Kanuku Mountains Protected Area Management Plan 2024-2028

Organizing Partners And Donors

Engagements and consultations with indigenous communities were made possible through the coordination efforts and participation of the The Kanuku Mountains Community Representative Group (KMCRG). **The KMCRG** is a group of eleven Amerindian/Indigenous Villages and their ten satellite communities located around the Kanuku Mountains Protected Area (KMPA). It has been active since 2003 with a Mission to partner with government, NGOs, and funding agencies, to represent all issues related to the protection and enhancement of the natural resources, traditional values, and livelihoods of its member communities, and to maximize the benefits to them of any sustainable development proposed within or adjacent to its area, including the creation of the KMPA.
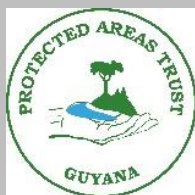
The Management Planning Process was funded by the Protected Areas Trust of Guyana (PAT) with funds from the Caribbean Biodiversity Fund. The Protected Areas Trust (PAT) was established under the Protected Areas Act 2011, as a corporate body, governed by a Board of Trustees to manage a Trust Fund which was set-up to provide financing for the National Protected Areas System. The Trust Fund support programmes and activities that contribute to, or promote, the conservation and preservation of the biological diversity and maintenance of the ecosystem services of the protected areas. In particular, PAT funds are used to co-finance the implementation of protected areas management plans, strengthen monitoring and enforcement in protected areas, support sustainable community enterprises, biodiversity conservation, and environmental education and awareness.

The Caribbean Biodiversity Fund (CBF) was established as the realization of a bold vision to create reliable, long-term funding for conservation and sustainable development in the Caribbean region. Currently, the CBF is a regional umbrella environmental fund that uses a flexible structure to facilitate innovative solutions and consolidate regional conservation impacts. On the 3rd May 2022, The Caribbean Biodiversity Fund (CBF) and Guyana Protected Areas Trust (PAT) signed a Partnership Agreement to provide the PAT with additional resources to bolster its ability to support financing and management of Guyana's protected areas in line with the LCDS which sees an expansion of the protected areas system to 30% by 2030.

The Frankfurt Zoological Society (FZS) is an internationally operating nature-based organisation, founded in Frankfurt am Main, Germany in 1858, with the aim to conserve wildlife and ecosystems focusing on protected area and outstanding landscapes. FZS has been providing support to the Government of Guyana through a Memorandum of Understanding for the effective management of the National Protected Areas System. More particularly, since 2015, they have provided technical and financial support to the Protected Areas Commission for the management of the Kanuku Mountains Protected Area. Funding was also provided to support consultation with the KMCRG in December 2023.

Contents

Acronyms

CBD	Convention on Biological Diversity
CI-G	Conservation International-Guyana
EPA	Environmental Protection Agency
FZS	Frankfurt Zoological Society
GBF	Global Biodiversity Framework
GFC	Guyana Forestry Commission
GGMC	Guyana Geology and Mines Commission
GL&SC	Guyana Lands and Surveys Commission
GPAS	Guyana Protected Areas System
IUCN	International Union for Conservation of Nature
KAPA	Kanashen Amerindian Protected Area
KAP	Knowledge, Attitude and Perception
KfW	German Development Bank
KMCRG	Kanuku Mountains Community Representative Group
KMPA	Kanuku Mountains Protected Area
KNP	Kaieteur National Park
LCDS	Low Carbon Development Strategy
MoAA	Ministry of Amerindian Affairs
METT	Management Effectiveness Tracking Tool
MOU	Memorandum of Understanding
NBAP	National Biodiversity Action Plan
NGO	Non-governmental Organisation
NPAS	National Protected Areas System
NRDDB	North Rupununi District Development Board
PA	Protected Area
PAC	Protected Areas Commission
PAME	Protected Areas Management Effectiveness
PAT	Guyana Protected Areas Trust
RDC	Regional Democratic Council
SBPA	Shell Beach Protected Area
SRDC	South Rupununi District Development Council
SRCS	South Rupununi Conservation Society

EXECUTIVE SUMMARY

The Kanuku Mountains Protected Area (KMPA) Management Plan 2024–2028 sets out a strategic framework to conserve, sustainably manage, and enhance the ecological, cultural, and economic values of one of Guyana's most significant biodiversity hotspots. Covering approximately 611,000 hectares in the Rupununi Region, the KMPA harbors diverse forest, savannah, and river ecosystems critical to both biodiversity conservation and the livelihoods of more than 21 indigenous communities living in and around the area.

The management plan was developed through an extensive participatory process involving communities, the Kanuku Mountains Community Representative Group (KMCRG), government agencies, and regional and international partners. Building on the foundation established by the 2016–2022 management plan, this new five-year plan addresses key ecological pressures, strengthens co-management with communities, and aligns with national and global biodiversity frameworks, including Guyana's Low Carbon Development Strategy 2030 and the Kunming-Montreal Global Biodiversity Framework.

The plan identifies major threats such as overfishing, wildlife trade, illegal logging and mining, and uncontrolled fires, and emphasizes a proactive, adaptive management approach. Key conservation targets include protection of game and threatened species, riparian forests, savannah ecosystems, and vital ecosystem services such as water provision and carbon sequestration.

The management strategy is organized into four key programmes:

- **Management**: Strengthening staffing, infrastructure, financial systems, and adaptive management practices.
- **Protection and Sustainable Use of Resources**: Enhancing ecological monitoring, resource protection, and community-driven land use planning.
- **Stakeholder Involvement and Benefits**: Deepening community participation, improving sustainable livelihoods, and promoting equitable benefit sharing.
- **Education, Awareness, and Outreach**: Expanding environmental education initiatives and promoting the KMPA's global importance.

Implementation will be led by the Protected Areas Commission (PAC) through a site-level management team, in collaboration with the KMPA Oversight Committee comprising KMPA communities, government, and NGO representatives. Monitoring and evaluation will be guided by the Management Effectiveness Tracking Tool (METT) and an integrated Monitoring and Evaluation Plan. Financing for the plan will rely on a combination of government subventions, contributions from the Frankfurt Zoological Society (FZS), the Protected Areas Trust (PAT), and additional external fundraising efforts.

By advancing this plan, Guyana reaffirms its commitment to safeguarding its natural heritage while supporting community well-being, sustainable development, and global conservation goals.

1. OVERVIEW OF GUYANA'S NATIONAL PROTECTED AREAS SYSTEM

1.1 Who we are!

Guyana's National Protected Areas System (NPAS) has been in development for over 90 years, beginning with the establishment of the Kaieteur National Park (KNP) in 1929. At that time, Guyana boasted the first national park in the Amazon Region and was one of only three countries in South America to have a protected area (PA). In 1996, the Iwokrama Rainforest Reserve was formally established, becoming the country's second-oldest PA. Since then, Guyana has steadily worked to establish and expand its Protected Areas System.

In 2011, the landmark Protected Areas Act was enacted, formally establishing the National Protected Areas System (NPAS), the Protected Areas Commission (PAC), and the Protected Areas Trust. Concurrently, two new protected areas, the Kanuku Mountains Protected Area (KMPA) and the Shell Beach Protected Area (SBPA), were declared following decades of preparatory work with local communities and other stakeholders. Additionally, four urban parks, the Botanical Gardens, Zoological Park, National Park, and Joe Vieira Park were included in the system.
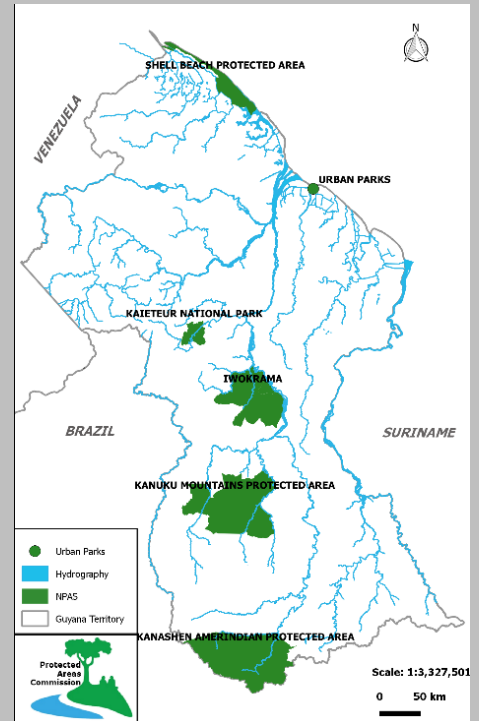
The Protected Areas Commission (PAC) became operational in 2012, fulfilling its mandate to **establish, manage, maintain, promote, and expand** the NPAS. To achieve this goal, the PAC immediately began hiring and developing the capacity of staff to function at the Head Office and the three hinterland protected areas managed by the PAC (Shell Beach, Kanukus, and Kaieteur). Importantly, considerable efforts were made to build and maintain relationships with local communities and stakeholders living and working in and around these protected areas.

In 2017, the PAC welcomed the first (and only) indigenous protected area into the NPAS. The Kanashen Amerindian Protected Area (KAPA) is Guyana's largest PA, owned and managed by the indigenous Wai Wai people of Kanashen Village. With this addition, Guyana now has 1,816,391 hectares under formal conservation, representing approximately 8.5% of its land area.

1.2 Why Protected Areas are Important?

A Protected Area is a clearly defined geographical space that is recognized, dedicated, and managed through legal or other effective means to achieve the long-term conservation of nature, along with associated ecosystem services and cultural values (IUCN 2008). As of 2024, over 300,000 designated protected areas cover about 15% of the Earth's land surface and around 8% of its marine areas, reflecting a global commitment to conservation.

Guyana's National Protected Areas System (NPAS) is crucial for the protection and conservation of the country's biological diversity, which holds both national and global significance. The system aims to preserve representations of all the various ecosystems and habitats that naturally occur in Guyana. Equally important, the NPAS ensures that ecosystem services—such as fresh water, clean air, food, shelter, and medicine—are adequately maintained for the benefit of current and future generations. Additionally, well-managed protected areas can contribute to economies by providing livelihoods, jobs, and income generation. For example, some protected areas serve as tourism destinations, attracting visitors and creating opportunities for local businesses. Others support sustainable activities such as research, agroforestry, and ecotourism, which can generate revenue and enhance economic development in surrounding communities.

1.3 Protected Areas and People

Historically, the relationship between protected areas and people, particularly Indigenous Peoples and Local Communities, was often combative. The policy for creating protected areas typically involved removing any inhabitants from the targeted space and preventing those displaced from utilizing the land and resources within the protected area.

However, global assessments later found that excluding people from these landscapes led to a decline in the ecological integrity of the protected spaces. Agenda 21, an action plan from the landmark United Nations Rio Earth Summit in 1992, provided an opportunity for governments worldwide to shift this policy of removal and disconnection between Indigenous/Local peoples and protected areas. The first example of this new approach in Guyana was the creation of the Iwokrama Forest. Learning from the successes and challenges of establishing Iwokrama, communities were actively engaged and consulted over several years (2005-2011), leading to the establishment of the Kanuku Mountains and Shell Beach Protected Areas in 2011.

Involving Indigenous and Local peoples in the creation and management of protected areas is important for two main reasons: 1. They have lived within these landscapes for generations, and 2. They possess valuable knowledge of the landscape and its biological processes, which can be crucial for effective management.

1.4 How we Work!

Many of the areas adjacent to Guyana's hinterland protected areas are titled indigenous lands, fostering a longstanding culture of resource use by communities, including hunting, fishing, farming, and gathering. These protected areas thus play a vital role in the livelihoods and long-term developmental aspirations of local communities. Additionally, the four Urban Parks, which are part of the NPAS, have served as green spaces for relaxation, entertainment, and sports for both Guyanese residents and visitors for decades.

The management approach of the NPAS is defined by a **"Parks for People"** approach, emphasizing stakeholder participation and enhancing local benefits as core principles. Consequently, our vision is to establish a World-Class National Protected Areas System that not only **Protects Nature** but also **Improves Lives** of people.

To realize this ambitious vision, a **Protected Areas System Plan** and a **PAC Strategic Plan** have been developed. In recent years, the Government of Guyana has articulated its developmental agenda through the Low Carbon Development Strategy 2030. These plans, along with the PA Act 2011, serve as overarching guiding documents for the management of the NPAS.

The Figures below outlines a summary of the key programmes and actions of the System Plan and the PAC Strategic Plan with elements of the LCDS 2030 related to PA Management.

PROTECTED AREAS COMMISSION
Strata - Tree
2024-2028
Protecting Nature And Improving Lives
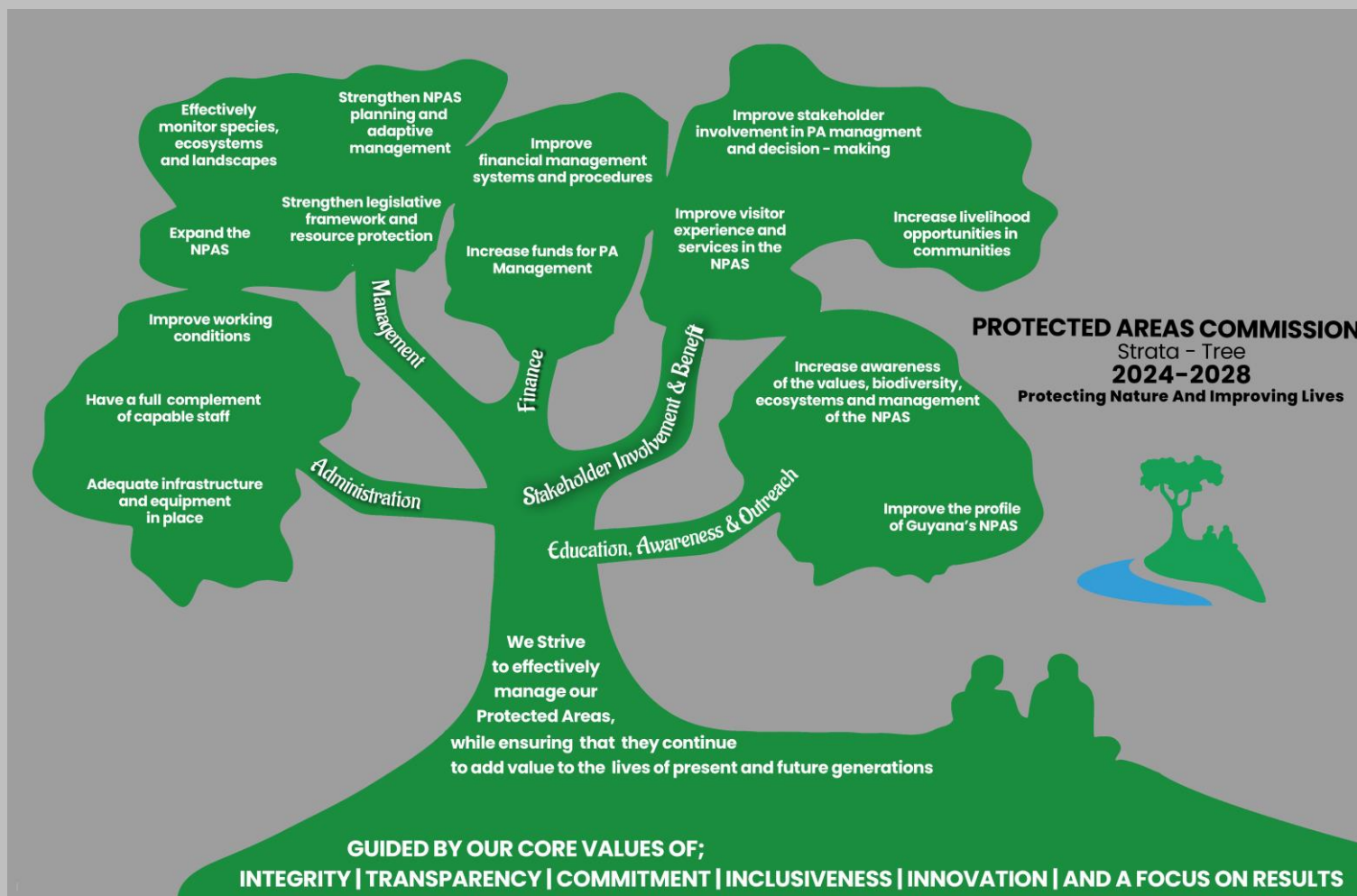
The National Protected Areas System (NPAS) stands as an important pillar of **Guyana's Low Carbon Development Strategy 2030**, charting a course towards robust economic growth by harnessing our ecosystem services and assets. The Strategy underscores the nation's commitment to enhancing biodiversity conservation and protection by fortifying and expanding the network of protected areas and other formally conserved areas. Guyana pledges to elevate its conservation efforts, aiming to increase protected areas to 17% by 2025 and further to 30% by 2030, aligning with global frameworks such as the Leaders' Pledge for Nature and the Kunming-Montreal Global Biodiversity Framework (GBF).

