



Technical and Financial Project Proposal Template¹

Name of the Organization: Sustainable Grenadines (SusGren), Inc.	Type of Organization: Non-profit organization
Brief Description of the Organization: SusGren is a trans-boundary, non-governmental organisation that is committed to the conservation of the coastal and marine environment and sustainable livelihoods for the people in the Grenadine Islands located in Grenada and St. Vincent and the Grenadines. SusGren's mission is to empower community groups in the Grenadines for self-governance and the protection and development of resources.	
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Project title: Sharing Best Management Practices for Coral Reef and Mangrove Conservation in the Grenadines	
Project Objective and Expected Outcomes: To enhance conservation of the coral reefs and mangroves of the Grenadines for biodiversity protection, community well-being, and as a critical climate change response mechanism. The project expects to share knowledge and provide training on best management practices for coral reef and mangrove conservation among resource managers in order to increase capacity for active and consistent coastal and marine management throughout the Grenadines.	
Target Population: Marine and coastal resource managers from governments of Grenada and St Vincent and the Grenadines, managers and staff of marine protected areas from the Grenadines Network of Marine Protected Areas, members of marine protected area co-management committees and local community-based environmental and fisherfolk organizations, local dive industry. The choice of invitees will favor those who will most effectively act as future multipliers of the knowledge shared in this project (trainers of trainers approach). Estimated number of direct beneficiaries: 25.	
Amount Requested in USD: US\$19,580	Co-financing: US\$19,360
Project Duration in Months: 6 months	Country: Grenada; St Vincent and the Grenadines

- 2. Project Summary:** An abstract of the proposal both in English and Spanish (300 words or less in each language) that should include geographic location, a brief description of the rationale, goal(s), objectives, specific project activities, target beneficiaries, and expected outputs.

¹ The proposal can be written in English or Spanish



This project seeks to build capacity for conservation of coral reefs and mangroves in the Grenadines islands, which are located in the countries of Grenada and St Vincent and the Grenadines. The project will share experiences between marine and coastal resource manager and will provide training in best management practices for marine and coastal conservation. The project is notable for trans-boundary collaboration, as well as for its foundation in the recently established sub-regional Network of Marine Protected Areas (MPAs) of the Grenadines. This network currently includes Moliniere/Beausejour MPA and Sandy Island/Oyster Bed MPA in Grenada, and Tobago Cays Marine Park (TCMP) and Mustique Marine Conservation Area (MMCA) in St Vincent and the Grenadines, as well as SusGren and with support from governments of both countries. The marine and coastal resource managers of both countries recognize the need for enhanced conservation of coral reefs and mangroves, and the project leverages existing legal and implementation frameworks for collaboration. Complementary efforts are on-going in the Grenadines in support of sea turtle and coral reef conservation, mangrove restoration and fisheries management. This project responds directly to priority needs expressed by resource managers, and the activities will permit a focus on the topics identified by them as being of most interest. We propose a 2013 annual meeting of marine and coastal resource managers with special sessions presented by participants. We also propose a training activity to provide multiplier training of MPA staff in invasive species control, and an exchange visit involving two MPAs. Via SusGren this project will provide both technical integrity and excellent communications opportunities thanks to the involvement of relevant experts and a dedicated communications officer.

Este proyecto busca construir la capacidad para la conservación de los arrecifes de coral y de los manglares en las islas de Granadinas, que están ubicadas en los países de Granada y San Vicente y las Granadinas. El proyecto compartirá experiencia entre gestores de los recursos marinos y costeros, y proveerán entrenamiento en mejores prácticas de manejo para la conservación marino y costero. El proyecto es único gracias a la colaboración transfronteriza así como por su fundación en la recientemente establecida re sub-regional de áreas marinas protegidas (AMP) de las Granadinas. Esta red actualmente incluye Moliniere/Beausejour MPA y Sandy Island/Oyster Bed MPA en Granada, y Tobago Cays Marine Park (TCMP) y Mustique Marine Conservation Area (MMCA) en San Vicente y las Granadinas, con apoyo de SusGren y de los gobiernos de ambos países. Los gestores de los recursos marinos y costeros de ambos países reconocerán la necesidad de fortalecer la conservación de los arrecifes de coral y de los manglares, aprovecha los marcos legales y de implementación existentes para la colaboración. Adicionalmente, hay esfuerzos en pro de la conservación de las tortugas marinas y de los arrecifes corales, restauración de los manglares y manejo de la pesca. Este proyecto responde directamente a las prioridades expresadas por los gestores de recursos, y las activadas programadas permitirán un enfoque en los temas identificados por ellos. Proponemos una reunión anual en el 2013 de gestores de los recursos marinos y costeros con sesiones especiales presentados por los participantes. Además, proponemos un actividad de entrenamiento para proveer capacitación en el manejo de los especies invasores, y un intercambio entre dos AMPs. A través de SusGren este proyecto proveerá integridad técnica y excelentes oportunidades de comunicación, gracias al rol de los expertos y un oficial de comunicación.

3. Organization's Experience (300 words or less)

SusGren originally grew from a project by the Centre for Resource Management and Environmental Studies (CERMES) at the University of the West Indies (UWI). Now registered as a non-profit organization and with full-time staff, SusGren manages a portfolio of projects in the Grenadines. The core activities of SusGren include: networking among resource managers and stakeholders, capacity building and small project support for local marine protected areas and community-based organizations, community environmental awareness-raising, and linking activities of the two governments and external donors in the Grenadines by facilitating project development and implementation, with the engagement of local groups. SusGren's particular areas of expertise are community capacity building, workshop coordination and facilitation, community based resource management and stakeholder participation, all undertaken across the boundary between two countries.



4. Project Narrative Description (Maximum 10 pages): This section should include the content below in which the following questions should be addressed: what is proposed and what is its relevance (objectives and relevance), how the work will be done (methodology), what will be achieved, what outputs will be delivered, how the project success will be measured (monitoring and evaluation methodology). This should be developed in the format below:

4.1. Rationale: Describe the project's value to the conservation of the migratory species categories and habitats of greatest concern outlined in Section I of the Request for Proposals: why it is important that this project be implemented (e.g., which commonly recognized need is addressed by the proposal). Describe any overlap or complementarities with existing tools or projects developed by your organization or others. Describe how this proposal will fill existing gaps.

This project addresses the priority migratory species and habitats of **coral reefs and mangroves**, in particular those located in the Grenada Bank which is an area of ecological significance that supports **the most extensive coral reefs and related habitats in the south-eastern Caribbean** and also has **important areas of mangroves**. The Bank is situated within the countries of Grenada and St Vincent and the Grenadines, and thanks to a number of multilateral environmental agreements there is a solid legal framework for the conservation of coral reefs and mangroves. There is also an existing implementation framework for conservation efforts in the form of the Network of MPAs of the Grenadines, through which managers are formally sharing experiences and best practices. There is willingness for trans-boundary collaboration in support of conservation and the sustainable use of marine and coastal resources, and there is a track record of successful joint projects by SusGren and local resource managers from government, community-based organisations and the private sector.

