with as a tracking system in CNMI

- Are these civil or criminal penalties? Can be either – if it's knowing or willing violation, then criminal

VI. Financial stability

- FSM working on our sustainable finance plan and realize that there are some costs in establishing a site and they can be high – need to balance what would be ideal with what would be realistic – how much do you inflate those costs for long-term financial sustainability? Are you trying to ct those numbers down?
- Should I put all these needs in the management plan?
- Don't you need to include personnel needs to manage the site?
- Very expensive for more remote locations
- Need guidance, how to be creative in pooling resources
- MCT example – people applying for money from several sources to just do one management plan – double dipping
- A lot of proposals are not properly prepared to secure funding / or don't adequately capture real costs for the work
- Ebiil management plan contains financial sustainability plan – can be sent around as example
- Many plans identify 80% in personnel costs – may be hard to fundraise for
- FSM Sector grants are performance-based, and hard to use for recurring costs
- If you have a well-thought out sustainable finance piece to a management plan, would it help you to go to state / municipal legislatures to redirect budgets? Might be difficult since conservation to seen as a priority
- Pohnpei marine resources – requesting budget needs every year, but never get it
- Solutions – e.g. Laolao plan used to get stimulus grant
- Nimpal example – have identified recurring costs and community has started to look at ways to raise funds to support surveillance (e.g. market site as eco-tourism attraction)

VII. Stakeholder / community engagement

- good to include legal representation in plan development
- Northern Reef example – because leadership can change, before you embark, have leadership sign a declaration at the beginning with simple road map so that you can say this is what we agreed on – maintaining buy-in

- Came up with key messages for possible solutions to share with busy leaders - need to present ideas to them where they can say yes or no
- Pohnpei example - work through CCOs to get Chiefs to call meetings, that way we get Chief's buy-in - is Chief's buy-in enough? Depends if they want to run it through the local government then go through Mayor and State DLNR, Forestry - part of initial discussion - who needs to endorse the plan?
- Seems good to go through government to get more support - but if it is going to slow things down, may need to consider pros and cons
- Pakin example - got feedback from community, SPC assisted with writing management plan, it's a pilot project
- RMI - number of community consultations depends - do first visit to engage community, then 1-2 more to collect information, do baseline surveys - then 1-2 more after that to develop and finalize the management plan with community - have to push harder to finish since it is difficult to get to the atolls
- Pohnpei - often if they agree on 6 meetings, ends up being 8-10 meetings, because once the sakau flows then planning stops
- "Stakeholder engagement" is vague term and not all stakeholders are equally important - sometimes maybe just a few individuals holding it up - suspect community meetings not as critical - since few individuals even speak - big meetings are more formalities in Palau
- Engage at individual level behind the scenes - find different ways to engage people in urban areas - can be very complex
- Guam - urban areas in north more challenging to engage stakeholders than in the south
- Pohnpei - sometimes we listen to the active members, so quiet ones think we are favoring the active ones, so they dissent - so we end up waiting for consensus
- Decision-makers don't like to be surprised, they don't want to hear about it at same time as others
- Maybe need to find the right messenger - if you trust the wrong person, others may not want to follow
- Nimpal - supporting NGO is very active, so some community members don't feel it is theirs and start to pull away - core group has to make distinction between what is community and what is role of supporting agencies - started doing one on one visits to key community members - updates, so they are prepared when they review the management

- How do you find the right champion? Talk to the dissenters and try to win them over?
- But sometimes there are family issues you aren't aware of
- Chuuk - it's not what you say but who says it - traditions not as strong in Weno, sometimes church leaders can be champions / key community members
- No one size fits all, no one single approach that works- different cultures, communities, other stakeholders, but key that we do engage the stakeholders in some way for a successful management planning process
- PCS - both community and PCS CCCs / representatives - more effective when you engage have someone from west coast talk to someone from east coast, might listen to someone from outside more than from the inside - maybe healthy competition
- Kosrae - plans that are pending endorsement by leadership - they seem to want to have some time to look at it, and it seems that we are missing some pieces they may be looking for - e.g. roles and responsibilities, financial plan / budget - worried about what is expected of them
- Sometimes there may be other issues to related and good to pull back and wait until those issues resolved
- What's realistic timeframe for endorsement? 2-3 months once additional pieces completed

3. Next steps: Way forward

Key questions for participants regarding their Management Plans

What other issues (besides threat of road) are you managing? I.e. harvesting of wood, mangrove, river, eels, Micronesian pigeon and crabs.

What do the legislative designations entail?

Consider objective for developing guidelines for activities (e.g. for eco-tourism)

Incomplete Plans.

Kosrae

Management approach – specifically mgmt. planning process.

- Also vision
- SWOT a bit outdated(from 2007)
- Drafted new overall goal.
- Still need to work on objectives & activities a bit more
- Boundary delineation but also thinking of including the Marine area so need to zone them and terrestrial component. Likely will complete plan and then finish zoning component as supplement.

Pohnpei

Description of management issues.

- Review section and removed ones that weren't necessary.
- Developed enforcement work plan.
- Worked on vision/mission: Threats & Marine fauna sub-sections of site description.
- Consider bullet points for shorter components.
- Ask yourself: Do we need this information to make management decisions? Measuring success?
- Based on LMMA planning process
- Billboards with zones & vision for 4 sites

Marshall Islands

- Included appendix of pictures with community derived maps showing important resources(council, men's, women's, school teacher's)
- Used PIMPAC template but also incorporate climate Change "lens"
- Sub-section entitled CC Adaptation under Section 5/ added responsibilities for both communities & CMAC

Additions to PIMPAC Framework:

- Template for 1-2 pages summarizing key information for community audience
- 2 plans: one more detailed & one more simplified
- Examples of budgets?
- Examples of size, class restriction or reproductive sizes of key fish (e.g. NOAA poster)

CNMI

- Results chain, objectives, indicators & monitoring methods.
- Group liked table form for presenting incremental results and associated objectives rather than Results Chain diagram.

Chuuk

- Conceptual Model, site description, management approach.
- Identified places in site description that could be taken from elsewhere.
- Consider putting objectives or activities in table form for greater clarity (also conception diagram)

Ideas for Plan Components.

Intro. Section – Palau

- Section in Scope: describing what the Plan is and is not
- Figures describing Plan Context (e.g. Pyramid in Lake Ngerdok Plan)

Guam – organized documents available using PIMPAC outline. Group thought this would be a good way to begin a plan.

Section 6

- Challenging to use 2 versions CAP vs. Miradi

Workshop Participants

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Appendix 1

Appendix 2