To achieve these objectives, the government has outlined several key actions:

- *Establishment of new protected areas through a participatory process.*

- *Complementing the NPAS with Other Effective Conservation Measures.*

- *Ensuring local communities' benefit from and are engaged in the management of protected areas.*

- *Establishment of science-based protected areas to safeguard a representative sample of the nation's natural treasures.*

- *Ensuring effective management of protected areas through adequate staffing, resources, and funding.*

- *Diversifying the NPAS to include various categories and governance types, with a focus on areas managed by or co-managed with local peoples.*

In keeping with these guidance documents, Site Level Management Plans and Annual Operational Plans are developed. The Kanuku Mountains Protected Areas (KMPA) Management Plan 2024-2028 is strategically aligned with the PA Act 2011, with its programs and actions complementing the strategies and objectives outlined in the System Plan and PAC Strategic Plan. Therefore, the KMPA Plan should not be viewed or implemented in isolation but as part of a comprehensive package of documents contributing to the effective management of the NPAS.
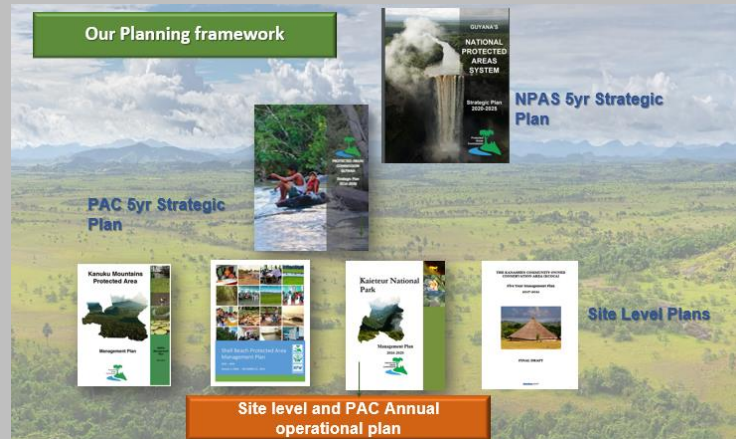
For instance, there's substantial interest from local communities and stakeholders in developing sustainable eco-tourism activities in protected areas. However, a cohesive policy framework is essential to guide the development and management of tourism across the NPAS and ensure equitable sharing of benefits. In this case the System Plan offers a holistic approach to this issue, rather than adopting a micro-level approach at individual sites.

The document presented herein outlines the Vision for the Kanuku Mountains Protected Area (KMPA) and the Programs and Actions slated for implementation over the next five years to actualize this vision. In formulating these plans, it was imperative to reflect on the original purpose for establishing the KMPA, its distinctive characteristics, and the outcomes of previous management initiatives. Drawing from lessons learned, careful considerations were made to ensure the effective implementation, monitoring, and periodic review of the new KMPA Management Plan for the period 2024-2028.

2. ABOUT THE KMPA

In 1999, the Government of Guyana identified the Kanuku Mountains as a priority site for Protected Area status in its National Biodiversity Action Plan (NBAP). This designation was due to the region's rich biodiversity and unique ecosystems, aiming to contribute to the social and economic security of present and future generations of local communities and people in the wider region.

To facilitate this process, the Government of Guyana, through the Environmental Protection Agency (EPA), appointed Conservation International Guyana (CI-G) as the lead organization. At that time, Conservation International was already actively engaged in conservation activities in the Rupununi, Region 9 area of Guyana and globally.

In 2006, with funding support from the Government of Germany through Kreditanstalt für Wiederaufbau (KfW), the Guyana Protected Areas System (GPAS) Project was established, focusing on building and supporting a Protected Areas System in Guyana. As part of this project, the delineation process for the Kanuku Mountains began in 2007, using a participatory approach. This involved a core group of stakeholders, including representatives from indigenous communities, state agencies responsible for resource use in and around the protected area, local and national government bodies, and other regional and national groups and agencies.

After finalizing the KMPA boundaries, Conservation International – Guyana was further engaged by the Government to develop a five-year management plan for the proposed KMPA using participatory methods. Over several months, CI-Guyana conducted numerous community consultations and workshops with key stakeholders, including the Kanuku Mountains Community Representative Group (KMCRG), Guyana Forestry Commission (GFC), Guyana Geology and Mines Commission (GGMC), Guyana Lands and Surveys Commission (GLSC), Ministry of Amerindian Affairs (MoAA), Environmental Protection Agency (EPA), Regional Democratic Council (RDC), and other private and public organizations. A draft management plan was completed in 2009.

In October 2011, the Protected Areas Act, 2011 was enacted, officially declaring the KMPA a National Protected Area. After the PAC became operational and established a site-level presence with staff and resources, they engaged a wide range of stakeholders, including community leaders, during 2014-2015 to review the draft KMPA management plan prepared in 2009. The KMPA Management Plan (2016-2020) was subsequently finalized and approved by the PAC's Board of Directors, paving the way for active management and conservation work in and around the KMPA.
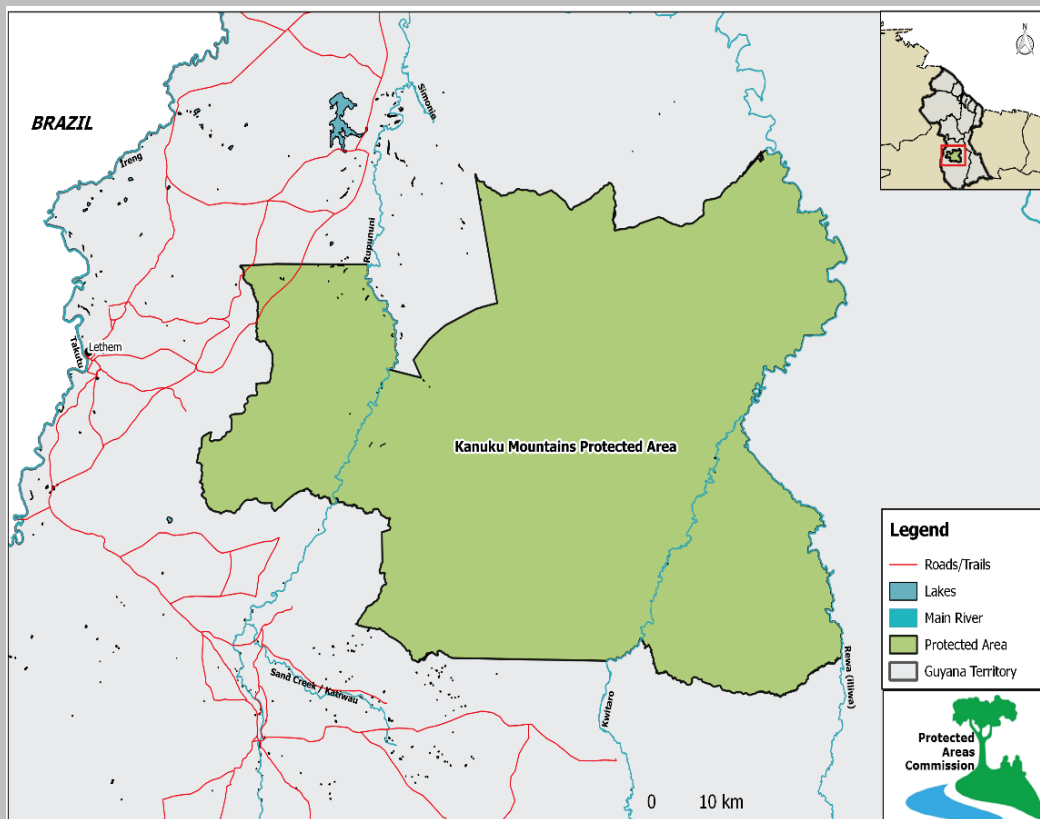
The Kanuku Mountains Protected Area (KMPA) is located in the Rupununi region (Region Nine: Upper Takutu-Upper Essequibo) of southwestern Guyana, which is the largest of the country's ten administrative regions. The protected area covers 611,000 hectares with a perimeter of approximately 590 kilometers. It includes significant portions of the western Kanuku Mountains and nearly the entire eastern range. The area around the Kanuku Mountains is primarily populated by the indigenous Macushi and Wapishana people, who live in 21 communities. These communities interact with and utilize the resources of the protected area to sustain their largely subsistence lifestyles. There is also a mix of Guyanese from the Coast and Brazilians living throughout the region.

The protected area consists of 99% forest (accounting for 4% of Guyana's total forested area) and 1% savannah, making it a critical area for biodiversity. The Rupununi region, where the KMPA is situated, is one of the most ecologically diverse areas in Guyana, supporting healthy populations of many regionally and globally significant species in its forests, riverine, and savannah ecosystems. The region harbours 70% of all mammal species and 53% of all bird species known to occur in Guyana, along with a large number of freshwater fish species. Approximately 1,577 plant species have been recorded in the region, highlighting the KMPA's high biodiversity value and significance in terms of plant endemism. The KMPA is home to several flagship species, such as the

harpy eagle, cock-of-the-rock, and jaguar, along with other ecologically important species, including 11 of Guyana's 12 mammal species listed in the IUCN Red Data Book.

The Kanuku Mountains experience two wet seasons (May-August and the Cashew rains in November-December) and two dry seasons (September-October and January-April). However, recent years have seen prolonged and sometimes unpredictable wet and dry seasons. The mountains are an essential water tower, straddling two significant watersheds: the Amazon and the Essequibo. To the west, the Takutu River drains into Brazil, joining the Rio Branco, then flowing into the Rio Negro, and finally the Amazon River. The Rupununi River runs through the KMPA, and the Kwitaro River, a tributary of the Rewa River, flows north along the eastern edge of the Kanuku Mountains, eventually joining the Essequibo, Guyana's largest river.

3. MANAGEMENT OF THE KMPA

3.1 How KMPA Is Currently Managed

The Kanuku Mountains Protected Area (KMPA) is managed according to the **IUCN category VI** classification, which designates it as a **managed resource protected area**. This classification entails managing the area to provide natural products and services to meet local needs while also protecting natural ecosystems and maintaining ecosystem services. A distinctive feature of this IUCN classification is the emphasis on sustainable use of natural resources as a means to achieve nature conservation, alongside traditional methods like resource protection.

The KMPA was assigned to category VI due to its long history of sustainable small-scale livelihood activities conducted by local Amerindian/Indigenous communities. These activities, which have minimal impact on nature, include traditional fishing, timber and non-timber forest product gathering, and subsistence hunting. The area is managed following the strategies, goals, objectives, and outputs outlined in the management plan, which is implemented by the Protected Areas Commission (PAC) in collaboration with local communities, government agencies, and other partners.

In accordance with the Protected Areas Act of 2011, a management plan was developed for the period 2016-2020 to ensure the long-term effective management of the KMPA. Due to the COVID-19 pandemic, the plan's duration was extended to 2022, until the new management plan process commenced.

Day-to-day activities are carried out by a Site Coordinator and a Ranger Team, primarily composed of individuals from surrounding communities. Oversight and implementation support are provided by a team of technical and administrative staff based in the Head Office. The PAC works closely with the Kanuku Mountains Community Representative Group (KMCRG), an organization representing the 21 communities around the KMPA. The KMCRG has been a strong supporter and

partner with the government and PAC in maintaining the integrity and natural beauty of the Kanuku Mountains. The contributions and support of the communities and the KMCRG to the establishment and management of the KMPA are invaluable and cannot be overstated.

3.2 Implementation of Previous Management Plan 2016-2022
This management plan was organized under five programme areas. The figure below shows the programmes and objectives of the previous five-year management plan.

KMPA's Vision

"The KMPA demonstrates sustainable resource utilisation while ensuring the conservation of biodiversity and ecosystem services. It promotes collaboration with stakeholders for management and decision making, generates benefits which improve human well-being, and serves as a model to the world

Key Management Programmes & Objectives

Operations and Adaptive Management	Land and Sustainable Natural Resource Use	Benefit Sharing & Livelihood Development	Education, Awareness & Outreach	Capacity Building
• Ensuring the effective and adaptive management of KMPA, its biodiversity, ecological processes and its resources.	• Ensuring the sustainable use of natural resources inside KMPA, while supporting the development and implementation of land use plans for local communities and KMPA	• Enhancing and equitably sharing the direct benefits of KMPA and its resources for and with surrounding communities	• Improving awareness of KMPA, its values, and management strategies, locally nationally and internationally	• Building the capacity of key stakeholders for PA and resource management to achieve KMPA's vision and goals

Monitoring, Enforcement & Research

- Conducted Ranger patrols and monitoring exercises.

- Investigated several reports of illegal activities such as illegal mining and logging.

- Partnered with the Guyana Police Force, the Guyana Forestry Commission (GFC), the Guyana Geology and Mines Commission (GGMC), Regional Democratic Councils (RDC), local communities, and other stakeholders to carry out joint enforcement operations

- Developed research handbooks.

- Conducted various research activities including camera trapping, water quality assessments, mercury testing, aerial surveys and surveys of fish, bird, bats, and other species.

- Supported turtle monitoring activities along the Rupununi River.

-   Facilitated research by both local and international students within the KMPA.

Resource Use & Community Participation

-   Visited 11 villages to raise awareness about the KMPA and the management plan.

-   Completed 815 House-to-House Knowledge, Attitudes, and Practices (KAP) surveys in 21 communities.

-   Held KAP feedback workshops in 21 communities and provided KAP reports to all communities.

-   Conducted Land and Resource Use Mapping workshops in 20 communities within the KMPA.

-   Held resource use feedback workshops with 20 communities, providing maps and reports to each village.

-   Conducted midterm management plan reviews in 11 villages.

-   Supported KMCRG meetings from 2016 to 2022 and regularly updated all leaders about the KMPA.

Infrastructure & Equipment

-   Constructed Administrative Office in Lethem.
-   Constructed Ranger Station at Attawa and Ranger Outpost at Ambulance Rock.
-   Purchased an ATV, motor bicycles, and an off-road vehicle.
-   Purchased various equipment, including flashlights, computers, beds, binoculars, GPS devices, laptops, cameras, and safety equipment.

Education, Awareness, & Outreach

- Conducted several Nature Camps and School Outreaches in communities and in Lethem.

- Provided support to nature clubs and training for teachers in Environmental Education.

- Developed and distributed brochures, flyers, exercise books, and school supplies.

- Held booths and participated in community activities, Indigenous Month activities, Turtle Festivals, Rupununi Expo, School Fair, Rodeo, etc.

- Published articles about the KMPA in daily newspapers.

- Developed and shared several videos about the KMPA on social media, National Television, and in schools.

- Hosted radio programs on Radio Lethem to discuss the KMPA in English, Macushi, and Wapishana.

- Promoted the KMPA on social media, TV, radio, regional workshops, international meetings, workshops, and conferences.

- Distributed the Protected Areas Act, Management Plans, KMPA maps, and Resource Use maps to all 21 communities.

Livelihoods, Benefits & Capacity

- Hired 17 Rangers from communities to work in the KMPA and 4 additional rangers from surrounding communities to work at Kaieteur National Park.

- Employed many community members as boat captains, cooks, field guides, field assistants, drivers, and community researchers.

- Purchased balata craft from communities, spending approximately 7 million dollars.

- Funded and assisted in the coordination of KMCRG meetings, contributing more than 4 million dollars per year.

- Funded and assisted in the coordination of the KMCRG Christmas Fair and other activities held by Partners.

- Organized and executed training for rangers and community leaders in various skills, including: Proposal and grant writing, communication and negotiation skills, environmental legislation, environmental education, how to use ATVs, boat repairs, computer skills, first aid, camera trap surveys, conflict resolution

- Conducted three entry-level Ranger trainings, training 65 participants from 21 communities.

3.3 Management Effectiveness Review

The **Management Effectiveness Tracking Tool (METT)** is one of the first tools developed to align with the IUCN Framework for protected area management effectiveness (PAME). The METT has been applied in 127 countries worldwide to assess the effectiveness of protected area management.

KMPA METT SCORE 2015-2022

Since 2015, the Protected Areas Commission (PAC) has conducted METT surveys for the KMPA. This graph highlights the positive trend in the management effectiveness of the KMPA over seven years, with the baseline score increasing from 38% in 2015 to 86% in 2022. Over time, the PAC secured more funds for the implementation of management actions. The increase in staff complement and the acquisition of key infrastructure and equipment significantly contributed to the gradual improvement in METT scores.
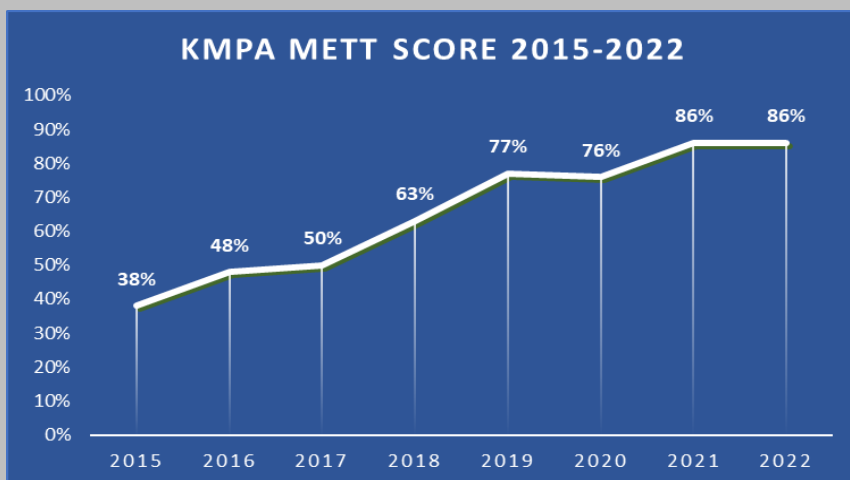
In 2018, a **Midterm Review** of the KMPA Management Plan was conducted with the 11 main KMPA villages and other stakeholders. During community sessions and technical workshops, participants were given an overview of the management plan and its implementation. The review concluded that all the objectives and management actions remained relevant and should continue to be implemented as much as possible before the plan's expiration. As a result, key activities for 2019 and 2020 were identified as shown in the figure above.