The 2012 workshop 'Strengthening Reef Management in the Grenada Bank', served as a valuable networking meeting. Marine and coastal resource managers from the two countries called for such annual networking meetings to be held, and they also identified the priority capacity building needs to strengthen coral reef management. It is this prioritization of needs that informs and guides us in developing this current WHMSI proposal. The proposed project builds upon and creates linkages among ongoing efforts of a number of conservation partners - local conservation activities in the Grenadines include monitoring and outreach efforts related to coral reefs and sea turtles, to mangrove restoration, fisheries management and to marine spatial planning by partners such as the Wider Caribbean Sea Turtle Conservation Network (WIDECAST), the Caribbean Marine Protected Areas Management Network and Forum (CaMPAM), The Nature Conservancy and the University of the West Indies (SocMon, MARGOV, MarSIS), among others.

MPAs in the Grenadines are a tool for the protection of natural resources, whilst also providing opportunities for the people who depend on these resources to benefit through the provision of sustainable livelihoods. In order to safeguard and protect coral reef and mangrove habitats which provide the basis for local economies, the governments of both Grenada and St. Vincent and the Grenadines have designated a number of specially protected marine areas which overlie important nearshore habitats including coral reefs, seagrass beds, sensitive wetlands and mangroves. SusGren has a strong track record of collaborating with the MPAs of the Grenadines, and the most recent joint project saw the formalisation of the Network of MPAs of the Grenadines and its growth in the space of one year. This new proposal builds directly on this successful initiative and leverages the momentum behind the network.

The Governments of both Grenada and St. Vincent and the Grenadines are Contracting Parties to the Convention for the Protection and Development of the Marine Environment in the Wider Caribbean Region (Cartagena Convention), and to its biodiversity-related Protocol Concerning Specially Protected Areas and Wildlife (SPA) in the Wider Caribbean Region. Both countries are also committed to implementing the Convention on Biological Diversity (CBD) Program of Work on Protected Areas



(PoWPA) and they have more recently committed to implementing the Caribbean Challenge Initiative to conserve 20% of near shore marine areas by 2020. Under this initiative, both countries are working hard to implement sustainable financing strategies to support protected areas conservation. In the meantime, there remains a role for project funding to fill a gap in available resources for collaborative efforts and to enable on-going sharing between resource managers in the Grenadines. Complementary projects are addressing fisheries management (Caribbean Coastal Communities Small Grants Program) and climate change resilience (GEF).

- 4.2. Baseline:** Describe the current situation that the project intends to address as a point of reference to measure success upon project completion. Briefly provide quantitative and/or qualitative information on the existing conditions that support the need for the project.

The Grenada Bank comprises an archipelago with over 30 islands and cays encompassing the Grenadine Islands. The bank covers an area of about 1,500 km², with islands and with seas mostly less than 50m deep allowing for extensive bottom habitat for coral reef formation. It is an area of ecological significance that supports **the most extensive coral reefs and related habitats in the south-eastern Caribbean**. All islands have a variety of surrounding fringing, patch and barrier reefs, and there are numerous offshore reef shoals on the bank. There are reef-related seagrass and lagoon habitats, and **important areas of mangroves**. The area supports **four species of sea turtles**, two of which are classified as endangered.

The Caribbean region has been identified as one of the top eight priority biodiversity hotspots for its complex mosaics of marine freshwater and terrestrial habitats. The Caribbean Sea contains the greatest concentration of rare and endemic marine species in the Western Hemisphere and supports a very diverse range of marine ecosystems. The Grenada Bank is thought to play a vital role in supplying the Northern Caribbean with larval coral and fish. Yet the reefs of the Eastern Caribbean were identified as highly threatened in the Reef at Risk Caribbean Report produced by the World Resources Institute in 2004. In the Grenadines, the rich biodiversity is threatened by increasing urban and tourism development, as well by overfishing, climate change and challenges in the management of protected areas.

In the Grenadines, illegal and over-fishing threatens coral reef ecosystems. Invasive lionfish have now reached the Grenadines. Boats visiting the MPAs can cause anchor damage to coral reefs, and where fixed moorings do exist then cruisers are reticent to use them given concerns about their placement and standards of installation and maintenance. Pollution from land-based sources stems from a lack of infrastructure for urban environmental management –the absence of sewage treatment facilities and lack of integrated solid waste management. Mangroves have become informal waste dumps on some islands, development encroaches on mangroves on other islands, and there is major dredging work adjacent to the largest protected area of mangroves in the Grenadines.

In the 2011 CaMPAM report ‘A Management Capacity Assessment of Selected Coral Reef Marine Protected Areas in the Caribbean’ (M. Gombos et al), key threats were identified by MPA managers as follows:

- Moliniere/Beausejour MPA - illegal and selective fishing (e.g. spearfishing), land based development and sediment and nutrient pollution, and climate change;
- Sandy Island/Oyster Bed MPA - over-fishing, inappropriate development, clearing and dredging;
- Tobago Cays Marine Park - Waste from yachts and cruise ships, recreational over-use (including too many users in specific areas), overexploitation (overfishing/out of season harvesting/spear fishing), anchor damage, disturbance of turtles.

- 4.3. Project Goals and Purpose:** Project goals must be clearly defined and directly relevant to the need(s) identified above. Project purpose must be measurable, realistic (attainable within the project’s period of performance), and be directly relevant to the priority area identified (See Section I of the Request for Proposals).



This project ultimately seeks to contribute to the long-term goal of enhanced conservation of the coral reefs and mangroves of the Grenadines for biodiversity protection, community well-being, and as a critical climate change response mechanism. To this end, the purpose of this project is to share knowledge and provide training on best management practices for coral reef and mangrove conservation among resource managers in order to increase capacity for active and consistent coastal and marine management throughout the Grenadines, including via conservation law enforcement, invasive species control, use of fixed moorings, and education and outreach.

The proposed project is expected to achieve the following:

- Five MPAs formally networked and with support of their governments. The Network of MPAs of the Grenadines was established with three founding MPA members, which has since grown to four MPAs. We expect that this project will encourage the newest of Grenada's MPAs, Woburn/Clark's Court MPA, to also join the network;
- 15 coastal and marine resource managers from two countries sharing experience, discussing best practices and in regular communications with each other;
- Five MPA field staff from two MPAs trained in lionfish capture and handling;
- Five MPA field staff from two MPAs participating in/hosting exchange visit.

4.4. Project Outputs and Indicators: Describe the quantitative and qualitative outputs that the project expects to deliver. Explain how you will monitor progress as well as the indicators that will be used to assess if the expected outputs are achieved.

The project will deliver a number of reports with copies of presentations, supporting materials and activity plans. These records will help to build the organizational memory of the Network of MPAs of the Grenadines, and will be shared among participants and through the MPA websites. New standard operating procedures (related to moorings) will be developed for two of the MPAs. Press releases will be prepared, video interviews with participants will be recorded, and summary news videos about each part of the project will be prepared. SusGren has recently recruited a member of staff who is a journalist and television news presenter who is well-equipped to contribute in this way to the project's communications efforts.

Relevant indicators are the on-time and in-budget delivery of each output. Progress will be monitored closely by the project team in relation to the three project milestones represented by the networking meeting, training workshop and the exchange visit.

4.5. Project Activities and Methodology: Discuss all proposed project activities and describe the methodologies to be applied to implement the project. In this section the relation between project objectives and activities should be clear. Describe the innovative approach and technical methodology for carrying out the activities and obtaining the expected output, and the degree of detail of such output.

Networking Meeting for Marine and Coastal Managers

Each of the past two years has seen SusGren convene an annual workshop 'Strengthening Reef Management in the Grenada Bank' with marine and coastal resource managers. Participant evaluation has shown this to be a valuable opportunity for networking and to formalize sharing about coral reef management. The two-day long meeting and associated field trip has proven a successful format for our target audience, and one which both they and SusGren wish to repeat in 2013. The content of the proposed meeting reflects topics which were identified for future sharing by participants at the 2012 meeting, and in this way SusGren and WHMSI would be responding to the requested focus for capacity building, coming from the ground upwards. For the first time, special sessions would be facilitated by members of the network themselves.

In particular, recent on-the-job experience is ripe for sharing at the networking meeting. For example, the resource managers requested more detailed sharing about collaboration with dive operators in relation to



coral reefs, especially to showcase TCMP's experience. Since the 2012 meeting, Grenada is working on new standard operating procedures for law enforcement, a high priority capacity building need for all the MPAs, and these could be fruitfully shared at the proposed networking meeting. The MPAs have expressed interest in learning in more detail about MBMPA's approach implementing community awareness-raising events, which they first described at the 2012 meeting.

The proposed meeting format would provide formal presentations and follow-up Q&A discussion time. In order to give the participants first-hand experience of an outreach event, we propose holding the networking meeting on Carriacou and taking advantage of the presence MBMPA staff for the meeting to assist SIOBMPA in holding a community event which the other participants could also attend. This event would also provide a forum for sharing about invasive species (building on the lionfish training which would be programmed prior to the meeting), and we would leverage current high levels of public interest in learning about lionfish to extend the reach of education about coral reefs and mangroves.

Given a number of important topics to discuss, we propose that the meeting run over 3 days, including a field trip and formal session about mangroves. The field trip in association with the 2012 meeting took participants into the mangroves of the Oyster Bed in SIOBMPA, but this habitat is deserving of greater focus in order to demystify and build understanding by those on the frontlines of conservation. Partner institution St George's University in Grenada has a number of lecturers in marine biologists to provide this training and field experience. Video footage showing interviews with the Head Ranger of SIOBMPA and a Ranger from MBMPA from that trip illustrate their readiness for this training, see

Multiplier Training in Invasive Species - Lionfish Capture and Handling

Several MPA staff have recently taken part in regional training activities, and the Network wishes to benefit from their new expertise by providing an opportunity for multiplication via on-site training of staff who could not attend. This is the case with regional training in lionfish capture and handling which was provided by REEF and NOAA to a Ranger from MBMPA at the 64th GCFI meeting in Mexico in 2011. Lionfish are now occurring in the Grenadines and both SIOBMPA and MMCA have made repeated requests for this training, which requires an injection of funds for the trainer to travel and for provision of equipment. Some eight marine and coastal resource managers from the two countries have participated in CaMPAM's Training of Trainers course, thus a cadre of capable trainers exists to multiply such training and meaningfully share experience.

Exchange Visit on Fixed Moorings and Coral Reef Protection

This activity was first proposed at the 2012 networking meeting, with MMCA offering to host an exchange visit. With private sector involvement in MMCA management, they have particularly high standards and good practices to share with the Network. There is strong interest from MBMPA's Head Ranger in making a visit to MMCA to learn on-site about fixed moorings, in order to develop standard operating procedures for Grenada's MPAs for improved placement, installation and high quality maintenance, so as to build a better reputation for MPA moorings and increase levels of usage by visiting yachts in preference to anchoring which threatens coral reef habitat. News about the establishment of the Network of MPAs of the Grenadines created a great deal of interest and we expect that this first exchange visit would also be newsworthy and provide positive exposure among the target audience of coral reef and MPA visitors.



4.6. Logical Framework: Complete a Logical Framework for the project using the format below:

Narrative Summary	Performance Indicators	Means of Verification	Assumptions/Risks
Goal Enhanced conservation of the coral reefs and mangroves of the Grenadines	On-going ecological monitoring of relevant performance indicators by the MPAs eg. coral cover, mangrove health, water quality monitoring	Reef Check data, various reports on habitat monitoring, water quality, eventual MPA effectiveness studies	Capacity for analysis of data, reporting and communication of results
Purpose To share knowledge and best management practices about coral reef and mangrove conservation in order to increase capacity for the active and consistent application of protective measures throughout the Grenadines	Number of (#) MPAs in Grenadines network # Documents/video interview records about lessons learned and best practices	Network agreement signed by participating MPAs Meeting report, photos, video Participant evaluation of meeting	Good weather to permit travel for meetings and for field work Staff retention Good governance by MPA boards
Outputs			
Annual networking meeting completed, meeting report prepared documenting experiences shared and with copies presentations on special session topics	# Notes and detail of notes taken during meeting # Presentations prepared on time for meeting and training, high technical standard of presentations	Meeting report and presentations provided within final project report	Note-taking by SusGren Assistant C. Rogers who will be focused on this task E. Doyle to provide technical assistance to presenters as required to ensure quality of presentations and timely preparation
Supporting materials for training, activity plans for field sessions and demonstration activity	# Materials prepared on time for training and activities, high technical standard of materials	Materials provided with final project report	E. Doyle and O. Joseph to provide technical assistance as required to ensure quality of materials and their timely preparation
Copies of SOPs for conservation law enforcement shared	# Copies distributed to marine and coastal managers	SOPs provided with final project report	E. Doyle to assist with sharing of SOPs to relevant agencies
New SOPs created to guide installation, use and maintenance of fixed moorings to protect coral reefs	Summary report on new SOPs created	SOPs provided with final project report	Head Ranger, MBMPA to draft new SOPs



**Organization of
American States**



WHMSI

Training and exchange visit completed, reports prepared on each activity	Reports prepared quickly following training and exchange visit, with lessons learned and discussion of next steps	Report provided with final project report	E. Doyle to provide technical assistance as required to ensure quality of report and their timely preparation
Press releases, links to news shared via traditional and social media and websites	# Press releases distributed to marine and coastal managers	Press releases and news links provided in final project report	O. Joseph to lead communications related to project
Copies of photos, links to videos of activities and interviews with participants	# Videos produced	Video links provided in final project report	O. Joseph to interview, record and edit videos and photos related to project
<i>Activities</i>			
Networking Meeting for Marine and Coastal Managers	US\$ 18170	Meeting report, attendance records from meeting, travel records, photos, video, official opening with local dignitaries	Participants motivated to attend and contribute
Multiplier Training in Invasive Species - Lionfish Capture and Handling	US\$ 7934	Training report, attendance records from meeting, travel records, photos, video	Sufficient occurrence of lionfish for practical sessions
Exchange Visit on Fixed Moorings and Coral Reef Protection	US\$ 12556	Exchange visit report, travel records, hours logged during exchange, photos, video	Timing close to low season to enable host site to dedicate time to the visitors



4.7. Time frame / work plan: Develop a work plan using the template below. Indicate when activities, milestones and outputs will be accomplished, as well as responsible person and indicator. The proposed work plan should be consistent with the technical approach and methodology, showing understanding of the Terms of Reference and ability to translate them into a feasible working plan. A list of the final documents, including reports, presentations, outreach material to be delivered as final output, should be included here in the column “Output”.