KMPA Key Activities for 2019 and 2020

Stakeholder Participation
- Establish Site Level Committee
- Develop tourism by engaging tour operators and other stakeholders who use the KMPA
- Carry out an analysis to determine the list of KMPA stakeholders, how they relate to the PA and how they can be engaged
- Build capacity of stakeholders to participate better in the management of KMPA

Land and Resource Use
- Develop, in participation with stakeholders, a land use map for KMPA
- Develop resource use agreements with pilot communities
- Support community resource use monitoring and conservation initiatives where feasible

Livelihoods, Benefits and Capacity
- Hire more rangers
- Continue to support community led conservation events and community groups
- Develop and implement a capacity building plan for communities and relevant community groups
- Pilot livelihood initiatives linked to resource use agreements

Awareness, Education & Outreach
- Continue to publish and disseminate relevant information
- Hold education camps
- Translate some publications into local languages
- Development biannual newsletters for dissemination
- Investigate feasibility of KMPA as a Green List PA
- Engage Bina Hill in discussions to include PAs and other conservation related themes into its curricula

Monitoring, Enforcement and Research
- Implement ecological monitoring programme (camera trapping, water quality, mercury testing, flyovers)
- Promote priority research
- Build capacity in communities to be more involved in monitoring and research
- Support KMPA research site for international university
- Construct ranger outposts and collaborative patrol plans
- Share research and ecological monitoring findings with communities and community groups.

4 DEVELOPMENT OF THE KMPA MANAGEMENT PLAN 2024-2028

KANUKU MOUNTAINS PROTECTED AREA
MANAGEMENT PLAN 2024-2028

The primary purpose of this second management plan is to outline the principles and strategies for the development and management of the Kanuku Mountains Protected Area (KMPA) over the next five years (2024-2028).

In October 2022, the Protected Areas Commission (PAC) began designing a process to guide the development of this management plan. A Planning Team was identified and trained in management planning, workshop facilitation, community consultation, logistics planning, monitoring, and evaluation, among other necessary skills. Simultaneously, a grant proposal was submitted to the Protected Areas Trust and subsequently approved to fund the process.

The development of the plan was guided by the provisions of the Protected Areas Act 2011. A participatory process was used to engage a cross-section of stakeholders to validate the vision, update the pressures on the KMPA, and propose management programs, targets, and strategies for the next five years. An initial workshop was held with the Kanuku Mountains Community Representative Group (KMCRG) in December 2022 to review the old KMPA Plan (2016-2022) and discuss proposed programs and actions for the 2024-2028 period. Similar workshops were held with each of the 21 KMPA communities (February - April 2023) and other key stakeholders in Lethem (April 2023).

During the quarterly meeting of the KMCRG in April 2023, the PAC presented a summary of the proposed management actions suggested by the communities. A second workshop with the

KMCRG was held in July 2023 to discuss the setup of the KMPA Oversight Committee, review the KMPA threats and pressures, and brainstorm ideas for a co-monitoring program between the PAC and KMPA communities.

Following these consultations and internal discussions, a draft framework of programs and actions was prepared. A workshop was held with the KMCRG in December 2023 to share these preliminary results and gather feedback. A similar exercise was conducted with 10 main villages and 11 satellite communities. After this second round of consultations, the draft framework of programs and actions was updated and circulated to all key stakeholders for further review.

In keeping with the Protected Areas Act 2011, a full draft management plan was prepared and made available for public review via the PAC's website for a period not less than four weeks. Hard copies of the draft plan were also shared with the KMPA communities followed by consultation with the KMCRG on 10th October 2024 in Lethem. A public forum was held on 17th October 2024, after which the plan was finalized and submitted to the PAC's Board of Directors for review and approval.

5 THE KMPA MANAGEMENT PLAN 2024-2028

5.1 Threats and Pressures

Historically, pressures on Kanuku's biodiversity and other natural resources have been relatively minimal. However, improved development and access in the region have led to growing threats, including unsustainable wildlife hunting and trapping, overfishing using gill nets, and illegal logging and mining. Additionally, enhanced infrastructure and a growing population of both temporary and permanent residents will continue to put pressure on the resources of the Kanuku Mountains.

As part of the METT assessment conducted from 2015 to 2022, 52 threats were evaluated.
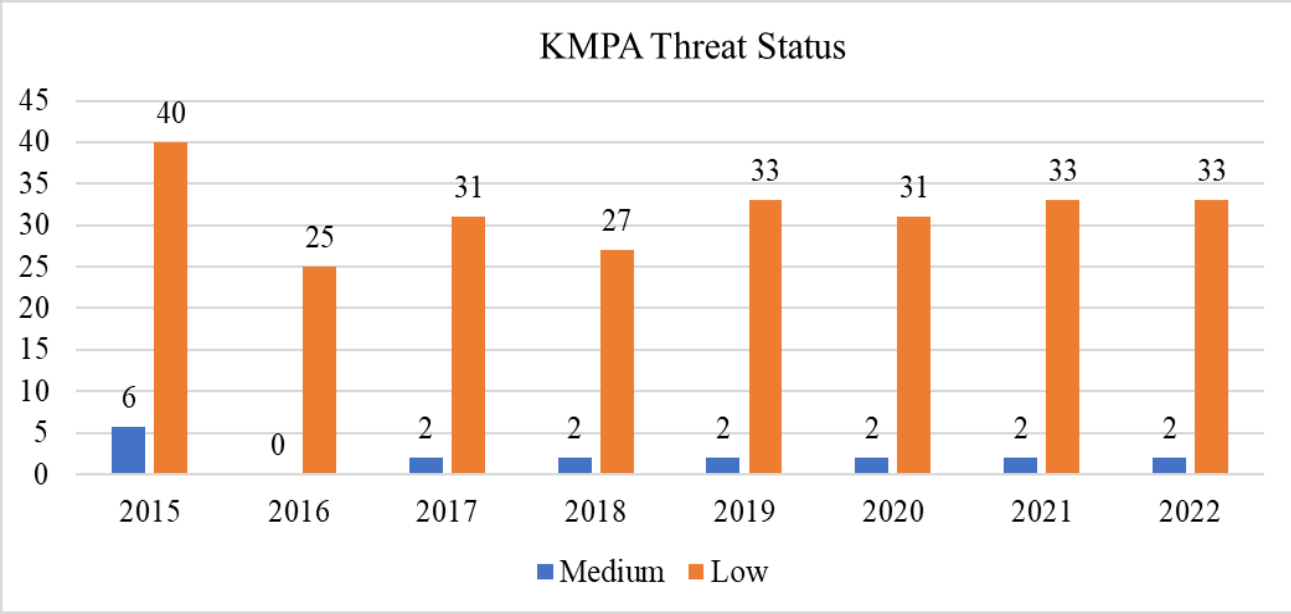
This graph shows the assessment of the various threats to protected areas from human activity and natural events. The graph highlights that less than 5% of all the threats assessed by the METT analysis were present and considered to have a medium impact. Fishing and harvesting of aquatic resources were consistently registered as medium threats during the period, causing harm or degradation to ecosystems, habitats, and other biological and cultural values but not causing significant harm. An average of 31% of the threats are categorized as low, signifying that they are present and need recognition but do not have a significant impact on the values of the protected area.

In most cases more than 65% of the threats assessed were not applicable to the KMPA including commercial and industrial areas, marine and freshwater aquaculture, dams, hydrological modification and water management/use, earthquakes and volcanoes among others.

During the management plan consultation process, KMCRG Leaders were engaged in discussions to determine their **perception** of the trends of ecological pressures and threats on the KMPA. Using the information presented in the 2016-2022 KMPA Management Plan, participants confirmed current threats and whether they were increasing or decreasing. They also identified areas in and around the KMPA where these threats are most likely to occur. The outcomes of this session are captured in the table below. It should be noted that a more detailed overview and revision of the KMPA threats and pressures are planned as an activity under Programme 2.

Threat/ Pressure	Status	Cause	Vulnerable communities & Areas
Poisoning	Decreasing	Traditional fishing technique	
Overfishing	Increasing	Fishing during spawning; Income generating activity; Fishing by outsiders; Climate change	All communities
Wildlife trade	Increasing	Black market demand	
Burning of forest and savannahs	Increasing	Uncontrolled slash & burn for farms; Irresponsible lighting of fires Natural causes	In Communities and KMPA
Pollution (Water and Land)	Slowly increasing	Disposal of waste, waste from engines	
Mining			Mapari, Nappi, Moco Moco, KMPA
Logging	Increasing	Housing development projects	Parishara, Sand Creek, Rupunau

The effective management of Kanuku Mountains Protected Areas requires a proactive approach to identifying and responding to ecological threats and pressures. This will ensure the preservation of biodiversity, the continued provision of ecosystem services, and the well-being of local communities. Management targets have been identified to address these issues.

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5.2 Management Targets

Management targets for protected areas are specific goals set to ensure the effective conservation and sustainable use of natural resources within these areas. These targets help in tracking progress, evaluating management effectiveness, and guiding actions to meet conservation objectives. Management targets can consist of conservation targets or thematic targets.

Conservation targets are biological entities or natural processes of the protected area, such as species (or groups of species), habitats/ecosystems, or ecological processes. They represent a subset of the full suite of biodiversity or natural processes that management intends to conserve or manage to achieve the management goals. It is assumed that managing these conservation targets will ensure the conservation of all native biodiversity and natural processes within the protected area. **Thematic targets**, on the other hand, are non-biological topics (themes) used to identify and select management strategies. During the management planning process, Conservation and Thematic Targets were identified to help focus and develop management strategies for the Kanuku Mountains Protected Area. These targets are shown in the table below.

Targets KMPA	Themes	Context
Conservation Targets	**Species Protection** - Game and Threatened species	This conservation target includes several terrestrial and aquatic species that are locally hunted (mainly subsistence hunting) and/or threatened. The KAPs sand Resource Use Surveys revealed that some fish species have been depleted from the rivers due to over fishing and that there is a reduction in the abundance and distribution of some game species.
	Habitat Conservation - Riparian Forest - Savannah - Rivers and Water Quality	The Kanuku Mountains and its surrounding area have experienced relatively low impacts from anthropogenic pressures. However, with increasing populations and economic developmental activities in the Region, the integrity of forest and fresh water ecosystems are at risk. The savannah ecosystems of also rich, diverse, and vital both ecologically and culturally. Efforts to protect and sustainably manage these areas are crucial for maintaining their

		ecological integrity and supporting the livelihoods and heritage of local communities. There is an urgent need to improve management and monitoring of fires that impact both forest and savannah ecosystems.
	Ecosystem Services - **Provisioning Services** (water supply, food, medicine, raw materials) - **Regulating Services** (carbon sequestration, water regulation, soil health) - **Cultural Services** (cultural heritage, ecotourism and recreation, research)	The Kanuku Mountains Protected Area plays a vital role in maintaining ecological balance, supporting biodiversity, and providing essential resources and services to local communities. Its protection and sustainable management are crucial for preserving these valuable ecosystem services for future generations.
Thematic Targets	**Sustainable resource use**	Promote the sustainable use of natural resources to ensure they are available for future generations. This includes implementing practices that prevent overexploitation and degradation of resources.
	Stakeholder Involvement	Enhance the involvement of local communities and stakeholders in the management and decision-making processes of the KMPA. This ensures that the interests and knowledge of those directly affected by the management of the area are considered.
	Sustainable Livelihoods	Develop and support livelihood initiatives that are compatible with conservation goals. This helps local communities benefit economically from conservation efforts while protecting natural resources.
	Stakeholder benefits	Ensure that benefits from the KMPA, such as revenue from ecotourism and sustainable resource use, are equitably shared among local communities and stakeholders.
	Capacity building	Provide education and training programs

		to build the capacity of local communities and stakeholders in areas such as sustainable resource management, conservation practices, and alternative livelihoods.
	Local and Traditional culture, practices.	Integrate and promote local and traditional cultural practices in the management of the KMPA. This helps preserve cultural heritage and ensures that traditional knowledge is used in conservation efforts.
	Global recognition	Achieve international recognition for the KMPA as a globally important protected area. This can enhance support for conservation efforts and attract funding and tourism.

5.3 Our Vision for the Future

Defining a vision is essential for providing direction that will ensure the long-term success and sustainability of the protected area. During the development of the first KMPA Management Plan, stakeholders defined a 20-year vision that remains relevant:

Vision Statement: *"The KMPA demonstrates sustainable resource utilization while ensuring the conservation of biodiversity and ecosystem services. It promotes collaboration with stakeholders for management and decision-making, generates benefits that improve human well-being, and serves as a model to the world."*

5.4 Management Programmes and Actions

By addressing the specific threats and pressures facing the KMPA and aligning management programs and actions with the overarching vision, the KMPA can achieve sustainable resource utilization, conserve biodiversity and ecosystem services, foster stakeholder collaboration, generate community benefits, and serve as an exemplary model for protected area management globally. This integrated approach ensures the long-term success and sustainability of the KMPA.

5.4.1 Progamme 1 – Management

Management in this context includes the administrative and operational functions of the PAC/KMPA such as staffing, financial administration, planning, monitoring, evaluation, adaptive management, and using resources efficiently to achieve goals. During the first management plan, we focused on building infrastructure, acquiring equipment, hiring staff, and setting up management and financial systems. These were essential as the PAC was starting from scratch. While we addressed many deficiencies during the previous plan, we need to further improve and strengthen these areas in the new management plan.

Objectives

- o Have a full complement of capable Staff
- o Meet the infrastructure and equipment needs of the KMPA
- o Improve financial management systems and procedures
- o Strengthen KMPA planning and adaptive management

Key Activities
- Hire, train and evaluate staff according to revised HR structures.
- Develop & implement a capacity development plan for KMPA & its stakeholders
- Conduct an infrastructure & equipment needs assessment, develop a plan and conduct procurement, construction and maintenance activities accordingly.
- Develop financial management systems and procedures.
- Mobilize finances to support KMPA management.
- Conduct work plan & management plan reviews
- Conduct annual METT analysis
- Design and implement a management planning process for the KMPA plan (2029-2033)

5.4.2 Programme 2 - Protection and Sustainable Use of Resources

Protection and sustainable resource use are crucial for responsible management of natural resources and ensuring their availability for present and future generations. The communities around the KMPA heavily depend on these resources for their livelihoods, highlighting the need for effective conservation practices to prevent depletion and degradation. This includes strong monitoring and enforcement programs, ranger-based monitoring, and regular patrols to protect the area's values. The previous management plan focused on establishing an ecological monitoring and research program to ensure wise resource use and reduce threats through frequent monitoring and ranger patrols. However, it did not prioritize supporting conservation-compatible livelihoods, developing resource use agreements with communities, or land use planning for the

protected area. In the new KMPA plan, these areas will be the main focus, building on the solid foundation of resource protection established in the previous plan.

Objectives

- o Effectively monitor species, ecosystems and landscapes in the KMPA
- o Strengthen resource protection in the KMPA and adjacent areas.

Key Activities
- Revise and update conservation targets, pressures and ecological threats and develop relevant plans e.g., Fire Management Plan, Turtle Management Plan etc.
- Develop and implement a Ranger – Based Monitoring Programme.
- Conduct research in the KMPA in keeping with the NPAS Research Strategy and Priorities and make findings accessible to communities and other stakeholders.
- Support student and community-led research in keeping with priorities
- Conduct monitoring and enforcement exercises (overflights, patrols, etc)
- Develop a Land use plan for KMPA (archaeological, sacred and tourism sites etc)
- Revise and update Resource Use Plans with Communities
- Facilitate the development of resource use rules and plans
- Support the development and implementation of Village Plans and Community Conservation Plans.
- Support the development of Village Rules related to resource use
- Support community resource protection and monitoring efforts

5.4.3 Programme 3 - Stakeholder Involvement and Benefits

The third program of our management plan focuses on the importance of involving key stakeholders in managing the KMPA. Effective stakeholder involvement is crucial for success, especially in protected area management. Without the support and involvement of indigenous and local communities and other stakeholders, the PAC cannot achieve many of its goals. By understanding the perspectives, needs, and expectations of our stakeholders and using their traditional knowledge, we can make better decisions and ensure stakeholders feel included in the management process. The new KMPA plan aims to improve the benefits offered to our key stakeholders. These benefits can be positive outcomes or rewards.

Objectives

- o Improve stakeholder involvement in KMPA management and decision-making
- o Increase sustainable livelihood opportunities available to communities.
- o Promote the equitable sharing of direct benefits from KMPA.

Key Activities

- Establish & Operationalize the KMPA Oversight Committee
- Conduct training on KMPA management planning process
- Hold meetings and public forums
- Support community-led activities
- Support community representative groups and their work (KMCRG)
- Support & promote the involvement of stakeholders in PA management & decision making
- Conduct a review and prepare a report on potential livelihood initiatives and support the implementation for KMPA communities.
- Develop & implement a benefit sharing plan
- Advertise KMPA positions locally and employ at least 80% of staff from local communities.
- Promote & include traditional knowledge in KMPA's work
- Purchase and market local products from KMPA communities e.g. craft
- Provide full & part time employment to local residents

5.4.4 Programme 4 - Education, Awareness and Outreach

As one of the most successful areas under the previous management plan, significant education and awareness work was completed through nature camps and school outreaches to engage children, youth and adults in and around the KMPA. Educational materials such as brochures, banners, exercise books, and videos were developed and widely distributed, highlighting the importance of conservation, protected areas, and the KMPA specifically. The environmental education program also utilized modern mediums like social media and radio. Promoting Guyana's national protected areas system and the KMPA at community-led functions, national events, and international events has raised awareness about the value of protected areas to local, national, and international audiences. Although the program has been successful, there are still opportunities for improvement. The new KMPA management plan will focus on increasing education and awareness. Two key areas identified in the previous plan, but not heavily focused on, will be prioritized: pursuing international accreditation for the KMPA and identifying and establishing Key Biodiversity Areas (KBAs) within the PA. Successfully addressing these areas will significantly enhance the global profile and recognition of the KMPA.