Work Plan																				
Activity	Output	Months 2013											Responsible	Indicator	Budget					
		J a n	F e b	M a r	A p r	M a y	J u n	7	8	9	10	11			1 2	WHMSI Funds	Co- Financing	Total (US\$)		
1. Networking Meeting for Marine and Coastal Managers																	11052	7118	18170	
1.1. Coordination of meeting logistics, invitations to participants, correspondence with facilitators and presenters	Letters of invitation, travel arrangements															M. Barriteau, SusGren	Meeting on time and in budget			
1.2 Preparation of meeting materials, assistance to presenters	New, high quality presentations															E. Doyle, GCFI/CaMPAM	Participant evaluations			
1.3 Liaison with communities and the media about SIOBMPA demonstration event, preparation of educational materials and activities,	Press releases; Supporting materials, activity plans															O. Joseph, SusGren	# press releases			
1.4 Marine and Coastal Managers’ Networking Session: sharing progress, challenges and plans	Presentations, meeting report documenting experiences shared, video interviews with participants															E. Doyle with Managers/Chairs of the four MPAs, and government representatives K.Williams,M.Findlay, D.Baker, C.Jeffrey, S.Pascal, L.Edwards, A.Lockhart, R.Baldeo, P.Phillips	# participants			
1.5. Special Session 1: standard operating procedures for enforcement of fisheries regulations and MPA regulations	Presentation, copies of SOPs															Head Ranger, MBMPA C. Jeffrey	# participants			
1.6. Special Session 2: collaboration with dive operators for improved coral reef conservation (licensing, voluntary standards, reef monitoring, lionfish control)	Presentation															Manager, TCMP K. Williams	# participants			
1.7.Field Session: mangroves , their importance and indicators of mangrove health	Photos, videos															Lecturer in Marine Biology, SGU C. Morrall or S. Nimrod	# participants			
1.8.Special Session 3: sharing lessons learned on marine environmental education events for local	Presentation															Head Ranger, MBMPA	# participants			



communities													C. Jeffrey				
1.9.Demonstration Activity: community awareness-raising event about the coral reefs and mangroves of SIOBMPA	Press releases, photos, videos												Head Rangers, MBMPA and SIOBMPA C. Jeffrey and J. Placid	# attending # materials distributed			
1.10.Follow-up publicity and video editing	Press releases, photos, videos; News shared via traditional and social media and websites												O. Joseph, SusGren E. Doyle, GCFI/CaMPAM	# press releases			
1.11.Preparation and distribution of meeting report	Meeting report												E. Doyle, GCFI/CaMPAM with C. Rogers	Quality report delivered on time			
2. Multiplier Training in Invasive Species - Lionfish Capture and Handling															3338	4596	7934
2.1 Coordination of training logistics, acquisition of equipment, travel arrangements for trainer	Letters of invitation, travel arrangements												M. Barriteau, SusGren	Training on time and in budget			
2.2 Review of training plans, presentations and materials	Presentations, supporting materials												E. Doyle, GCFI/CaMPAM	Quality presentations and materials			
2.3 Classroom session: background to lionfish biology, control techniques, public education	Presentations												Ranger, MBMPA C. McQueen	# participants			
2.4 Field sessions: lionfish capture, handling, cleaning	Supporting materials, photos, video												Ranger, MBMPA C. McQueen	# participants			
2.5 Demonstration Activity: sharing knowledge with local fishers	Press releases, photos, videos												Ranger, MBMPA C. McQueen	# attending # materials distributed			
2.6 Public communications about training	Press releases, photos, videos; News shared via traditional and social media and websites												O. Joseph, SusGren	# press releases			
2.7.Preparation and distribution of report on training	Report on training												Ranger, MBMPA C. McQueen with E. Doyle	Quality report delivered on time			
3. Exchange Visit on Fixed Moorings and Coral Reef Protection															5182	7374	12556
3.1 Coordination of training logistics, travel for participants	Letters of invitation, travel arrangements												M. Barriteau, SusGren	Exchange on time and in budget			
3.2 Exchange visit, job shadowing and field sessions	Visit report, photos, video												MMCA: Harbour Master, B. Little Security Manager, M. Findlay	# hours invested in exchange			



															Dive Master, R. Joseph					
3.3 Development of standard operating procedures for MBMPA and SIOBMPA	New SOPs created for implementation														Head Ranger, MBMPA C. Jeffrey	# new SOPs				
3.4 Public communications with yachting community about training	Targeted press releases, updates on websites														O. Joseph, SusGren	# press releases				
3.5.Preparation and distribution of report on exchange visit	Exchange visit report														Head Ranger, MBMPA C. Jeffrey with E. Doyle	Quality report delivered on time				
4. Final Reporting																				
4.1 Analysis of participant evaluations	Summary of findings														E. Doyle, GCFI/CaMPAM	# evaluations analyzed				
4.2 Preparation of final report	Final report														E. Doyle, GCFI/CaMPAM	Quality report delivered on time				
4.3 Communications with stakeholders about project outcomes	Press releases, photos, videos; News shared via traditional and social media and websites														O. Joseph, SusGren E. Doyle, GCFI/CaMPAM	# press releases				
																	Total:	19850	18810	38660



4.8. Monitoring and Evaluation: Describe the methodology to be used to monitor progress and evaluate the project’s accomplishments and impact.

Progress will be monitored by maintaining close oversight by project team, with progress reviews towards milestones. Participant evaluations will be requested for all activities as is normal practice for SusGren activities.

4.9. Team Composition and Task Assignment: Indicate the structure and composition of your team. List the name of staff, organization, area of expertise, position assigned, and task assigned.

Name of staff	Organization	Area of expertise	Position assigned	Task/s assigned
Martin Barriteau	SusGren	Marine conservation	Project coordinator and implementation lead	Coordinate project development and oversee its implementation with reference to contractual commitments SusGren point person to maximize synergies with partners Coordinate logistics of meetings and workshops Project financial administration
Emma Doyle	GCFI/CaMPAM	Marine protected areas management	MPA Liaison	Technical liaison with MPA community, coordination with presenters and trainers, technical content for publicity and communications, reporting
Orisha Joseph	SusGren	Publicity and communications, interviewing, video editing	Communications Officer	Preparation of press releases, recording interviews, video production Assist with coordinating logistics of meetings and workshops

4.10. CVs of Proposed Staff: In addition to the general information about the individual, it would be helpful to have work undertaken by the individual that best illustrates capability to handle the tasks assigned.



5. **Budget (2 pages):** A detailed budget should be submitted in US dollars showing how WHMSI financial resources will be used, and if applicable, how that support fits together with co-financing provided by your institution or partner institution(s). Clearly indicate budget items for which WHMSI funds would be used. Information on salaries may include staff name, position and rate. Travel should include number of flights, per-diem, local transportation, miscellaneous expenses, etc. Other expenses must provide description, quantity, unit price, and total.

We kindly request \$19,850 towards the costs of this project. The total project costs are \$38,660 and matching funds worth \$18,810 are provided by partners. (Please see budget below for details)

Funding period: December 15, 2012 - June 15, 2013

	Requested Budget WHMSI (US\$)	Contribution from Other Sources (US\$)	Project Total (US\$)
Staff salaries			
M. Barriteau (12 days @ \$300)		\$3600	
O. Joseph (24 days @ \$200)		\$4800	
C. Rogers (30 days @ \$100)		\$3000	
Total		\$11400	\$11400
Contractual			
E. Doyle	\$3500		
Mangrove specialist		\$900	
Total		\$11400	\$4400
Travel - Networking Meeting	12 pax @ 3 nights	3 MMCA @ 3 nights	
Air transport (6 @ \$400)	\$2400		
Ferry (6 @ \$75)/water taxi (2 @ \$175)/boat fuel @\$5.30/imperial gallon	\$800	\$750	
Hotel (12 rooms *3 nights @\$100)	\$3600	\$900	
Per diem (20 pax *3 nights @ \$40)	\$2400	\$360	
Field visit – fuel (\$5.30/imperial gallon)		\$150	
Community event – rent audio equipment, screen set-up, projector, brochure printing, transport		\$700	
Total	\$10200	\$2860	\$13060
Travel – Invasive Species Training			
Air transport			
Ferry (1 @\$75)	\$75		
Hotel (1*3 nights @\$100)	\$300		
Per diem 1*3	\$120		
Field visit – fuel, air, SCUBA rental, refreshments		\$500	
Total	\$495	\$500	\$995
Travel – Exchange Visit			
Air transport (3*\$500)	\$1500		
Hotel (2 rooms* 6 nights @ \$200)		\$2400	
Per diem (3 pax *6 nights @ \$40)	\$720		
Field visits – fuel, air, SCUBA rental		\$700	



Total	\$2220	\$3100	\$5320
Materials/equipment			
Workshop supplies	\$250		
Printing brochures, educational materials	\$300		
Lionfish equipment	\$750		
Venue, breaks	\$500		
Total	\$1800		\$1800
Other Costs (immigration, taxes)	\$135	\$50	
Overhead	\$1500		
Total	\$19850	\$18810	\$38560



6. Annex 1: Document proving the legal existence of your Organization

COMPANIES ACT OF 1994

(Section 5 and 329)

ARTICLES OF INCORPORATION

NON-PROFIT COMPANY

1. Name of Company: "SUSTAINABLE GRENADINES INC." Company No: 81/2010

2. The company has no authorised share capital, is to be carried on without pecuniary gain to its members, and any profits or other accretions to the assets of the Company are to be used in furthering its undertaking

3. Restrictions on the undertaking that the Company may carry on:-

The undertaking of the company shall be restricted to the following:

- (a) Non-profit organization for sustainable livelihoods with equity for the people through good governance, optimal utilization and conservation of resources and enhancement of human capacity (empowerment) using participatory integrated sustainable development process in private sector business in the Grenadines
(b) To empower community groups in the Grenadines for self governance and the protection and development of resources.

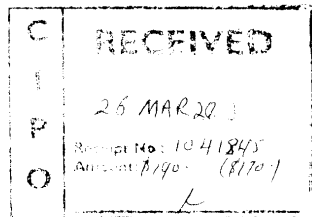
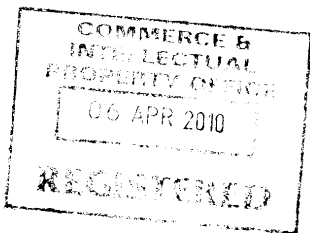
4. Number (or minimum and maximum number) of directors: 3 to 25

5. The address of the principal office or premises of the Company is:

Clifton, Union Island, Saint Vincent and the Grenadines

6. Other provisions if any, e.g.

- (a) The interest of each member in the company shall be transferable and shall not cease on death.
(b) The members of the company may at any time resolve to wind up the company whereupon the assets of the company, after payment of all debts and liabilities of the company shall be distributed in accordance with such provisions as are contained in Part 1V of the Companies Act as shall be applicable.





Annex 2: Curriculum vitae's and qualifications of staff:



MARTIN BARRITEAU

PERSONAL DETAILS:

Work address: Sustainable Grenadines Inc; Clifton, Union Island; St Vincent and the Grenadines;
Tel: 1 784 485 8779; Fax: 1 784 485 8778 Cell. 1 473 418 8980;
Email: susgrenpm@vincysurf.com
Nationality: Grenadian

EDUCATIONAL QUALIFICATIONS:

1999 - 2000	University of Reading, UK	MSc. Participatory Forestry Management and Agricultural Extension
1990 - 1992	Eastern Caribbean Institute of Agriculture and Forestry, Trinidad [ECIAF]	Diploma in General Forestry.
1998	University of Reading, UK	Certificate in Rural Extension for Foresters:
1997	Japan International Corporate Agency, Okinawa, Japan	Certificate in Sustainable Management of Mangrove Ecosystems
1992 – 1993	CANARI (Caribbean) and Coady International Institute (Canada)	Diploma in Co-Management for Sustainable Development

EMPLOYMENT HISTORY:

2010-present	Executive Director; Sustainable Grenadines Inc.; Union Island; St. Vincent and the Grenadines.
2006–2010	Project Manager; University of the West Indies, Sustainable Grenadines Project, Union Island, St Vincent and the Grenadines
2004 – 2006	Project Manager; Caribbean Regional Environmental Programme [CREP], Carriacou Grenada
1999 – 2004	Wetlands and Coastal Woodland Conservation Officer, Forestry Department and National Parks Department, Grenada
2000 – 2004	Head of Wetland Unit, Forestry Department and National Parks Department, Grenada
2001 – 2004:	Leadership and Change Management Consultant; Forestry Department and National Parks Department, Grenada
2002 - 2004	Manager of the Forest Recreation Unit [National Parks]; Forestry Department and National Parks Department, Grenada
1997 – 1999	Policy/Legislation Developer for Coastal Ecosystems; Forestry Department and National Parks Department, Grenada
1992 – 1999	Forestry Extension Officer, Forestry Department, Grenada
1987 – 1990	Forester Production Officer, Forestry Department, Grenada

Professional/Self Enhancement Courses:

2009	Distance Learning	Financial Planning Coaching Programme, Rich Dad's Coaching (USA)
2007	IAF, Oregon, USA	International Association of Facilitators (IAF) Conference
2006	Karios Foundation, USA	Way of the Warriors II [WoW II], Training in inner leadership skills
2006	UNEP, Florida Keys, USA	Trainer of Trainers Course in Marine Protected Area
2004	CREP, Iwokrama, Guyana	Project Management Course in EU procedures
2003	Smithsonian Institute, USA	Environmental Leadership Course
2002	Karios Foundation, USA	Way of the Warrior I [WoW I], Training in inner skills in the body, mind and spirit



- | | | |
|------|-----------------------|---|
| 2000 | Karios Foundation UK | Life Training., UK: Training in life skills |
| 1999 | Karios Foundation, UK | Self Enhancement/Development Training |

Workshop facilitated

- 2010-2012 Leadership; proposal dev.; Situational Analysis; Marine Spatial Planning.
- 2009 Empowerment workshop for Grenadines NGOs.
- 2009 Pursuing the possibilities of establishing the Grenadine Islands as a World Heritage Site, St. Vincent and the Grenadines, Sustainable Grenadines Project.
- 2009 Designing a Co-management Arrangement Workshop for the Carriacou, Sandy Island/Oyster Bed Marine Protected Area, Grenada
- 2009 Geo-Tourism Planning Workshop for Carriacou, Grenada, GEF.
- 2008 Strategic Planning Workshop for Union island Environmental attackers, Union Island, St. Vincent and Grenadines, GEF
- 2007 Situational analysis of establishing a Water Taxi Association on the Island of Beguia
- 2006-2007 Institutional Self Assessment for eight NGOs
- 2006 Conflict Management Workshop, Carriacou, Sustainable Grenadines Project, GEF
- 2005 Community Based Leadership Workshop, Carriacou, GEF.
- 2003 Situational analysis of Grenada National Trust
- 2002 - 2003 A series of Performance Management Workshops for the Departments Forestry Department, Ministry of Agriculture, DFID, Grenada.
- 2002 Team Building Workshop for Forestry Department, Ministry of Agriculture, DFID, Grenada.
- 2001 Change Management Workshop for Forestry Department, Ministry of Agriculture, DFID, Grenada