Objectives

- o To increase awareness of KMPA's values, biodiversity, and ecosystems.
- o To ensure KMPA is recognized and supported as a globally important protected area

Key Activities

- Develop and implement an Environmental Education Programme for the KMPA
- Conduct nature camps, youth camps and education outreaches
- Conduct Knowledge, Attitudes and Practice (KAP) Surveys
- Support Nature and Wildlife Clubs in schools and communities
- Develop and distribute educational materials (e.g posters, brochures, books etc)
- Promote KMPA through various forms (media, event, forums, radio programmes, workshops, conferences Expos, Heritage, Fairs, Festivals, School Graduations, signage)
- Support the integration of the traditional knowledge of the KMPA's biodiversity and ecosystems into the education system.
- Pursue international accreditation for the KMPA
- Promote the KMPA at international and global events (Conferences, Workshops, COPs etc)

KANUKU MOUNTAINS PROTECTED MANAGEMENT PLAN 2024–2028
Programmes & Objectives

Programme 1 Management

- o Have a full complement of capable Staff
- o Meet the infrastructure and equipment needs of the KMPA
- o Improve financial management systems and procedures
- o Strengthen KMPA planning and adaptive management

Programme 2 Protection and Wise Use of Resources

- o Effectively monitor species, ecosystems and landscapes in the KMPA
- o Strengthen resource protection in the KMPA and adjacent areas.

Programme 3 Stakeholder Involvement & Benefits

- o Improve stakeholder involvement in KMPA management and decision-making
- o Increase sustainable livelihood opportunities available to communities.
- o Promote the equitable sharing of direct benefits from KMPA.

Programme 4 Education, Awareness and Outreach

- o To increase awareness of KMPA's values, biodiversity, and ecosystems.
- o To ensure KMPA is recognized and supported as a globally important protected area

Protected Areas Commission

6 HOW WE WILL IMPLEMENT THE PLAN,

6.1 Governance and Management Structures

The Office of the President oversees the environmental portfolio of the country, which includes the Protected Areas Commission (PAC). The PAC is governed by a Board of Directors, which oversees its operations and approves its programs and budget. The PA Act 2011 mandates the PAC to prepare a management plan for site-level protected areas, which must be approved by the Board of Directors. For the KMPA, the PAC is the management authority responsible for day-to-day management.

Protected Areas Commission Organizational Structure 2024 – 2028
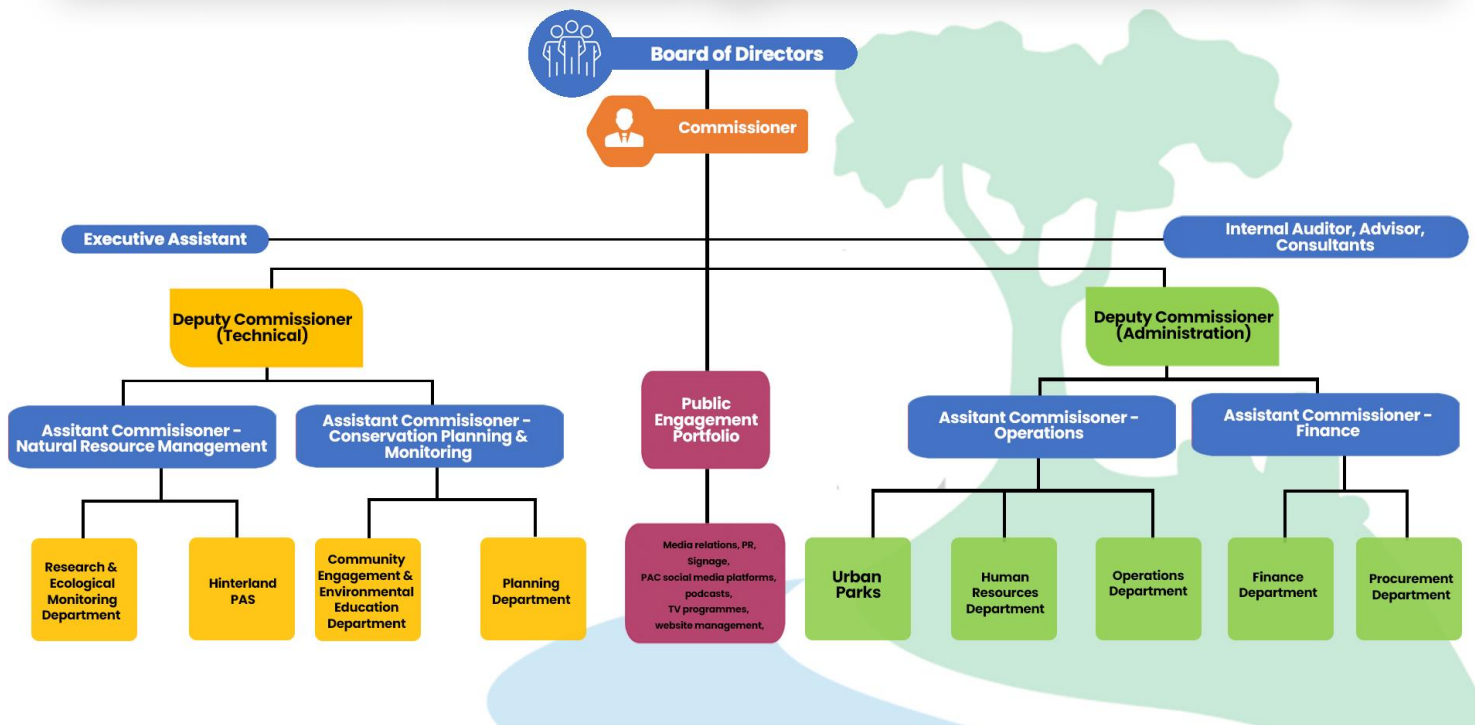
The implementation of this management plan will be carried out by a Site Level Manager and a field team employed by the PAC, supported by technical and administrative staff based at the Head Office. The Assistant Commissioner for Natural Resource Management oversees the direct management of the KMPA.

The figure below outlines the basic Human Resource Structure for the KMPA. A detailed assessment of staffing and capacity needs will be conducted during the implementation of this plan. The current staff complement of the KMPA is expected to be strengthened and increased to

align with the expanded programs and actions identified for 2024-2028. The PAC will actively encourage and promote the recruitment of these site-level positions from local communities.
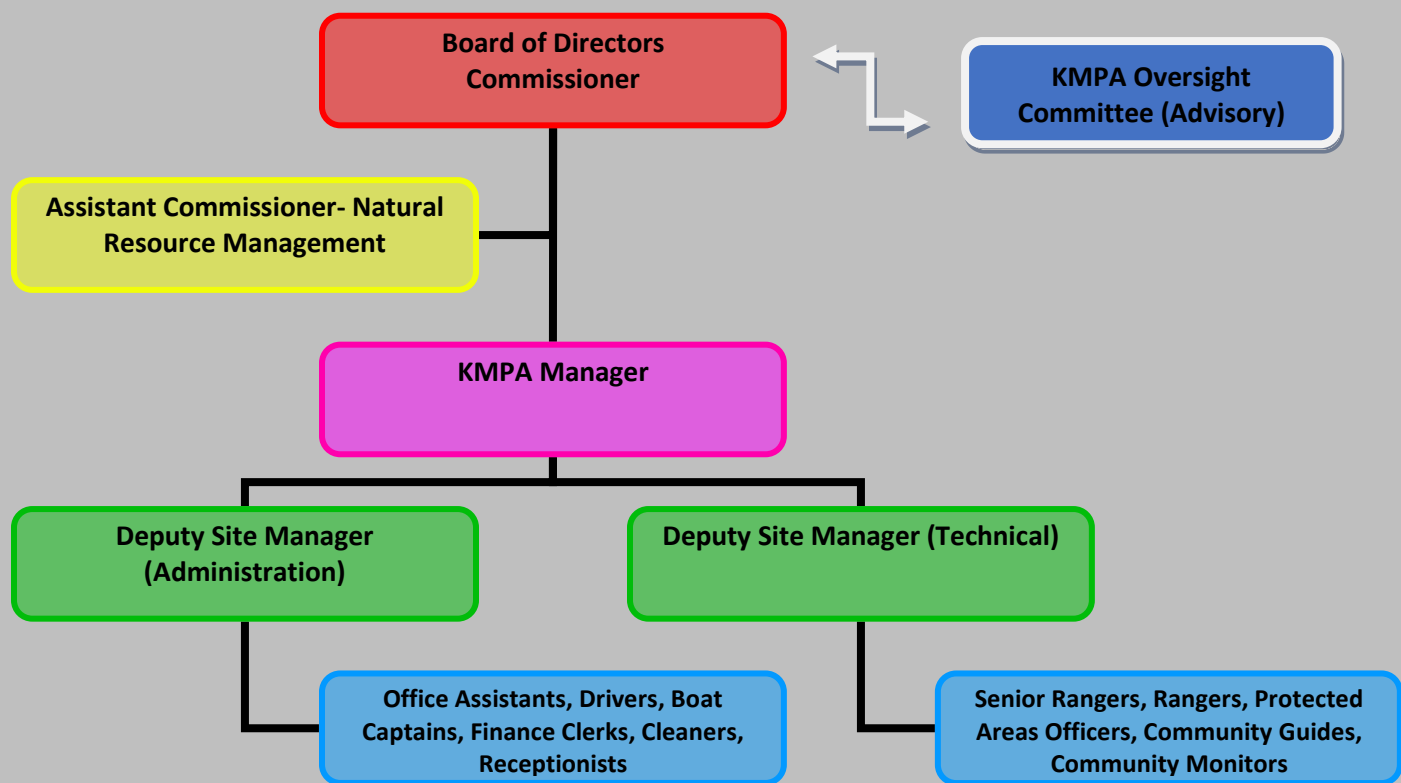
Figure 1 General HR structure for KMPA

During the management plan consultations, communities and KMCRG leaders expressed strong support for the setup of the KMPA Oversight Committee. This committee will play a vital role in supporting the PAC's work in managing the KMPA.

Table 1 Proposed Composition of the KMPA Oversight Committee

Organization	# of Representatives
Kanuku Mountains Community Representative Group - KMCRG	5
Regional Democratic Council – RDC (Region 9)	1
Guyana Police Force - GPF	1
Guyana Geology and Mines Commission - GGMC	1
Guyana Forestry Commission - GFC	1
Environmental Protection Agency - EPA	1
Ministry of Amerindian Affairs - MoAA	1
GWCMC	1
Guyana Tourism Authority	1
Ministry of Agriculture (Fisheries and NAREI)	1
University of Guyana	1

National Toshao Council – Region 9 Rep	1
NGOs/ Civil Societies (Visit Rupununi, South Rupununi Conservation Society, South Rupununi District Council)	2
North Rupununi District Development Board - NRDDB	1
Guyana Defence Force - GDF	1
Protected Areas Commission	

Following discussions, it was proposed to establish an Oversight Committee for the KMPA comprising representatives from the above-mentioned organizations and agencies. External experts may be called upon to provide background information when required. The primary functions of the KMPA Oversight Committee may include

- Supporting investigation of reports of illegal activities and overuse of resources
- Providing advice to communities about resource use.
- Supporting resolution of conflicts related to resource use in the KMPA.
- Supporting livelihood development in communities

The Committee may meet at least twice per year (statutory), with emergency and ad hoc meetings as needed. The establishment of the site-level committee will demonstrate the Commission's commitment to involving local communities, central and local governments, the private sector, non-governmental organizations, and other interest groups in the management and decision-making process of the KMPA. The composition of this committee will be finalized and operationalized as an activity of this management plan

6.2 Workplans

The five-year operational plan (Appendix 2) will act as the framework for activity planning. This operational plan will guide the development of annual plans and budgets ensuring that all work plans are aligned with the management plan's programmes objectives and goals. Annual plans and budgets will be developed by the site level manager, the senior management team at the PAC with input from the site level committee.

6.3 Partnerships

Partnerships are vital for leveraging resources, expertise, and support necessary for the successful management of protected areas. Over the past years, our work has focused on building partnerships and relationships to better manage the NPAS. The PAC has established strong working relationships with the KMPA communities, government, and non-government players in the region.

Notably, the Government of Germany, through the German Development Bank (KfW), has funded the construction of the KMPA Site Office in Lethem, two ranger stations, and provided various transportation and equipment. The Frankfurt Zoological Society (FZS) has pledged long-term

technical and financial support towards the management of the KMPA, while co-financing is consistently provided by the Protected Areas Trust of Guyana. Conservation International continues to play a vital role in supporting the management of the KMPA and advancing the NPAS through contributions to the Trust Fund and leadership in the conservation sector.

Over the years, the support and active involvement of sector agencies and local government have significantly aided the PAC in effectively monitoring the KMPA. The participation and support of local organizations like SRDC, NRDDB, and SRCS have enabled the PAC to better engage indigenous communities and foster trust. The KMCRG, representing the 21 communities around the KMPA, has been a strong partner with the Government and PAC in maintaining the integrity and natural beauty of the Kanuku Mountains.

These relationships, along with other long-term partnerships, will be critical for the successful implementation of the KMPA Management Plan 2024-2028. The PAC intends to build on the gains made over the years while seeking new partnership opportunities to contribute to the long-term preservation of the KMPA's unique biodiversity and cultural heritage.

6.4 Co-Monitoring of the KMPA

The Kanuku Mountains have been protected by the indigenous people of the area who demonstrate an intrinsic connection with the place they refer to as their "Mountains of Life". The KMPA is virtually intact today due to the sustainable utilisation of the resources it holds. While this might be so, there are increasing pressures on the mountains and the existence of these resources. In response to pressures outside the Protected Area, neighbouring communities have already been engaged in developing natural resource management plans in order to guarantee continued future use of the resources in the area. Throughout the management planning process, a reoccurring theme that was mentioned in most communities, was the need to formalize a partnership between the PAC and communities to jointly monitor the KMPA and its adjacent areas. During the community consultation process several communities suggested that community Rangers be hired to work part time and full time to support the PAC in monitoring and research efforts. As a result, the PAC engaged the KMCRG Leaders in a discussion to determine what was needed to set up this initiative. The KMCRG identified some key areas that should be considered in the setup of this co-monitoring effort.

Human Resources	To conduct co-monitoring of the KMPA, it was stated that there is a need for suitable persons who are trained to be readily available to participate in the program. When asked about what human resources/skills currently

exist in the communities the following were identified. In Yupukari Village there is a monitoring team who are trained and currently supports monitoring of village lands.

- There are persons in all villages trained in Community Monitoring, Reporting and Verification (CMRV) who can be employed for roles in ecological monitoring.

- In Shulinab Village there are Community Rangers who are also trained individuals that support the monitoring of village lands.

- It was also noted that there are trained turtle monitoring rangers in various communities who would be able to be part of a co-management effort of the KMPA.

- KMCRG Leaders stated that training in various aspects of ecological monitoring will be necessary.

Funding	It was agreed that the following agencies can be approached for funding to support implementation of activities. These agencies include, but are not limited the PATF, FZS, LCDS funds.
Equipment	relevant equipment will be needed including, drones, boats, engines, GPS, compass, binoculars etc
Health and safety concerns	OHS protocols should be developed and implemented to ensure accidents and incidents are prevented.
Security concerns	Participants were particularly concerned about safety of Teams in the field especially when investigating illegal activities. • Access points in communities Yupukari, Sandcreek – security posts may be established. • Equipped with resources. • Communication– Sat phones, mobile phones, radios and other communication devices

6.5 Priority Areas for Direct Collaboration

During the management planning consultation process stakeholders were engaged in discussions to determine priority areas for direct collaboration with the PAC. The image below provides the background to each priority area and a list of questions that guided the discussion.