Publications [Unpublished]:

- 2006 – 2009 Documentations of the Sustainable Grenadines Projects:
<http://cavehill.uwi.edu/cermes/susgrenadinesIndex.html>
- 2006 Feasibility Study on Establishing Screw Pine (*Pandanus spp.*) Cultivation for the Residents of Soubise, Marquis and Hope, Grenada, G-REP
- 2000 Recommendations for the Implementation of Participatory Forest Management in Grenada, with special reference to Mangrove Ecosystems. (MSc Dissertation, University of Reading, UK)
- 1998 Mangrove Conservation in Grenada and Carriacou: A Forest Policy Review Process. (One year research study for Forestry Department, Grenada)
- 1997 Are Small-Islands Mangrove Ecosystems Important? (Professional Certificate Research Study, J.I.C.A., Japan)
- 1992 Counteracting Shoot Borer (*Hysiphyla grandella*) in Mahogany through Veegatative Propagation. (Research thesis, E.C.IA.F, Trinidad and Tobago.
- 2003 Environmental Impact Assessment of the Tyrrel Bay Mangrove Area, Carriacou
- 2002 Vegetative and Water Capacity Assessment of the Conference Mangrove Area, Grenada, JECO Consulting Agency

Workshops coordinated:

- 2005 – 2012 Series of Grenadines Marine Spatial Planning; Series of Fisher folk collaboration; Team Building; Conflict management; record keeping; office procedures/accounting; negotiation skills; proposal writing; effective communication; strategic planning; plant identification; green hotels; ashton lagoon restoration; litter management; wetlands and bird conservation; effective writing; co-management, 4 management planning.

Membership to Organisation:

- SCSCB – Society for the Conservation and Study of Caribbean Birds
- NISP – Grenada [National Implement Support Partnership] Programme, which is responsible for adapting the CBD Program of work on Protected Areas.
- Karios Foundation – MoreToLife self development organisation
- ISME: International Society of Mangrove Ecosystem, Okinawa, Japan
- Council Member of the Grenada National Trust



ORISHA JOSEPH

PERSONAL DETAILS

Home Address:

Morne Delice
St. David, Grenada
Tel:(473) 443-5259
Cell:(473) 537-3479

Work Address: Grenada Broadcasting Network
Lucas Street, St. George's
Grenada
Tel:(473) 440-1252 /440 - 3033

Email: orishajoseph_hinds@live.com

Nationality: Grenadian

Marital Status: Single

Date of Birth: March 16th, 1986

EDUCATIONAL QUALIFICATION

2003-2005 T.A. Marryshow Community College - Professionals Studies – Record Keeping
and Accounts, Spanish, Mathematics,
English, Pittman Shorthand, Typing and Word
Processing

1998-2003 Anglican High School CXC passes: Principle of Business, Social
Studies, Agriculture Science, English, Biology
and Geography

EXPERIENCE AND PREPARATION

2009-Present

Journalist – Grenada Broadcasting Network (GBN)

As a media practitioner for over four years I have captured and produced over two thousand stories both in radio and television. These include areas of politics, human interest, social and economic and the environment. I am also responsible for producing anchoring the weekly summary of 'Week in Review' news items and reporting on news and current affairs both for radio and television. Other duties also involve the character graphics, news package preparation both for radio and television, camera operation and editing. I have also produced and aired short promotions and programmes such as our 'Year in Review' for the past two years.

Skills Developed: As a result of being in the field of media I have developed excellent communication and inter-personal skills (anchoring, writing, interviewing, investigating, editing and packaging of news items)

I am also well able to cope in stressful and challenging environments, initiative and self motivational to travel. Very flexible and can work long hours. Sound leadership and structured planning skills to coordinate activities and work with tight deadlines. I am a very disciplined and organised oriented person.



2005-2009

Icon Distributors Grenada Limited (SINGER), St. George's G'da

While at SINGER I acquired the position of Assistant Supervisor at the Distribution Division after performing the duties of Sales Representative, Cashier and Inventory Clerk. I also worked as an Accounts Receivable Clerk for two years and was the top Receivable Clerk. Duties involved revising customer payment plans and updating branch accounts. Performed administrative roles for the company and provided timely and accurate reports for the regional parent company. These included salary payments of all country staff, facilitation of clearing and purchasing of company goods and the preparation of cheque disbursement reports.

Skills Developed: Acquired considerable administrative, accounting and Managerial skills. Gained exceptional teamwork skills with the ability to take the initiative and accomplish tasks with little supervision. Excellent communication, Inter-personal and leadership skills to guide the company's goal at the country level. Good customer and problem solving skills.

SHORT COURSES AND WORKSHOPS

- 2012** Planning for Sustainable Development of the Marine and Coastal Resource of the Grenadines, Carriacou, Grenada - SusGren, The Nature Conservancy (TNC)
- 2011 -** Caribbean Media Exchange on Sustainable Tourism Development – USVI, St. Thomas – (CMex), USVI Tourism Board and Caribbean Tourism Organisation (CTO).
- 2011 -** Media Awareness Workshop on Tsunami – National Disaster Management Agency (NADMA)
- 2011 -** SusGren Workshop on Marine Multi-Use Zoning Project – Mayearu, St. Vincent and the Grenadines (TNC), (SusGren)
- 2011 -** Planning for Sustainable Development of the Marine and Coastal Resource of the Grenadines, Union Island, St. Vincent and the Grenadines - SusGren, The Nature Conservancy (TNC)
- 2011 -** OECS OPAAL Media Tour of the Tobago Cays Marine Park, Union Island, St. Vincent and the Grenadines, (OECS), (SDU)
- 2011 -** Media Awareness Workshop on Biodiversity and Protected Areas, Grenada, (OECS), (SDU)
- 2011 -** Regional Media Workshop – Integrated Water Resource Management, Barbados, Global Water Partnership Caribbean (GWPC)
- 2010 -** UNESCO Broadcasting Journalism Workshop – Grenada – (UNESCO), (MWAG)
- 2010 -** Annual Caribbean Tourism Organisation Conference – Barbados – (CAL), (CTO), (BA)
- 2010 -** Caribbean Tourism Organisation Media Training Course , St. Marteen - (CTO), LIAT, Sonesta Great Beach Resort



AWARDS AND ACHIEVEMENTS:

- 2012 Awarded the 2010-2011 Media Awards for the best produced Public Health Story on the Environment
- 2005 Secretary – T. A. Marryshow Community College – Student Representative Council
- 2003 - 2005 President - T. A. Marryshow Community College Christian Fellowship
- 2003 Represented Grenada in Edinburgh, Scotland - The hosting of the 15th Conference of Education Ministers in the Commonwealth countries intended to tackle problems facing the education system in the various countries to find strategic ways of dealing with them.
- 2003 Magherfelt, Northern Ireland - Tour of the different schools and to have look at their education system there.
- 2002 – 2003 Deputy Head Girl – Anglican High School
- 2002 – 2003 Vice President – Anglican High School – Student Representative Council
- 2001 – 2003 President – Anglican High School – Inter –School Christian Fellowship
- 2001 – 2002 Junior Achievement Programme – (Small Business Programme) became the 'President of the Year'
- 2001 – 2002 Junior Achievement – Achiever of the Year (Represented Grenada in Trinidad)

ADDITIONAL SKILLS:

Adobe Premier Editing, Sound Forge Editing, Word Processing and Excel, Counter Point and Character Graphics

LEISURE / INTERESTS

Travelling, Reading, and outdoor activities which includes hiking, kayaking and swimming



Emma Doyle

6510 Carrizo Falls Court
Houston, Texas 77041, USA
Tel: +1-832-598 2838

Email: emma.doyle@gcfi.org, emmacaracas1@hotmail.com

Summary

- Environmental management professional with ten years project management experience in Latin America and the Caribbean covering some 60 international cooperation projects, including projects related to marine protected areas, biodiversity conservation, capacity building and environmental education.
- Six years experience in grant-making, monitoring and administration of grants for conservation in the Caribbean region.
- Four years experience as representative of a diplomatic mission and active participant in bilateral and multilateral meetings.
- Experienced researcher, strategic planner and author of reports, briefs and papers with a flair for communications and public relations.
- Proficient teacher of short courses and facilitator of workshops.

Professional Experience

2011

Consultant to the Dutch Caribbean Nature Alliance (DCNA) for the Development of a Framework for Nature Education by Protected Areas and Conservation Organizations in the six Dutch Caribbean islands.

Organizer of the CaMPAM/NOAA Peer-to-Peer Learning Summit on Sustainable Financing for Marine Protected Areas at 64th Annual Meeting of the Gulf and Caribbean Fisheries Institute, Puerto Morelos, Mexico

Project Manager for the UNEP-Caribbean Environment Programme Project ‘Strengthening of Communication and Outreach Activities under the Caribbean Challenge’ (funded by the Directorate General for Development Cooperation of the Italian Ministry of Foreign Affairs)

- Coordinating the implementation of small and mid-sized grants and learning exchanges for strengthening of marine protected areas (MPAs) in Antigua and Barbuda, The Bahamas, Dominican Republic, Grenada, Jamaica, St. Kitts and Nevis, St. Lucia and St. Vincent and the Grenadines. Thematic focal areas include environmental education, stakeholder communications, MPA management planning and bio-physical monitoring.

Facilitator of Workshop ‘Building stronger linkages among Marine Protected Areas on the Grenada Bank’ for the NGO SusGren, Carriacou, Grenada

- Established a sub-regional network of marine protected areas in the Grenadines islands of the Eastern Caribbean, identified needs for and implemented targeted actions to improve communications between the MPAs and capacity for bio-physical monitoring and management.

Coordinator of Field Exchange between Sandy Island/Oyster Bed Marine Protected Area, Tobago Cays Marine Park and Moliniere/Beausejour Marine Protected Area

2010-current



Committee Member for the Caribbean Coral Reef Marine Protected Areas Management Capacity Assessment (commissioned by CaMPAM, the National Oceanic and Atmospheric Administration's (NOAA) Coral Reef Conservation Program (CRCP), and the Gulf and Caribbean Fisheries Institute (GCFI).

- Prepared gap analysis about existing studies of MPA management capacity assessment in the Caribbean Region.

2010

Project Manager for WIDECAST - Sea Turtle Assessment and Capacity Building Project in the Tobago Cays Marine Park, St. Vincent and the Grenadines (financed by OECS-OPAAL)

- Planned and implemented a week-long training course in Barbados in sea turtle monitoring for 7 park rangers and representatives from the tourism and dive industries;
- Coordinated all aspects of the first in-water sea turtle monitoring and habitat assessment in Tobago Cays Marine Park, including data analysis, reporting, public communications and preparation of technical recommendations for park management and OECS-OPAAL.

Co-organizer of WWF/WIDECAST/ CaMPAM training course 'Incorporating climate adaptation into marine turtle conservation: strengthening capacity for planning and implementation', San Juan, Puerto Rico (financed by OAS-WHMSI)

2009-current

Project Manager for the Gulf and Caribbean Fisheries Institute 'Reducing Marine Litter in the Wider Caribbean: Developing and Implementing Best Waste Management Practices' (financed by the US Department of State)

- Coordinating project implementation in The Bahamas, Grenada, Jamaica, St. Vincent and the Grenadines and Belize.

Assistant Coordinator, the Caribbean Marine Protected Areas Management Network and Forum (CaMPAM)

- Support the network's goals to enhance the capacity of Caribbean marine protected area managers by seeking and promoting opportunities for training, joint projects, improved communications and funding.

2002-2007

Cooperation Manager, British Embassy, Caracas

- Responsible for all aspects of the allocation and administration of the British Government's Cooperation Program in Venezuela valued at US\$300,000 annually;
- Advised on the design and evaluation of cooperation projects, including for environmental education projects related to biodiversity conservation;
- Responsible for the regular monitoring and evaluation of projects and reporting to the Ambassador and to head office;
- Promoted British-Venezuelan cooperation on environmental and human rights priority areas and lobbied Venezuelan government representatives on priority concerns and compliance with international conventions;
- Managed public relations about the cooperation program. Active diplomatic representative at meetings and functions including wide-ranging business travels.

1994-2000

Lecturer in Intercultural Management, The Royal Institute for the Tropics (KIT), Amsterdam

- Facilitated multi-day training courses for the institute's intercultural management briefing program.



1995-1997

Project Manager, The Netherlands Institute for Public Opinion (NIPO)

- Managed NIPO's Procter & Gamble European market research account and lead team of 4 staff.

1992-1994

Project Manager, Procter & Gamble Australia/New Zealand

- Completed Procter & Gambles' management trainee program and subsequently coordinated consumer and advertising research projects.

Grants Awarded

- 'Regional Conservation of Sea Turtles in the Caribbean Sea' in Costa Rica, Colombia, Venezuela and Cuba, financed by the Whitley Fund for Nature (2011)
- 'Participation of Representatives of Caribbean Environmental and Fisherfolk Organizations to the Fishers' Forum - Capacity Development in Fisher Organisations: involving researchers and managers' financed by the Embassy of Finland to CARICOM (2010)
- 'Incorporating climate adaptation into marine turtle conservation: strengthening capacity for planning and implementation' financed by OAS-WHMSI (2010)
- CaMPAM Special Session at the 63rd Annual Meeting of the Gulf and Caribbean Fisheries Institute financed by the Embassy of the Netherlands to Venezuela, the Embassy of Finland to CARICOM and the Embassy of the United States to Venezuela (2009)
- 'Reducing Marine Litter in the Wider Caribbean: Developing and Implementing Best Waste Management Practices' financed by the US Department of State (2009)
- 'Community Participation in the Conservation of Endangered Sea Turtles in Venezuela' financed by the Ecosystem Grants Programme of IUCN The Netherlands (2008)



Participation in Workshops and Congresses

2011

- Regional Panel Member for the first Coral Reef Assembly for Puerto Rico, the US Virgin Islands and British Virgin Islands, San Juan, Puerto Rico
- Facilitator of the Dutch Caribbean Nature Alliance Workshop on Nature Education, Arikok National Park, Aruba
- Organizer of the CaMPAM/NOAA Peer-to-Peer Learning Summit on Sustainable Financing for Marine Protected Areas at 64th Annual Meeting of the Gulf and Caribbean Fisheries Institute, Puerto Morelos, Mexico
- Co-organizer of Caribbean Challenge initiative regional update meeting at the 64th Annual Meeting of the Gulf and Caribbean Fisheries Institute, Puerto Morelos, Mexico
- Presenter at the CaMPAM Training of Trainers Course for Marine Protected Area Managers, San Pedro, Belize
- Presenter at the 30th International Symposium on Sea Turtle Biology and Conservation, San Diego, USA
- Presenter at the 2011 WIDECASST Annual Meeting, San Diego, USA
- Presenter at the Fifth International Marine Debris Conference, Honolulu, Hawaii
- Facilitator of workshop 'Building stronger linkages among Marine Protected Areas on the Grenada Bank', Carriacou, Grenada
- Participant in the NOAA Marine Multi-use Zoning Plan Workshop for the Grenada Bank, Carriacou, Grenada

2010

- Co-organizer of Caribbean Challenge initiative regional consultation meeting at the 63rd Annual Meeting of the Gulf and Caribbean Fisheries Institute, San Juan, Puerto Rico
- Co-organizer of WWF/WIDECASST/CaMPAM Climate Change Adaptation Course at the 63rd Annual Meeting of the Gulf and Caribbean Fisheries Institute, San Juan, Puerto Rico
- Organizer and Presenter of 'Cinefish' Film Festival at the 63rd Annual Meeting of the Gulf and Caribbean Fisheries Institute, San Juan, Puerto Rico
- Presenter and participant in UNEP-CEP/CaMPAM Training of Trainers Program in Marine Protected Areas Management, Bayahibe, Dominican Republic
- Participant at the 2010 WIDECASST Annual Meeting, Martinique

2009

- Co-organizer of CaMPAM Special Session at the 62nd Annual Meeting of the Gulf and Caribbean Fisheries Institute, Cumaná, Venezuela
- Organizer and Presenter of 'Cinefish' Film Festival at the 62nd Annual Meeting of the Gulf and Caribbean Fisheries Institute, Cumaná, Venezuela
- Presenter at the 29th International Symposium on Sea Turtle Biology and Conservation, Brisbane, Australia

2007

- Participant in the White Water to Blue Water Southern Caribbean Workshop, Margarita Island, Venezuela

2006

- Official UK Observer at the meeting of the Scientific and Technical Advisory Committee to the SPAW Protocol, Caracas, Venezuela
- Panel member for the review of the Venezuelan National Conservation Strategy for the Andean Spectacled Bear
- Presenter at the annual meeting of Regional Directors of the Venezuelan Ministry of the Environment, Caracas, Venezuela
- Member of the selection committee for the small grants program the 'Endangered Species Initiative' managed by Venezuelan NGO *Provita* (2004-2006)

2005



- Panel member for the review of the Venezuelan-Colombian Strategy on Conservation of Migratory Birds in the Basin of the Orinoco River, Caracas, Venezuela
- Panel member for workshop on Journalism and Biodiversity, Paraguaná Peninsula, Venezuela
- Facilitator of Fisher Learning Exchange between Recreational Fly Fishers and Commercial Fishers, Caura River, Venezuela

2004

- Presenter on Urban Environmental Management at a public meeting hosted by Chacao Municipal Council of Caracas, Venezuela
- Advisor on program design for the training course ‘Promoting Responsible Practices in Marine Ecotourism’ presented by Jean Michel Cousteau’s Ocean Futures Society, Margarita Island, Venezuela

2003

- Participant at International Ecotourism Conference, Puerto Ordaz, Venezuela

Publications and Presentations

- ‘Marine litter in the Caribbean: Raising Awareness, Improving Infrastructure and Encouraging Action’, co-authored with Tom Matthews (GCFI), presented at 64th GCFI, Puerto Morelos, Mexico.
- Gombos, M., A. Arrivillaga, D. Wusinich-Mendez, B. Glazer, S. Frew, G. Bustamante, E. Doyle, A. Vanzella-Khouri, A. Acosta, and B. Causey. 2011. A Management Capacity Assessment of Selected Coral Reef Marine Protected Areas in the Caribbean. Commissioned by the National Oceanic and Atmospheric Administration (NOAA) Coral Reef Conservation Program (CRCP), the Gulf and Caribbean Fisheries Institute (GCFI) and by the UNEP-CEP Caribbean Marine Protected Area Management Network and Forum (CaMPAM).
- ‘Sharing Best Practices through a Marine Protected Areas Network as a Pathway to Sea Turtle Conservation’, co-authored with Dr. Karen Eckert (WIDECASST) and Sharon Gulick (OECS), presented at the 30th International Symposium on Sea Turtle Biology and Conservation
- ‘Sea Turtle Assessment in the Tobago Cays Marine Park’, co-authored with Dr. Karen Eckert (WIDECASST) and Olando Harvey (Tobago Cays Marine Park), presented at the 30th International Symposium on Sea Turtle Biology and Conservation
- ‘The Role of an MPA Network in Marine Debris Reduction in the Wider Caribbean Region’, presented at the 2011 5th International Marine Debris Conference, Hawaii
- WIDECASST. 2010. Sea Turtle Assessment, Tobago Cays Marine Park (St. Vincent and the Grenadines). Final Report Submitted 22 October 2010. OECS Environment and Sustainable Development Unit OPAAL Project.
- Buitrago, J., H.J. Guada and E. Doyle. Conservation Science in Developing Countries: An Inside Perspective on the Struggles in Sea Turtle Research and Conservation in Venezuela. **Environmental Science and Policy**, 2008.
- Doyle, E. 1998. Book Review. Collaborative Planning: Shaping Places in Fragmented Societies. **European Journal of Agricultural Education and Extension**, 5(3): 221-230.
- English Editor - T. Mendelovici. 2005. Venezuelan International Ecotourism Conference 2003 – Ecotourism and Adventure Travel: World Innovations and New Experiences. **Journal of Ecotourism**, 4(1):65-69.
- English Editor - Conservation and Sustainable Development in Venezuela 1992-2002: Civil Society’s Views on the Implementation of Agenda 21. Vitalis report to the Johannesburg **World Summit on Sustainable Development**.
- English Editor - Fijns, J. and J.M. Malombe. 1997. Cleaner Production and Small Enterprise Development in Kenya. Centre for the Urban Environment, Rotterdam.

Education

- **Master of Science with Distinction** in Environmental Management (1999), Wageningen Agricultural University, The Netherlands. Masters thesis ‘An Evaluation of Stakeholder Participation in Planning for an Environmentally Sensitive Energy Development Project in Peru’.



**Organization of
American States**



- **Bachelor of Science with Honors** (1991), University of Sydney. Major in environmental geography. Honors thesis 'Planning for Ecotourism Development in the Coastal Zone of Northern New South Wales'.

Languages

- English (native speaker), Spanish (fluent) and Dutch (fluent)

Other Skills

- Advanced SCUBA diver, proficient birdwatcher/guide
- Licensed power boat driver, experienced sailor, holder of full driving license