Priority Areas for Direct Collaboration	Background	Guiding Questions
Group 1 - Improving Resource Protection Illegal Logging Illegal Mining Water Pollution Monitoring and Enforcement **GGMC, GFC, KMCRG, GDF, GPF, EPA, WCMC, MNR, SRDC, FZS**	Although illegal extraction of resources is relatively low in the KMPA, there has been increasing reports and occurrences over the past two years. At present coordination of enforcement actions have been challenging considering the remoteness of the PA and limited human resources.	**What mechanism can be put in place to better monitor the KMPA.** **What is the best way to coordinate an enforcement intervention.** **How can your agency/organization support these efforts. (Resources, skills, expertise)** **What data is needed? How can the PAC have access?**
Group 2 - Improving Sustainable Resource Use Overharvesting of Fish Species Overharvesting of Game Species Fire Management **EPA, GWCMC, IWOKRAMA, NRDDB. SRCS, KMCRG**	In keeping with the KMPA plan, KAP Surveys and Resource Use Mapping were conducted with communities during 2016-2018. More recently, the PAC conducted community consultations with 20 of the 21 KMPA communities. During these processes, communities have indicated, reoccurring incidents of low fish catch, going further to hunt and the impacts of savannah and forest fires on habitats and their livelihoods. Over the next five years, the PAC intends to revised the KAPs and RUM as well as develop a land use plan for the KMPA.	**What mechanism can be put in place to effectively manage the use of fish and game species?** **How can we manage fire in and around in KMPA?** **How can your agency/organization support these efforts. (Resources, skills, expertise)** **What data is needed? How can the PAC have access?**
Group 3 - Increase Sustainable Livelihood Opportunities Village Developments Plans and Rules Traditional Knowledge and Practices Sustainable livelihood Initiatives (Ecotourism, agriculture, aquaculture, craft,) Training and capacity development (hospitality, TVET, computer, catering, accounting, **CI, MOAA, Visit Rupununi, NRDDB, KMCRG, RCCI, MoE, RLPA, SCPDA, NTC, GTA, SBB**	Indigenous communities in and around the KMPA depend on resources within the PA for their sustenance and traditional practices. For centuries, these communities have proved to be excellent stewards of the forests ensuring low impact. However, as populations continue to grow and communities further expand their plans for development demand, on these resources are increased. During recent consultations with the KMPA communities, all the Villages stressed the urgent need for PAC and other stakeholders to support and implement alternative livelihoods to lower increasing pressures on the KMPA.	**How can you partner with the PAC to support sustainable livelihood initiatives? (Resources, skills, expertise)** **What kinds of livelihoods are you supporting in communities around KMPA (current or future) and what data/information can be shared with the PAC.** **What training and capacity development opportunities exist and how can they be accessed?** **What data/info on best practice and lessons learned for implementation of livelihood activities exist?**

Below are the outcomes from these discussions;

Group 1 – Improving Resource Protection	Group 2 – Improving Sustainable Resource Use	Group 3 – Increase Sustainable Livelihood Opportunities
Mechanisms to better monitor KMPA: **Remote sensing** **Effective communication (e.g. MOU, protocols).** **Use of technology (drones, EDNA, GIS + Remote sensing, SMART)** **Training and Reporting for stakeholders** Best way to Coordinate an enforcement intervention: **Taskforce (key personnel/ focal points)** **Appropriate means of communication (multiple channels)** **Protocol for taking action dependent on the situation (lead agency)** **Resource pool (transportation, technology, money)** How an agency can support these efforts? Identify agency capabilities: Financial – **GGMC, GFC, EPA, etc. as based on existing budgets – FZS** Manpower – **per agency** Kit and equipment – **SMART – FZS** Remote sensing – **EPA** GIS – **GFC, GGMC** Water testing – **EPA, GGMC, FZS** Firearms – **Military (GPF, GDF, MNR)** Skills & expertise – **KMCRG and communities** Stakeholders **(Government & NGOs)** Training **(interagency collaboration agency, International e.g. Ranger – force development).** Data needs: **Resource zones (Areas of interest) – e.g. mineral deposits, forest zones, deforestation data for PAs, digital (Shp.) and maps** **Baseline water quality data** **Threat assessments** **Species list (flora, fauna)** **List of Agency capabilities (Tech, Skills, Resources)** **PAC's access** **Interagency MOU (Collab, sharing, feedback)** **Repository**	**Mechanism to manage the use of fish and game species.** Revise the Act on what sub-use means (quantify) in all Acts (AA, Fisheries, PAC, Wildlife) Community engagement to develop rules/by-laws on how to utilize resources Develop resource use agreements with communities and government Increase awareness on regulations, resource use, best practices, and new FF in land Act with communities, rangers, and all users Enforcement of laws (hire staff, penalties, check-points, signs) Establish seasonal fishing/hunting (Wildlife) Compensation for fishermen Development of community-based projects for alternative livelihoods e.g. aquaculture, poultry, livestock (Diversify livelihoods) Establish hunting zones and rules Increase interagency collaboration (knowledge of Acts, MOUs, PAC, GWCMC, FF, EPA, GFC, GGMC, Police, GLDA). Awareness of the Wildlife Act to the general public and private sector. Agreement on all plans Support **How can we manage fire?** Develop a fire management plan/program at a national level Education awareness and sensitization on fire management using different media Support the current revision of the management plan Develop KMPA fire protocol Support the development of a fire management/ response plan for each community **How can your agency support?** **EPA:** Support to PAC for funding from GIF & grants	How can you partner with PAC to support sustainable livelihood activities? **Guyana Tourism Authority GTA** The correct term used by the GTA on the type of tourism developed in Indigenous Communities in Guyana is "Community Led and Owned Tourism" or CLOT. Meet with PAC to discuss the Annual work plan to support sustainable livelihood initiatives Donation to communities: Internet connectivity, Furnishing of a lodge Tourism: Creation of tourism packages Training – Naturalist guide training Culinary Training Customer service Ecolodge development training First AID, CPR, etc. Governance training Financial management training Tourism development Action plan for communities which identifies challenges and lessons learned **CI – Guyana:** Current open call to Indigenous women fellowship for proposals Capacity building to local organizations (RLPA) + financial support for community development (financial mechanism for IPLCs) Tourism and Agriculture **Guyana Police Force:** Improving public trust to decrease crime, more community outreaches, engage youth groups, scout programs, and social crime prevention intervention, increase mountain and savannah patrols and liaise with Toshaos +VCs. **RLPA:** Direct support to households, VCs, and groups within the communities for poultry production, small imitations + beef (cattle), technical + capacity building resources (equipment, etc.) + assist with marketing. **KMCRG:** Provide marketing (R.C. Fair) + livelihood

In-kind finances for various project activities.

MOA:
Provide support in training and project activities

SRCS:
Technical support for fire management plans

NRDDB and Iwokrama:
Provide support/facilitate knowledge Sharing & awareness on overharvesting and developing protocols for fire management

GWCMC:
Technical support for wildlife trade
MOAA:
Possible funding from Carbon credits.

Data needs

SRCS fire management and other relevant data
MOA – data on a regional plan
GWCMC – the wildlife trade
SRDC – fire management & calendar
NRDDB & SWM – fish data
Iwokrama – social service unit (sustainable livelihood info)

projects such as shack housed + seed banks + VSPs development + community capacity building
Packaging materials for Agro processors

NTC:
Support the development of VSPs
Capacity building on leadership and governance
Support the development of village rules

MOAA:
Direct grants (capital grants) to communities, direct training to communities in tourism & hospitality, small engine repairs, tractor driving & repairs, and garment construction
Economic projects (income earning) such as guesthouses, poultry, etc.
Best practices are guided by the Amerindian Act of 2006
Training for Toshaos and Seniors

MOE:
Promote the formation of youth groups and promote fire management within the curriculum. Promote environmental awareness programs
Improve/ implement TVET, computer training (EDPM)/ IT, and more programs. Business studies (universal secondary education)

GLSC:
Land allocation, land demarcation, geographic information (maps & plans).

SBB:
Business training, Agro-processing (Value added production), Grants, and loan assistance.

7 HOW WE WILL WE MEASURE SUCCESS -

7.1 Monitoring and Evaluation

Measuring the success of implementing a protected area management plan is essential to ensure conservation goals are achieved and ecosystem health is maintained. This involves evaluating various indicators and metrics that reflect the objectives outlined in the plan. By systematically measuring these indicators, protected area managers can assess the effectiveness of their management strategies and make informed decisions to enhance conservation outcomes and community benefits.

The KMPA management plan is designed to be dynamic, flexible, and adaptive to changing information, management, and community needs. The Monitoring Plan (Appendix 3) and the Log Framework (Appendix 4) provides indicators to measure success in achieving program goals, objectives, and outputs. Additionally, it offers a framework for a monitoring and evaluation (M&E) plan which identifies data collection methods and institutional responsibilities. The M&E plan will help managers to;

- Determine whether KMPA management is achieving its goals and objectives.
- Monitor the progress of management plan implementation against anticipated outputs.

This part of the M&E framework can be used in conjunction with staff performance appraisals, though it should not be the sole measure of performance

By assessing progress toward achieving goals, objectives, and outputs, KMPA management can integrate this information into annual operational plans and activities, adapting their interventions for more effective and efficient implementation. Ultimately, the implementation of an M&E plan provides managers and key stakeholders with up-to-date information on the progress and results of KMPA management interventions. An annual review of M&E results will be summarized in KMPA annual reports, and M&E activities will subsequently be incorporated into future work plans. Success will also be measured through the application of the Management Effectiveness Tracking Tool (METT). The METT was developed to help determine the effectiveness of protected area management globally. It tracks how well management programs, actions, and activities are being conducted and assesses their overall impact. The METT has been updated to its fourth version (METT-4), launched in 2021. This new version, presented as an Excel tool, facilitates implementation and result compilation. The METT-4 includes a revised handbook that offers background on management effectiveness, best practices, case studies, and guidance on using complementary tools like SMART and SAGE for enhanced assessment quality.

8 FINANCING

Resource mobilization for the Kanuku Mountains Protected Area (KMPA) involves securing financial, human, and technical resources essential for effective management and conservation. This includes obtaining funds from governmental subventions, the Protected Areas Trust, local and international donors, NGOs, and the private sector. Capacity building, through targeted training programs, on-the-job experiences, and exchanges, will enhance the skills of staff and local stakeholders. Critical to the implementation of the plan is the involvement of local communities and other stakeholders, ensuring that benefits are realized. As part of the management plan, the Commission will develop an annual work plan with a detailed budget, which will be approved by the Board of Directors.

Currently, the majority of funds for managing KMPA come from an annual government subvention. The Frankfurt Zoological Society (FZS) has pledged long-term technical and financial support for KMPA through a Memorandum of Understanding (MOU) with the Government of Guyana and the Protected Areas Commission. Annually, PAC and FZS develop a work plan aligned with the PAC Strategic Plan and the KMPA Plan. After reviewing and approving the work plan, funds and technical support are provided for implementing actions. Co-financing is also consistently provided by the Protected Areas Trust of Guyana through formal grant applications. Throughout the life of the plan, additional third-party donors will be approached for funding and technical support to enhance the effectiveness of KMPA management.

Securing sustainable financing for the National Protected Areas System is a key priority of the Commission as is iterated in the PAC Strategic Plan Programme 3 – Finances.

Programme 3 – Finances – PAC Strategic Plan	
Objective **Mobilize resources to ensure the financial sustainability of the PAC**	❖ Develop and implement a sustainable financing plan: (review current financing model; strategy to increase tourism revenue; revision of fines) ❖ Revise and implement new fee structure for services provided/use of PAs. ❖ Develop and roll-out new services and products (include payment for ecosystem services) ❖ Lobby Government to increase subvention to the PAC and increase contributions to the PATF. ❖ Engage Private Sector to contribute to the PATF through CSR, Offsetting

Indicative Management Costs

The tables below show the estimated capital and recurrent costs respectively. These figures are broad estimates only and are meant to serve as a guide for management plan implementation fundraising only. More detailed and accurate management plan implementation costing will be conducted in line with annual operational plans.

Capital cost projection for management of KMPA for 2024 - 2028

PA	Year 1 2024 (GY $'000)	Year 2 2025 (GY $'000)	Year 3 2026 (GY $'000)	Year 4 2027 (GY $'000)	Year 5 2028 Cost (GY $'000)	Total Capital (GY $'000)	Total Cost (US $'000)
KMPA	-	12,000	13,000	14,000	16,000	55,000	275

Recurrent cost projection for management of KMPA for 2024 - 2028

PA	Year 1 2024 (GY $'000)	Year 2 2025 (GY $'000)	Year 3 2026 (GY $'000)	Year 4 2027 (GY $'000)	Year 5 2028 Cost (GY $'000)	Total Recurrent (GY $'000)	Total Cost (US $'000)
KMPA	22,373	23,146	24,395	25,485	30,120	125,609	628.05

LIST OF APPENDICES

Appendix 1   Community Contributions to KMPA Plan

Appendix 2   Five Year Operational Plan

Appendix 3   Monitoring Plan

Appendix 4   KMPA Logical Framework

Appendix 5   Core Participants in KMPA Management Plan Development Workshops

Appendix 1 Summary of Contributions made by 21 KMPA Communities to the KMPA Management Plan

KMPA Management Planning Process
Community consultations held March 2023 – July 2023

BENEFITS	RESOURCE USE	EDUCATION, AWARNESS & TRAINING
- Support Community enterprises e.g Craft, tourism, farming, aquaculture, garment construction, - Support construction of infrastructure for Community enterprises e.g Guest house, craft center - Support promotion of traditional knowledge/ Property rights/Research guidelines to protect traditional knowledge. - Support the development of a technical institute / vocational training center. E.g., carpentry, mason, crafting - Support Village in finding markets for goods and services	- Conduct Conservation projects in communities. - Improve/increase the frequency of monitoring in the KMPA - Conduct joint monitoring exercises in the KMPA and on Village Lands (at the request of the Village). - Support communities to monitoring resources on Village Lands - Support communities in the development of village rules and village plans - Conduct research (both in KMPA and village lands)	- Support community in developing and maintaining youth club/Wildlife Clubs and provide related equipment - Conduct nature camps and school outreaches, - Produce a wide range of teaching aids with information about the KMPA and the environment in books, videos, brochure, songs, poems etc - Exchange visits for youths Support community in in setting up information centres - Translate materials in Machusi and

- Support sports facilities and provide sports gears.

- Partner with tourism groups to promote village activities.

- Hire Elders and Youths from the Village to conduct monitoring and research trips to the KMPA

- Support the improvement of health facilities since the village helps to conserve species such as snakes which are harmful.

- Support development projects within communities

- 90% of persons employed by KMPA should be from communities.

- Increase financial support and benefits to communities.

- Support the KMCRG in infrastructure, equipment and financial needs.

- Create / develop guidelines for harvesting season).

- Develop resource use agreements among KMPA communities on how to use resources.

- Build Rangers outpost at Dumapau and help to construct road which can also help to boost tourism

- Support purchase of boat and engine so the Village can support monitoring of the PA and feedback information to PAC

- Increase the number of monitoring points e.g Ranger Stations and Outposts to improve resource protection.

- Both Elders and Youths from the Village should participate in monitoring and research trips to the KMPA - so youths can also learn.

- PAC to be prepared/ ready to respond to potential future increase

Wapishana

- .

- Support/assist with finding scholarship in conservation for youths.

- Promote KMPA and Communities on social media, website etc.

Support the following range of training
- Tour guide
- Bird identification
- Camera trapping
- Aquaculture
- Creating booklets in Wapichan on wildlife found in the village
- Resource Use Mapping
- Water quality testing
- Tree Identifiction
- Computer, Compass, First Aid
- ATV, Boat
- Hospitality, catering, house keeping
.

- Develop benefit sharing program and ensure benefit shared equitably. - Need for workshops and trainings for the KMCRG communities. - Use local elders to facilitate meetings. - Negotiate for the best use of proposed land extensions into KMPA	in illegal activity (e.g. mining and logging) in KMPA and Village lands. - Communities to share information with the PAC and PAC with villages on sensitive sites/ areas with important biodiversity for protection. - Lobby Wildlife Commission to conduct more visits to the village to discuss wildlife issues and human wildlife - Ensure the site level committee is in place and functioning. - Use research results and evidence to influence policy and decision making at government level - Revise the Protected Areas Act	

Appendix 2 – KMPA Five Year Operational Plan

Programme 1: Management					
	Timeframe (Year)				
The KMPA is managed using appropriate and effective management structures and systems	**1**	**2**	**3**	**4**	**5**
Objective 1.1: To have a full complement of capable Staff					
1.1.1 Revise HR Structure for KMPA	X				
1.1.2 Hire staff in keeping with new KMPA HR Structure	X	X	X	X	X
1.1.3 Conduct Staff performance appraisals	X	X	X	X	X
1.1.4 Design and Implement a Skills and Capacity Development Plan for KMPA Staff and Stakeholders.	X	X	X	X	X
Objective 1.2: KMPA infrastructure and equipment needs met					
1.2.1 Carry out infrastructure and equipment needs assessment	X				
1.2.2 Develop infrastructure and equipment plan for the KMPA (including maintenance plan)	X				
1.2.3 Procure equipment and build structures and maintain appropriate equipment and buildings in keeping with plan.	X	X	X	X	X
Objective 1.3: Improve financial management systems and procedures					
1.3.1 Develop and implement internal financial management systems and procedures (including manuals).	X				
1.3.2 Mobilize financial resources for KMPA. (e,g through grants, partnerships, payment for ecosystem and other services e.g eco-tourism.	X	X	X	X	X
Output 1.4 Strengthen KMPA planning and adaptive management					
1.4.1 Prepare Annual workplan and Budget for the KMPA	X	X	X	X	X
1.4.2 Prepare quarterly Site Level Reports	X	X	X	X	X
1.4.3 Conduct Mid and End of Year review of annual workplan and prepare reports	X	X	X	X	X
1.4.4 Conduct METT annually and prepare reports	X	X	X	X	X

	1	2	3	4	5
1.4.5 Conduct Mid Term review of KMPA Management Plan and prepare report			�		
1.4.6 Conduct end of Term review of KMPA Management Plan and Prepare Reports					▮
1.4.7 Design and implement a management planning process for KMPA Plan (2029 – 2033)				▮	▮

Programme 2: Protection and Sustainable Use of Resources		Timeframe (Year)				
		1	2	3	4	5
Objective 2.1 Effectively monitor species, ecosystems and landscapes in the KMPA	2.1.1 Revise and update the conservation targets, pressures and ecological threats and develop relevant plans e.g. Fire Management Plan, Turtle Management Plan etc.	▮	▮	▮	▮	▮
	2.1.2 Develop and implement a Ranger – Based Monitoring Programme.	▮				
	2.1.3 Conduct research in the KMPA in keeping with the NPAS Research Strategy and Priorities.	▮	▮	▮	▮	▮
	2.1.4 Support student research (local schools, communities and institutions)	▮	▮	▮	▮	▮
	2.1.5 Make research information and research findings accessible to communities and other stakeholders.	▮	▮	▮	▮	▮
	2.1.6 Support community research related to resource use (including traditional Knowledge)	▮	▮	▮	▮	▮
	2.1.7 Conduct monitoring and enforcement exercises (overflights, patrols, etc)	▮	▮	▮	▮	▮
Objective 2.2 Strengthening Resource Protection in the KMPA and Adjacent Areas.	2.2.1 Develop a Land use plan for KMPA (archeological, sacred and tourism sites etc,	▮	▮	▮		
	2.2.2 Revise and update Resource Use Plans with Communities	▮	▮	▮		
	2.2.3 Facilitate the development of resource use rules and plans	▮			▮	
	2.2.4 Support the development and implementation of Village Plans and Community Conservation Plans.	▮		▮		
	2.2.5 Support the development of Village Rules related to resource use	▮	▮	▮	▮	▮

	2.2.6 Support community resource protection and monitoring efforts				

Programme 3: Stakeholder Involvement and Benefits					
Stakeholders are involved in the management of the KMPA and receive benefits					
Output 3.1: Improve stakeholder involvement in KMPA management and decision-making	3.1.1 Revise and Update the KMPA Stakeholder List				
	3.1.2 Establish and Operationalize the KMPA Oversight Committee				
	3.1.3 Conduct Training on the KMPA Management Plan and Process for New and Emerging Leaders				
	3.1.4 Hold Community Meetings (At least once per year with each Village)				
	3.1.5 Hold Public Forums				
	3.1.6 Support involvement of communities and other stakeholders in KMPA Activities (e.g Research, monitoring, training, awareness etc)				
	3.1.7 Establish and maintain good partnerships and relations with key stakeholders (including govt agencies, NGOs, conservation organizations, regional bodies, private sector)				
	3.1.8 Support Community representative groups and participate in their activities (KMCRG, NRDDB, SRDC, SRCS,etc)				
	3.1.9 Support and promote the involvement of stakeholders in PA management and decision-making processes (e.g Committees, strategic planning processes, Surveys and Feedback				
Objective 3.2: Increase sustainable livelihood opportunities available to communities.	3.2.1 Conduct review and prepare report on potential conservation-compatible livelihood initiatives for KMPA communities.				
	3.2.2 Support the implementation of livelihood initiatives as per report 3.2.1 (grant writing, training, marketing, branding etc)				
	3.2.3 Purchase and market craft and other products made by KMPA communities				

Objective 3.3 Promote the equitable sharing of direct benefits from KMPA.	3.3.1 Develop and implement a benefit sharing plan for KMPA					
	3.3.2 At least 80% of the Ranger Team employed in the KMPA are from local and indigenous communities					
	3.3.3 Advertise KMPA positions and services locally.					
	3.3.4 Provide full and part time employment to residents in and around the KMPA (cooks, guides, assistants, boat captains, hospitality and transportation services etc).					
	3.3.5 Promote and include traditional knowledge in KMPA's work.					
	3.3.6 Increase support for community and regional activities (e.g Expos, Heritage, Fairs, Festivals, School Graduations)					
	3.3.7 Support implementation of KMCRG's Strategic Plan (including meetings, capacity building, training etc)					

Programme 4: Education, Awareness and Outreach					
KMPA, its values, biodiversity and ecosystems are known locally and internationally					
Objective 4.1 To increase awareness of KMPA's values, biodiversity, and ecosystems.	4.1.1 Develop and implement an Environmental Education Programme for the KMPA				
	4.1.2 Conduct nature camps, youth camps and Education Outreaches				
	4.1.3 Establish Nature and Wildlife Clubs in schools and communities				
	4.1.4 Develop and distribute educational materials (e.g posters, brochures, books etc)				
	4.1.5 Promote KMPA through various forms (media, event, forums, radio programmes, workshops, conferences Expos, Heritage, Fairs, Festivals, School Graduations, signage)				

	4.1.6 Support the integration of the traditional knowledge of the KMPA's biodiversity and ecosystems into the education system.						
Objective 4.2 To ensure KMPA is recognized and supported as a globally important protected area	4.2.1 Pursue international accreditation for the KMPA						
	4.2.2 Promote the KMPA at international and global events (Conferences, Workshops, COPs,						
	4.2.3 Identify and establish KBAs in the KMPA						

Appendix 3: Monitoring Plan

K M P A M a n a g e m e n t I m p a c t : A c h i e v i n g K M P A M P G o a l s a n d O b j e c t i v e s
Baseline Codes: DD = Data Deficient   DP = Data in progress

Attribute/ Characteristics/ Incentive	Indicator	Targets	Baseline	Method of data collection	Frequency	Responsibility
GOALS	**1. Management**					
1. The KMPA is managed using appropriate and effective management structures and systems.	No. of Management & administrative policies/SOPs created and/or updated.	At least one policy document/SoP developed and, or updated for all management functions of the PA. (staff, equipment & infrastructure, finance	Code of conduct HR policy document	• (management) reports; • policy documents; • SOP documents/reports.	Annually	Admin Dept.
	% of existing/developed management & administrative policies that are being implemented.	All developed/existing management & admin policies are implemented.	DD	• Admin/HR reports • M& E report • Progress report (status update report.	Annually	Admin Dept. Planning Dept.
	% of Management programs in KMPA plan that are updated and implemented.	≥80% of management programs are updated. ≥80% of management programs are implemented.	DD	• M&E report/ Status update report. • KMPA Plan • Mid-term review • Evaluation Report	2.5 years into new plan (mid-term review); 5 years.	Planning Dept.
	2. Protection and Sustainable Use of Resources					

2. Ensuring ecosystem protection and promoting the wise use of natural resources within the KMPA	Reduction in the number of high and middle level threats occurring in the KMPA.	≤ 5% of threats occurring in the PA are considered high or middle level threats.	0% of threats are high level. 2% of threats are middle level.	• METT analysis & report • ERM reports • Ranger patrol reports	Annually	Planning Dept. ERM Dept.
	Levels of resource use maintained at sustainable levels. (sustainable resource extraction levels)	Trends show stable and or increasing population numbers for resources utilized.	DD	• METT report • Research papers •	Annually	ERM Dept
	Healthy KMPA Ecosystems (Ecosystem health)	High species richness & diversity. Healthy habitats & good habitat diversity. Good water quality (free from pollutants, presence of nutrients, oxygen etc) ≥95% canopy cover for forest.	Water quality: low mercury levels	• ERM Report • GIS data on forest cover	Annually	ERM Dept
3. Stakeholder Involvement & Benefits						
3. Stakeholders are involved in the management of the KMPA and	The number of communities receiving benefits (direct/indirect) from the KMPA	All stakeholder communities receive some benefit from the KMPA	KMPA management plan. Site-level report	• Site-level Reports • Management plan report • Community engagement reports	Annually	CEED

Attribute/ Characteristics/ Incentive	Indicator	Targets	Baseline	Method of data collection	Frequency	
receive benefits.	Number of communities/ stakeholders consulted during the management planning/mid-term process	All stakeholder communities and agencies are consulted	Boundary demarcation report. 1st KMPA management plan	• Consultation report • Management plan process report.	Mid-term (2.5 years) 5 years (end review)	CEED
	Number of villages/communities participating in (direct) income generation/livelihood activities	≥ 5 KMPA communities participating in income generation/livelihood activities	Support craft purchase from Nappi	• Site-level reports • Community engagement reports • M&E update reports.	Annually	
4. Education, Awareness and Outreach						
4. KMPA, its values, biodiversity and ecosystems are known (and recognised) locally and internationally	Knowledge & awareness of the KMPA (its values & biodiversity & ecosystems increase globally.	≥25% increase in awareness in local stakeholders from baseline. ≥25% internationally within 5 years.	KAP surveys	• KAP reports • ERM reports	Annually	
	Increase in number of international research conducted in KMPA	≥2 research activities occurring annually.	Research Reports	• Research permits • Research reports	Annually	
	No. of presentations on the KMPA given at international events	≥3 events attended annually & presentations made	UN Biodiversity COP. ASL conference	• Meeting minutes • Presentation • Photos	Annually	
Attribute/ Characteristics/ Incentive	Indicator	Targets	Baseline	Method of data collection	Frequency	
Objectives						

1. The KMPA is managed using appropriate and effective management structures and systems.						
1.1: To have a full complement of capable staff	% of HR structure filled	≥95 % of HR structure filled.	Approx. 70% filled.	• HR records & reports • HR structure	Annually	HR Dept.
	% of Staff performance that meets or exceeds expectations	100% staff meeting or exceeding expectations	≥85% of staff meeting or exceeding expectations.	• Staff appraisals	6 months	HR
	No. of trainings provided to staff.	≥2 trainings completed annually.	Some staff receive training.	• Training reports; • pictures; • registration sheets; • training certificates.	All year	HR
	% of staff receiving training	100% of staff receive at least 1 training annually.				
1.2 to meet/complete KMPA infrastructure and equipment needs.	% of Infrastructure & equipment needs met	≥ 80 % of infrastructure & equipment needs met	45% of infrastructure & equipment needs met	Infrastructure & Equipment needs assessment.	% of Infrastructure & equipment needs met	Admin
1.3: To Set up internal financial systems and mobilize funds for the KMPA	Annual planning & budgeting conducted.	One planning and budgeting session completed annually.	2023 budget and planning	• Completed budget document. • Budget report	Annually	P&M
	Number of grants request granted/approved.	≥1 grant request submitted & approved annually.	PATF grant for KMPA activities	• Finance records/reports • Grant reports	Annually	Finance

Attribute/ Characteristics/ Incentive	Indicator	Targets	Baseline	Method of data collection	Frequency	Responsible
				• Budgets reports/records		
	Donor/External funding received	≥ G$50 million, in donor funds received over 5 years.	FZS & KFW are regular donors to the KMPA	• Finance records/reports • Budget records/reports	Annually 5 years	Finance
	Deadlines for financial actions and reporting are met.	≥ 90 % of deadlines for financial management & reporting are met.	Budgets prepared as needed per activity.	• Finance records/reports • Budget records/reports • Site- reports	Per Action Annually	
1.4: Strengthen KMPA Planning and Adaptive Management	% of actions outlined in management plan that are completed	≥ 90% of actions in the management plan completed.	≤65% of actions completed from previous plan	• M&E plan status update report • Site-level reports • Annual reports	Annually	P&M
	No. of adaptive management interventions implemented.	An increase in the implementation of adaptive management interventions	Some adaptive management measures implemented	• Management plan evaluation reports • Site-level reports • Monitoring reports • METT analysis and reports	Annually	P&M
Attribute/ Characteristics/ Incentive	Indicator	Targets	Baseline	Method of data collection	Frequency	Responsible
Program Goal	2. Guyana's NPAS is adequately managed using appropriate and effective management programs and systems					
2.1: Effectively monitor species, ecosystems and landscapes in the KMPA	% of Species in KMPA being monitored. % of Ecosystems in KMPA being monitored.	At least 50% of species, ecosystems, and landscapes in KMPA are monitored	20% of species, ecosystems and landscapes	Site reports ERM reports	Annually	ERM department KMPA site staff

	% of Landscapes in KMPA being monitored.		monitored			
	Number of adaptive management interventions implemented.	An increase in the implementation of adaptive management interventions	Some adaptive management measures implemented	Annual reports, Site level reports, Strategic planning documents	Annually	P&M
2.2: Strengthening Resource Protection in the KMPA and Adjacent Areas.	No. of threats occurring in KMPA.	A reduction in the no. of threats occurring within the KMPA. Having adequate enforcement interventions based on threats identified.	Threats from illegal mining, logging and overharvesting of natural resources present in PAs.	METT Assessments. Ecological monitoring reports	Annually	ERM
	No. of enforcement actions/interventions conducted.	Reduction in illegal activities occurring in KMPA.	Illegal mining, logging & Over harvesting of resources especially fish occurring within PAs. .	Enforcement reports REM dept report	Annually	ERM
	% increase in METT scores	METT score maintained ≥75%	METT score 85% at 2022 assessment	METT analysis and report	Annually	P&M Dept

Attribute/ Characteristics/ Incentive	Indicator	Targets	Baseline	Method of data collection	Frequency	
	Revision of the PA Act	Stronger penalties, Clear language on resource use.	PA Act, 2011	Parliament records, Cabinet document. Revised Act.	One time	Consultant Technical team
Programme Goal	**3. To ensure Stakeholders are involved in the Management of the KMPA and receive Benefits**					
3.1 To improve stakeholder involvement in KMPA management and decision making.	No. of Stakeholder consultations conducted.	At least 1 consultation conducted with key stakeholder groups per relevant activity.	Regular stakeholder consultations are held as needed.	• Meeting minutes/reports • Registration sheets	Annually	CEEED Dept.
	No. or % of identified key stakeholders who are consulted on and involved in decision making	Involve ≥ 75% of all key stakeholders in relevant management and decision making.		• Meeting minutes/reports • Registration sheets • Stakeholder list	Per key activity	CEEED Dept.
3.2 To increase sustainable livelihood opportunities available that surround the KMPA.	No. of sustainable livelihood activities supported.	At least 2 livelihood projects piloted and or supported in the KMPA.	Purchase of balata craft. Permanent & temporary employment	• ERM reports • Annual reports • Site-level reports	Annually	ERM Dept.
3.3 To promote the equitable sharing of direct benefits from the KMPA.	No. of villages/ communities receiving benefits from the PA.	All stakeholder communities receive some benefit from the PA	Some communities receiving direct benefits.	• Site-level reports • KAP survey report/result	Annually	ERM Dept.

Attribute/ Characteristics/ Incentive	Indicator	Targets	Baseline	Method of data collection	Frequency	Responsibility
	No. of households within a community receiving benefits from the PA	Increase in the number of households benefiting from the PA between baseline and year 5.	KAP data	• Site-level reports • Benefit sharing reports • KAP reports	Annually	ERM Dept
Programme Goal	4. KMPA, its Values, Biodiversity and Ecosystems are known Locally and Internationally					
4.1 To increase awareness of KMPA's values, biodiversity and ecosystems. (locally and internationally)	International Accreditation (such as KBA)	KMPAs achieves some form of international accreditation.	No current accreditation	Accreditation listing Accreditation document/report PA reports	Annually	Planning Dept
	No. of international institutions or individuals conducting research in KMPA.	≥1 international research conducted within NPAS annually.	Glasgow university conducts annual visit to KMPA.	Research reports Research permits & findings ERM reports	Annually	
	No. of collaborations with international donors, NGOs & other organizations.	Some form of interaction with 2 international organizations yearly.	Collaboration with: KFW, WWF, CI, FZS	Research permits, researcher findings, research report.	Annually	

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	% increase in KAP scores	An increase in knowledge, attitude and perceptions of KMPA from baseline values	KAP surveys conducted in all stakeholder communities.	KAP research scores KAP report	2.5 years Every 5 years.	Planning Dept
4.2 To ensure KMPA is recognised and supported as a globally important protected area.	Increase in Social Media interaction (Likes, shares, visits).	25% increase in social media interaction from baseline.	DD	PR Reports Social media posts & analysis	Annually	PR officer/team
	Increase in visitors to urban parks.	≥50% increase in visitor numbers by year 5 from 2022/2023 numbers		Revenue Records Marketing records Visitor surveys	Annually	Admin department PR team
	Increase in sponsorships and donor support	50% increase in financial support from donors by year 5 of plan.	Financial records of donor funds	Donor reports Financial reports & records	Annually	Finance department
	% Increase in public awareness and understanding of NPAS.	≥50% increase in public understanding & awareness of NPAS from baseline	KAP research data	KAP surveys and reports Visitor surveys	Biennial	ERM department Research officer

	% of KMPA initiatives (Activities) supported by local people, groups, and communities.	75% of KMPA initiatives actively supported by local stakeholders' by year 5	There is some support	Stakeholder surveys; Events reports & records	Annually	CEED Planning

Attribute/ Characteristic/ Incentive	Indicator	Targets	Baseline	Method of data collection	Frequency	Responsibility
Programme 1: Administration						
The PAC has appropriate administrative structures and systems in place to support management of the NPAS						
Objective 1.1: Meeting Staff needs						
1.1.1 Revise Organizational structure	Organization structure updated	All departments	Current Structure exists	Updated Organization structure HR report	Annually.	HR
1.1.2 New staff recruited in accordance to the new organisational structure	Number of new staff recruited	100% staff recruitment by year 5 in keeping with new structure	N/A	HR report	Based on staffing requirements.	HR
1.1.3 Conduct staff performance appraisals	Appraisals conducted	All staff	Ongoing	HR/employee records	6 months	HR
1.1.4 Design and Implement a skills and capacity development plan for KMPA staff and key stakeholders.	Capacity needs assessment plan developed.	All staff and key stakeholders.	No plan in place	Capacity needs plan; Training reports; Certificates Staff appraisals	As outlined in the development plan.	

Objective 1.2: KMPA infrastructure and equipment needs are met						
1.2.1 Carry out infrastructure and equipment need assessment.	Needs assessment completed		Currently no needs assessment	Assessment surveys, Operations reports	Annually	Admin Dept
1.2.2 Develop infrastructure and equipment plan for the KMPA (including maintenance plan)	Infrastructure and equipment plan developed.	Across the Commission	No plan	Inspections; operations reports; photos	5 years	Admin Dept
1.2.3 Procure equipment and build structures and maintain appropriate equipment and buildings in keeping with plan.	No. of equipment procured	≥90 % of equipment needs completed by year 5	Approx. 25% of current capacity	Procurement plan, Inventory records; Photos.	Annually	Admin dept
	No. of structures built in keeping with plan.	≥75% of structures outlined in plan built by year 5	Approx. 50% of current capacity	Infrastructure plan & report Admin reports Photos Quarterly	Annually	Admin Dept
Objective 1.3: To Set up internal financial systems and mobilize funds for the KMPA						
1.3.1 Develop and implement financial management systems and procedures (including manuals).	Financial management system & procedures developed and implemented.	100% completed by year 5 of plan	No localised system in place.	Finance report	5 years	Finance dept.
1.3.2 Mobilize financial resources for KMPA. (e,g through grants, partnerships, payment for ecosystem and other services e.g eco-tourism.	Financial resources mobilized	≥100 million dollars in donor funds by year 5 of the plan.	Some funding for infrastructure & PA management	Financial Records Donor Reports	Annually	Finance Dept.
Objective 1.4: Strengthen KMPA planning and adaptive management						
1.4.1 Prepare Annual workplan and Budget for the KMPA	Annual workplan and budget prepared	one workplan document & budget prepared annually	Activity done annually	Budget submission; Annual workplan document	Annually	Finance Dept KMPA site staff
1.4.2 Prepare quarterly Site Level Reports	Report prepared	1 report prepared per quarter	site-level report currently done annually.	Site-level report	Quarterly	Planning Dept KMPA site staff

1.4.3 Conduct Mid and End of Year review of annual workplan and prepare reports	Mid & end of year workplan review of annual workplan completed & report prepared.	2 reports completed annually	Activity is currently done annually.	Work plan status update report	Half- year & end of year	Planning Dept
1.4.4 Conduct METT annually and prepare reports	METT analysis and report completed.	1 METT analysis completed annually	Actively done annually	METT Report		Planning Dept
1.4.5 Conduct Mid Term review of KMPA Management Plan and prepare report	Mid-Term review of KMPA plan completed	KMPA plan reviewed & updated.	Mid-term review conducted from previous plan	Mid-term review report	Midpoint of the plan	Planning Dept
1.4.6 Conduct end of Term review of KMPA Management Plan and Prepare Reports	End review & report of KMPA plan completed	Review conducted	Completed for previous plan	Management plan end review update report	5th year of plan	Planning Dept.
1.4.7 Design and implement a management planning process for KMPA Plan (2029 – 2033)	New management planning process completed & implemented.	Management planning process developed for new KMPA plan	No process designed/developed.	Planning process document	5th year of plan	Planning Dept.
Attribute/ Characteristic/ Incentive	**Indicator**	**Targets**	**Baseline**	**Method of data collection**	**Frequency**	
Programme 2: Protection and Sustainable Use of Resources						
Ensuring ecosystem protection and promoting the wise use of natural resources within the KMPA						
Objective 2.1: Effectively monitor Species, Ecosystems and Landscapes in the NPAS						
2.1.1 Develop and implement a Ranger – Based Monitoring Programme/plan	Ranger based monitoring program developed.	Ranger based monitoring programme developed by year 3 of the plan.	Ranger based monitoring program in draft.	Ranger based monitoring plan document. ERM report	Year 3 of the plan	ERM Dept
2.1.2 Revise and update the conservation targets and ecological threats	Conservation targets and ecological threats revised & updated for KMPA	Complete monitoring programs as set out in annual work plans	Monitoring programs are implemented based on workplans and needs.	Site level reports and monitoring reports	Monthly	ERM Dept.
2.1.3 Develop and implement an ecological monitoring programme	Ecological monitoring program developed and	Ecological monitoring program	There is an ERM program	ERM reports	Year 1 of the plan	ERM Dept.

	implemented	to be updated & implemented.				
2.1.4 Conduct research in the KMPA in keeping with the NPAS Research Strategy and Priorities.	Number and % of research conducted relevant to strategy and priorities	≥1 research in keeping with NPAS research strategy completed annually. 100% of research conducted comes from research strategy and priorities	100% of Research conducted in keeping with strategy and priorities 1 research annually	Research strategy report. Research priorities list Research Conducted	Annually	ERM Dept
2.1.5 Support student research (local schools, communities and institutions)	No. of student researchers Support by KMPA	Support given to all student researchers	University of Glasgow research expedition supported annually.	Research permit and reports	Annually	ERM Dept.
2.1.6 Make research information and research findings accessible to communities and other stakeholders.	No. of research papers and findings published % of research conducted that is presented to key stakeholders.	At least 1 published research papers per year 100% of research conducted in the KMPA is reported and findings presented to key stakeholders.	No published papers No research findings published or shared with stakeholders.	Research reports Research findings/results reports	Annually Annually	ERM Dept. ERM Dept.
2.1.7 Support community research related to resource use (including traditional Knowledge)	No. of community research (supported by PAC) related to resource use. Amount of support (financial and in-kind)	At least 1 community research supported annually. ≥5 million to support community research	NA NA	Research proposals; research reports Research proposals; research reports	Annually	ERM Dept.

	given to the community research	over 5 years.				
2.1.8 Conduct monitoring and enforcement exercises with the NPAS Inter-Agency Monitoring and Enforcement Committee.	# of site visits conducted # of enforcement actions taken	To have a functioning Inter-agency monitoring and enforcement Committee	Inter-agency monitoring and enforcement Committee established	ERM reports Enforcement reports	Quarterly	ERM Dept.
2.1.9 Develop and implement a Fire Management Plan for the KMPA	Fire management plan developed & implemented.	Plan Developed by year 3 & implemented by year 5	No Fire Plan currently	ERM report Fire management plan	Year 3 of plan	ERM Dept Planning Dept
Objective 2.2: Strengthen NPAS planning and adaptive management						
2.2.1 Develop a Land use plan for KMPA	Land use plan developed	One plan	Some preparatory work done			
2.2.2 Revise and update Resource Use Plans with Communities	Resource use plans revised & updated.	Resource use plans completed for all 21 KMPA communities	Resource use mapping done for 21 communities.	ERM Reports Resource use plans	Annually	Technical Team (REM lead)
2.2.3 Support the development and implementation of Village Plans and Community Conservation Plans.	No. of village & community conservation plans development supported.	Support given to 100% of communities requesting support with plan development	No support given to date	Stakeholder reports Site-level Reports CEED reports	Annually	Technical team (CEED lead)
2.2.4 Support the development of Village Rules related to resource use in and adjacent to the KMPA	No. of villages supported in developing their village rules.	Support given to 100% of villages upon request	No villages supported in this activity.			
2.2.5 Support community resource protection and monitoring efforts	No. joint monitoring activities conducted on titled lands. No. of enforcement actions conducted on	100% of request for joint monitoring accepted & conducted. 100% of request for	No joint monitoring conducted. No request for enforcement	Monitoring Reports. Enforcement incident reports. Formal request correspondences,	Annually	ERM Dept

	community lands by request.	enforcement support accepted and conducted.	support requested			
2.2.6 Facilitate the development of resource use rules and plans	No. of resource use plans developed. No. of communities where resource use plans were developed.	Resource use rules/plans developed for all 21 communities	No resource use rules developed	ERM reports	Annually	ERM Dept.

Attribute/Characteristics/ Incentive	Indicator	Targets	Baseline	Method of data collection	Frequency	
Programme 3. Stakeholder involvement and benefits						
Stakeholders are involved in the management of the KMPA and receive benefits						
Objective 3.1 Improve stakeholder involvement in KMPA management and decision making						
3.1.1 Revise and Update the KMPA Stakeholder List	Stakeholder list updated	list of stakeholders revised & updated annually.	There is a stakeholder list valid for last plan.	Stakeholder list document	Annual	CEED
3.1.2 Establish and Operationalize the KMPA Oversight Committee	Site level committee established & functioning	Site level committee established & supporting KMPA management.	No committee exists	Committee establishment report. Meetings reports	Per activity	ERM
3.1.3 Hold Community Meetings (At least once per year with each Village)	No. of community meetings held	Meetings are held in all communities at least once per year	Ad hoc visits & meetings	Meeting minutes, pictures, registrations, recordings	Annual	CEED
3.1.4 Hold Regular Public Forums	No. of public forums held	Hold at least 4 public forums annually	1 public forum on KMPA plan	Registration sheet, Photos Meeting reports	Quarterly	CEED
3.1.5 Support involvement of communities and other stakeholders in KMPA Activities (e.g Research, monitoring, training, awareness etc)	No. of communities involved in key KMPA Activities.	All 21 KMPA communities participate in KMPA activities.	Some communities involved in KMPA activities.	Pictures Event reports Registration sheets	Per activity	CEED REM P&M

			Key partners include FZS, CI & KMCRG			
	No. of stakeholders participating in KMPA activities.	3 or more non community stakeholders involved in KMPA activities				
3.1.6 Establish and maintain good partnerships and relations with key stakeholders (including govt agencies, NGOs, conservation organizations, regional bodies, private sector)	No. of MOUs signed with agencies/organizations. No. of work collaborations with agencies/organizations	≥ 5 MOUs signed with partners. At least 1 area of collaboration with	3 MOUs signed with organizations	MOUs	Annual	Admin
3.1.7 Support Community representative groups and participate in their activities (KMCRG, NRDDB,etc)	No. of meetings attended. No. of activities supported	Attend ≥ 60% of all community representative meetings. Provide support to ≥60% of community organization led activities.	Some meetings attended (KMCRG, NRDDB) Some community organization led activities supported.	Meeting reports. Registration sheets pictures	Per meeting	P&M CEED
3.1.8 Support and promote the involvement of stakeholders in PA management and decision-making processes (e.g Committees, strategic planning processes, Surveys and Feedback	No. of communities involved/represented in KMPA management planning process. No. of stakeholders involved in KMPA decision making processes.	All communities involved in the management planning process. ≥100 % of key stakeholders involved in decision making processes where applicable.	All communities consulted on new plan. There is some ad hoc involvement of stakeholders in decision making,	Community reports. Site-level reports. Management planning consultations.	Annual	CEED P&M

Objective 3.2: To increase sustainable livelihood opportunities available to communities						
3.2.1 Conduct review and prepare report on potential conservation-compatible livelihood initiatives for KMPA communities.	KMPA community livelihood assessment conducted. KMPA community livelihood assessment report completed.	Livelihood assessment completed in all KMPA communities	Some assessment done	Consultations, reports, Community meeting minutes	Annual	Technical Team
3.2.2 Support the implementation of livelihood initiatives as per report @3.2.1 (grant writing, training, marketing, branding etc)	No. of projects developed, supported, and implemented.	To support at least one project per community over the 5 years	Some community projects supported in KMPA (Balata craft	Reports, minutes, pictures	Annual	Technical team
3.2.3 Purchase and Market Craft and other products made by KMPA communities	Amount spent to purchase craft items. No. of different products bought from communities. Number of distributors engaged by the PAC for craft.	At least $200 thousand is spent on purchasing craft and other products from communities surrounding the PA. ≥3 products bought from KMPA communities. At least 1 craft distributer engaged for sale of craft items	Products are bought from Nappi (KMPA) and KAPA Craft items currently purchased. No distributers contacted.	Receipts. Pictures. Contracts Finance records. Site-level report Community Reports	Annual	Admin CEED
Objective 3.3 To promote the equitable sharing of direct benefits from KMPA.						

Attribute/ Characteristics/ Incentive	Indicator	Targets	Baseline	Method of data collection	Frequency	
3.3.1 Develop and implement a benefit sharing plan for KMPA	Benefits sharing plan developed and implemented.	One plan	No plan	Benefit sharing plan document	Annual	CEEED
3.3.2 At least 80% of the Ranger Team employed in the KMPA are from local and indigenous communities	% of KMPA positions filled by local and indigenous persons	≥80% of rangers hired from stakeholder communities.	Greater that 90% of rangers are from local communities	HR records	Annual	ERM
3.3.3 Advertise KMPA positions and services locally.	No. of advertisements completed.	All positions advertised locally	Local positions not currently advertised.	HR reports Photos Advertisement listings	Annual	Admin
3.3.4 Provide full and part time employment to locals in keeping with work plan (cooks, guides, assistants, boat captains, hospitality and transportation services etc).	No. of persons permanently employed. No. of persons employed temporarily	Employment given to at least 1 person from all stakeholder communities by year 5 of plan.	Hiring of rangers Hiring of temporary workers	HR records & reports	Annual	HR Admin
3.3.5 Promote and include traditional knowledge in KMPA work programme	No. of traditional knowledge practices included in KMPA management	At least 1 traditional practice included in KMPA management activities.	NA	ERM report	Annual	ERM
3.3.6 Increase support for community and regional activities (e.g Expos, Heritage, Fairs, Festivals, School Graduations)	No. of community activities attended/supported	Attend at least 1 community activity in each stakeholder community.	Some activities attended e.g expos, Heritage, community fairs ets.	Photos Registration sheets	Annual	ERM
3.3.7 Support implementation of KMCRG's Strategic Plan (including meetings, capacity building, training etc)	No. of KMCRG meetings attended. No. of KMCRG members trained	≥80% of meetings attended ≥ 25 persons trained	Support quarterly KMCRG meetings. Some members receive invitations to training.	registration sheets Photos Training reports	Annual	Technical team

Programme 4: Education, Awareness and Outreach						
KMPA, its values, biodiversity and ecosystems are known locally and internationally						
Objective 4.1 To increase awareness of KMPA's values, biodiversity, and ecosystems						
4.1.1 Develop and implement an Environmental Education Programme for the KMPA	Environmental Education programme developed & implemented.	Program developed and implemented fully by year 3	Some Ad hoc environmental education actions done	Environmental education reports.	Annual	CEEED
4.1.2 Conduct nature camps, youth camps and Education Outreaches	No. of nature camps conducted. No. of Youth Camps conducted. No. of educational outreached conducted.	One camp per quarter One camp per quarter One outreach per quarter	Some nature, youth camps and outreaches conducted.	Nature camps, youth camps and outreach reports. Photos	Annual	CEEED
4.1.3 Support Nature and Wildlife Clubs in schools and communities	No of nature & wildlife clubs supported.	≥1 nature/wildlife club supported per community	DD	Photos	Annual	CEEED
4.1.4 Develop and distribute educational materials (e.g posters, brochures, books etc)	No. of brochures, books & posters developed & distributed.	Environmental education materials distributed to all stakeholder communities.	Materials	Printed environmental educational materials. Photos	Annual	CEEED
4.1.5 Promote KMPA through various forms (media, event, forums, radio programmes, workshops, conferences Expos, Heritage, Fairs, Festivals, School Graduations, signage)	No. of forums & events KMPA is promoted at.	KMPA is promoted at one event per quarter	KMPA promoted at events attended by staff	Event reports registration sheets Photos	Annual	PAC
Objective 4.2 To ensure KMPA is recognized and supported as a globally important protected area						

4.2.1 Pursue international accreditation for the KMPA	International accreditation achieved.	KMPA receives 1 international accreditation	No international accreditation.	Event Reports Registration sheets Photos	Annual	ERM P&M
4.2.2 Promote the KMPA at international and global events (Conferences, Workshops, COPs,	No. of international events attended promoting KMPA	KMPA promoted at ≥ 2 international events annually	KMPA promoted at COP, ASL	Event Reports Registration sheets Photos	Annual	PAC
4.2.3 Identify and establish KBAs in the KMPA	KBAs established in the KMPA.	At least 1 KBA established in the PA.	No KBAs to date.	KBA report KBA secretariat listing	Annual	Technical Team.

Appendix 4 – Logical Framework

Structure	Intervention	Objectively Verifiable Indicators of Achievement	Source and Means of Verification	Assumption
Programme 1: Management				
Goal	1. The KMPA is managed using appropriate and effective management structures and systems.	No. of Management & administrative policies/SOPs created or updated. % of existing/developed management & administrative policies that are being implemented. % of Management programs in KMPA plan that are updated and implemented.	SOP/policy documents & Admin reports Admin reports; Management plan evaluation report Management plan evaluation report.	Policies & SOPs will be developed and implemented. The management plan will be continuously monitored and routinely evaluated for progress.
Objectives/Outcomes	1.1: To have a full complement of capable staff	% of HR structure filled. % of Staff performance that meets or exceeds expectations No. of trainings provided to staff. % of staff receiving training	HR structure & reports Performance appraisals Training Reports Registration sheets; Training reports	A staffing needs assessment & HR structure was completed. Sufficient financing is available for all funding needs. Suitably qualified persons are available There is low staff turnover
	1.2 to meet/complete KMPA infrastructure and equipment needs	% of Infrastructure & equipment needs met	Infrastructure & Equipment needs assessment. Photos Built structures	Sufficient funding available to procure equipment and build structures as per needs assessment.
	1.3: To Set up internal financial	Number of grant requests approved.	Grant reports	Sufficient donor funding is

	systems and mobilize funds for the KMPA	Amount of Donor/External funding received.	Donor reports	available for application.
		Deadlines for financial actions and reporting are met.	Finance reports	There are appropriate financial systems & enough human resources in place.
	1.4: Strengthen KMPA Planning and Adaptive Management	% of actions outlined in KMPA management plan that are completed.	Management plan M&E framework.	Management plan is updated and being implemented.
		No. of adaptive management interventions implemented.	Management plan M&E Report	
Outputs / Deliverables	1.1.1 Revise Organizational structure. 1.1.2 New staff recruited in accordance with the new organisational structure. 1.1.3 Conduct staff performance appraisals. 1.1.4 Design and Implement a skills and capacity development plan for KMPA & stakeholders.	Organizational structure revised/updated. No. of new staff recruited. Appraisals conducted. Capacity needs assessment plan developed.	Organizational structure. HR reports/records. Staff appraisals. Capacity needs assessment document/report.	Government budget allows sufficient number of staff to be hired and trained appropriately.
	1.2.1 Carry out infrastructure and equipment needs assessment. 1.2.2 Develop infrastructure and equipment plan for the KMPA (including maintenance plan) 1.2.3 Procure equipment	Needs assessment completed. Infrastructure and equipment plan developed. No. of equipment procured. No. of structures built in keeping with	Needs Assessment document. Infrastructure & equipment plan. Procurement reports Photos Built infrastructure	Organizational needs assessment completed. Sufficient financing to meet all funding needs available.

	and build structures and maintain appropriate equipment and buildings in keeping with plan.	plan.		
	1.3.1 Develop and implement financial management systems and procedures (including manuals).	Payroll software acquired and implemented.

QuickBooks accounting program implemented and utilized.

Finance SOPs developed, disseminated & implemented. | Installed software.
Finance/admin reports

SOP document.
Finance/Admin reports | Software available and able to be operated on current systems.

The needed information to develop the SOP is readily available. |
| | 1.3.2 Mobilize financial resources for KMPA. (e,g through grants, partnerships, payment for ecosystem and other services e.g eco-tourism.) | ≥5% annual increase in Govt Subvention.

≥1 active/approved grant annually.

≥100 million dollars in donor funds by year 5 of the plan. | Annual budget & report.
Donor reports
Grant reports | Government subvention and donor funding is readily available. |

	1.4.1 Prepare Annual workplan and Budget for the KMPA	Annual workplan and budget prepared.	Annual workplan & budget document.	Government subvention available.
	1.4.2 Prepare quarterly Site Level Reports	Report prepared	Site-level report	Site-level information is presented to HQ
	1.4.3 Conduct Mid and End of Year review of annual workplan and prepare reports.	Mid & end of year workplan review of annual workplan completed & report prepared.	Mid & end of year review report	Workplan prepared and activities completed.
	1.4.4 Conduct METT annually and prepare reports.	METT analysis and report completed.	METT report	PA management programs are implemented.
	1.4.5 Conduct Mid Term review of KMPA Management Plan and prepare report.	Mid-Term review of KMPA plan completed.	Mid-term review report	Stakeholders are willing to participate
	1.4.6 Conduct end of Term evaluation of KMPA Management Plan and Prepare Reports.	End review & report of KMPA plan completed.	End of term evaluation report	
	1.4.7 Design and implement a management planning process for KMPA Plan (2029 – 2033)	New management planning process completed & implemented.	Management planning process document/ report	Lessons learnt are applied to new process.
Structure	**Intervention**	**Objectively Verifiable Indicators of Achievement**	**Source and Means of Verification**	Assumption
Programme 2: Protection and Sustainable Use of Resources				
GOAL	Ensuring ecosystem protection and promoting the wise use of natural resources within the KMPA	% Reduction in the number of high and middle level threats occurring in the KMPA.	METT analysis & report	Sustainable use levels are known or can be determined.

		Levels of resource use maintained at sustainable levels. (sustainable resource extraction levels). Healthy KMPA Ecosystems (Ecosystem health)	ERM reports Ranger patrol reports Research Papers	Key ecosystems are known and can be tracked/monitored.
Outcomes/ Objectives	2.1: To Effectively monitor Species, Ecosystems and Landscapes in the KMPA.	% of Species in KMPA being monitored. % of Ecosystems in KMPA being monitored. % of Landscapes in KMPA being monitored	REM reports.	Ecosystems, landscapes and species are well researched and known.
	2.2 Strengthening Resource Protection in the KMPA and Adjacent Areas.	Number of adaptive management interventions implemented. No. of threats occurring in KMPA. No. of enforcement actions/interventions conducted. % increase in METT scores Revision of the PA Act	METT reports REM reports Ranger patrol reports Enforcement reports PA Act amendments	Lessons learnt are incorporated in PA management. Threats to the PA require enforcement intervention. Government will to amend the PA Act. Key stakeholders willing support revision.
Outputs/ Deliverables	2.1.1 Develop and implement a Ranger – Based Monitoring Programme/plan. 2.1.2 Revise and update the	Ranger based monitoring program developed. Conservation targets and ecological threats revised & updated for KMPA.	Ranger based monitoring plan; REM reports Conservation targets and pressures document.	Conservation targets and ecological threats are updated

	conservation targets and ecological threats.	Ecological monitoring program developed and implemented		and revised; attributable to a dynamic ecosystem and climate.
	2.1.3 Develop and implement an ecological monitoring programme.	Number and % of research conducted relevant to strategy and priorities	REM reports	Essential ecological data is readily available so adaptive management decisions can be made.
	2.1.4 Conduct research in the KMPA in keeping with the NPAS Research Strategy and Priorities.	No. of student researchers supported by KMPA	Research priorities Research reports	Continuous research is being conducted within and adjacent to the protected area.
	2.1.5 Support student research (local schools, communities, and institutions).	No. of research papers and findings published. % of research conducted that is presented to key stakeholders.		
			Research reports REM reports	Research papers conducted by students is published by PAC.
	2.1.6 Make research information and research findings accessible to communities and other stakeholders.	No. of community research (supported by PAC) related to resource use. Amount of support (financial and in-kind) given to the community research	Research papers & reports REM reports	Research priority list is regularly updated and is accessible to members of the public.
	2.1.7 Support community research related to resource use (including traditional Knowledge)	# of site visits conducted # of enforcement actions taken		
		Fire management plan developed & implemented.	REM Reports Resource Use map	A clear outline of resources is available to communities for informed decision especially in the development of VSPs (Village Sustainable Plans).
	2.1.8 Conduct monitoring and enforcement exercises with the NPAS Inter-Agency Monitoring and Enforcement Committee.			NPAS Inter- agency support and commitment.
			Site Level reports, Enforcement reports and	There is a reduction in unauthorised activities within

Structure	Intervention	Objectively Verifiable Indicators of Achievement	Source and Means of Verification	Assumption
	2.1.9 Develop and implement a Fire Management Plan for the KMPA		meeting minutes	the KMPA and adjacent communities.
	2.2.1 Develop a Land use plan for KMPA.	Land use plan developed	Land Use Plan document REM reports	All stakeholders agree to development of land and resource use plan for the PA
	2.2.2 Revise and update Resource Use Plans with Communities.	Resource use plans revised & updated.		
	2.2.3 Support the development and implementation of Village Plans and Community Conservation Plans.	No. of village & community conservation plans development supported.	Stakeholder reports Site-level Reports CEED reports	Communities indicate that they need help in developing VSPs.
	2.2.4 Support the development of Village Rules related to resource use in and adjacent to the KMPA.	No. of villages supported in developing their village rules.		
	2.2.5 Support community resource protection and monitoring efforts.	No. joint monitoring activities conducted on titled lands. No. of enforcement actions conducted on community lands by request.	Monitoring reports Enforcement reports	Communities willing to conduct joint monitoring & enforcement on their lands.
	2.2.6 Facilitate the development of resource use rules and plans.	No. of resource use plans developed. No. of communities where resource use plans were developed	Resource use plans Community resource plans & reports	Communities request support for resource use plans.
Structure	**Intervention**	**Objectively Verifiable Indicators of Achievement**	**Source and Means of Verification**	Assumption
Programme 3: Stakeholder Involvement and Benefits				

Goal	Stakeholders are involved in the management of the KMPA and receive benefits	The number of communities receiving benefits (direct/indirect) from the KMPA. Number of communities/ stakeholders consulted during the management planning/mid-term process. Number of villages/communities participating in (direct) income generation/livelihood activities	Benefits sharing reports Consultation reports CEEED reports.	Communities willing and capacitated to engage in identified opportunities
Outcomes/ Objectives	3.1 To Improve stakeholder involvement in KMPA management and decision making. 3.2: To increase sustainable livelihood opportunities available to communities 3.3 To promote the equitable sharing of direct benefits from KMPA.	No. of Stakeholder consultations conducted. No. or % of identified key stakeholders who are consulted on and involved in decision making No. of sustainable livelihood activities supported. No. of villages/ communities receiving benefits from the PA. No. of households within a community receiving benefits from the PA.	Consultation report CEEED reports. Consultation reports REM reports REM reports Survey Benefit sharing report REM reports KAP surveys	All Key stakeholders are consulted. Communities want to conduct conservation compatible livelihood activities. All communities are receiving some type of benefit from the KMPA.
Outputs/ Deliverables	3.1.1 Revise and Update the KMPA Stakeholder List 3.1.2 Establish and Operationalize the KMPA Oversight Committee	Stakeholder list updated Site level committee established & functioning	Stakeholder list document Site Level Committee establishment report. Meetings reports	An updated list of KMPA stakeholder is available There is a functioning Site level oversight committee

	3.1.3 Hold Community Meetings (At least once per year with each Village) 3.1.4 Hold Regular Public Forums 3.1.5 Support involvement of communities and other stakeholders in KMPA Activities (e.g Research, monitoring, training, awareness etc) 3.1.6 Establish and maintain good partnerships and relations with key stakeholders (including govt agencies, NGOs, conservation organizations, regional bodies, private sector) 3.1.7 Support Community representative groups and participate in their activities (KMCRG, NRDDB,etc) 3.1.8 Support and promote the involvement of stakeholders in PA management and decision-making processes (e.g Committees, strategic planning processes, Surveys and Feedback	No. of community meetings held No. of public forums held No. of communities involved in key KMPA Activities. No. of stakeholders participating in KMPA activities. No. of MOUs signed with agencies/organizations. No. of work collaborations with agencies/organizations No. of meetings attended. No. of activities supported No. of communities involved/represented in KMPA management planning process. No. of stakeholders involved in KMPA decision making processes.	Pictures Event reports Registration sheets MOUs Meeting reports. Registration sheets Pictures MOUs	Regular meetings are held with communities Communities support KMPA management. Stakeholders/ organisations want to work with the KMPA (PAC) KMPA team is invited to participate in community group activities. Stakeholders want and willing to be involved in PA management & decision making.

		3.2.1 Conduct review and prepare report on potential conservation-compatible livelihood initiatives for KMPA communities.	KMPA community livelihood assessment conducted. KMPA community livelihood assessment report completed.	Consultations, reports, Community meeting minutes.	
		3.2.2 Support the implementation of livelihood initiatives as per report @3.2.1 (grant writing, training, marketing, branding etc)	No. of projects developed, supported, and implemented.	Reports, minutes, pictures	Livelihood initiatives are implemented and community members benefit.
		3.2.3 Purchase and Market Craft and other products made by KMPA communities	Amount spent to purchase craft items. No. of different products bought from communities. Number of distributors engaged by the PAC for craft.	Receipts. Pictures. Contracts Finance records. Site-level report Community Reports	Communities have craft and other products for purchase.
		3.3.1 Develop and implement a benefit sharing plan for KMPA	Benefits sharing plan developed and implemented.	Benefit sharing plan document	
		3.3.2 At least 80% of the Ranger Team employed in the KMPA are from local and indigenous communities.	% of KMPA positions filled by local and indigenous persons	HR records	
		3.3.3 Advertise KMPA positions and services locally.	No. of advertisements completed.	HR reports Photos Advertisement listings	KMPA is continuously advertised.
		3.3.4 Provide full and part time employment to locals in keeping with work plan (cooks, guides, assistants, boat captains, hospitality and transportation services etc).	No. of persons permanently employed. No. of persons employed temporarily. No. of traditional knowledge practices included in KMPA management actions.	HR records & reports	KMPA has a full complement of permanent staff and sufficient temporary staff employed.
		3.3.5 Promote and include traditional knowledge in KMPA work	No. of community activities		

	programme 3.3.6 Increase support for community and regional activities (e.g Expos, Heritage, Fairs, Festivals, School Graduations) 3.3.7 Support implementation of KMCRG's Strategic Plan (including meetings, capacity building, training etc)	attended/supported. No. of KMCRG meetings attended. No. of KMCRG members trained by/through PAC.	Registration sheets Photos Training reports registration sheets Photos Training reports	 KMCRG Strategic plan is implemented with the aid of PAC.
Structure	**Intervention**	**Objectively Verifiable Indicators of Achievement**	**Source and Means of Verification**	Assumption
Programme 4: Education, Awareness and Outreach				
Goal	KMPA, its values, biodiversity and ecosystems are known locally and internationally	Knowledge & awareness of the KMPA (its values & biodiversity & ecosystems increase globally. Increase in number of international research conducted in KMPA. No. of presentations on the KMPA given at international events	≥25% increase in awareness in local stakeholders from baseline. ≥25% internationally within 5 years. ≥2 research activities occurring annually. ≥3 events attended annually & presentations made	There is local and international interest in the KMPA.

Outcome/ Objective	4.1 To increase awareness of KMPA's values, biodiversity, and ecosystems.	International Accreditation status achieved. No. of international institutions or individuals conducting research in KMPA. No. of collaborations with international donors, NGOs & other organizations. % increase in KAP scores	Event Reports Registration sheets Photos Research Permits **Research findings** **Research report**	KMPA management and ecological importance is recognised internationally. Internationally published research on data collected from KMPA An increase in collaborations with KMPAs Management body and international donors, NGOs and other organisations.
	4.2 To ensure KMPA is recognized and supported as a globally important protected area.	Increase in Social Media interaction (Likes, shares, visits). Increase in sponsorships and donor support. % Increase in public awareness and understanding of NPAS. % of KMPA initiatives (Activities) supported by local people, groups, and communities.	PR Reports Social media posts and analysis Donor reports Financial reports and records KAP Research Data Stakeholder surveys; Events reports and records	KMPA has a continuous presence on the Commissions Social media site. General public is interested in the KMPA.
Output/ Deliverable	4.1.1 Develop and implement an Environmental Education Programme for the KMPA. 4.1.2 Conduct nature camps, youth camps and Education Outreaches.	Environmental Education programme/plan developed & implemented. No. of Youth Camps conducted. No. of Educational outreached conducted.	Environmental education plan document. Registration sheets. Photos Camp & outreach reports.	Funding, human resources and capacity are available. Willingness of schools & indigenous communities to participate.

	4.1.3 Support Nature and Wildlife Clubs in schools and communities	No of nature & wildlife clubs supported.	CEED reports; Annual reports	
	4.1.4 Develop and distribute educational materials (e.g posters, brochures, books etc)	No. of brochures, books & posters developed & distributed.	Developed material e.g books, brochures.	Sufficient funding
	4.1.5 Promote KMPA through various forms (media, event, forums, radio programmes, workshops, conferences Expos, Heritage, Fairs, Festivals, School Graduations, signage)	No. of forums & events KMPA is promoted at.	Registration sheets. Photos Event/forum reports	There is national and international interest in the KMPA.
	4.2.1 Pursue international accreditation for the KMPA	International accreditation achieved.	Accreditation listing & report.	KMPA meets the minimum requirements.
	4.2.2 Promote the KMPA at international and global events (Conferences, Workshops, COPs,	No. of international events attended promoting KMPA.	Registration sheets; photos; Event reports.	KMPA representatives attend events.
	4.2.3 Identify and establish KBAs in the KMPA		KBA listing and report.	Criteria for KBA exists in KMPA.

Appendix 5: Core Participants – KMPA Management Plan Consultations

Maruranau Village	South Rupununi Conservation Society
Shea Village	Ministry of Natural Resource
Rupunau Village	Ministry of Amerindian Affairs
Sandcreek Village	Guyana Forestry Commission
Shulinab Village	Rupununi Chamber of Commerce and Industry
Meriwau	Small Business Bureau
Quiko	Kanuku Mountains Community Representative Group
Parikwarinau Village	Guyana Lands and Survey Commission
St. Ignatius Village	Regional Democratic Council
Kumu	National Toshao Council
Quarrie	North Rupununi District Development Board
Moco Moco Village	Frankfurt Zoological Society
Nappi Village	Iwokrama
Parishara	Department of Education Region 9- MOE
Hiowa	Guyana Wildlife Conservation and Management Commission
Yupukari Village	Sustainable Wildlife Management
Fly Hil	Guyana Livestock Development Authority
Kaicumbay	Conservation International - Guyana
Quatata	Guyana Tourism Authority
Katoka Village	Ministry of Agriculture
Simone	Ministry of Education
South Rupununi District Council	Rupununi Livestock Producers Association
Guyana Geology and Mines Commission	South Central People's Development Association
Environmental Protection Agency	South Rupununi Conservation Society
Protected Areas Trust	South Rupununi District Council
Guyana Police Force	Visit Rupununi
Guyana Defence Force	WWF-Guianas
Department of Environment and Climate Change	Protected Areas Commission
Lethem Town Council	
Public Consultation	

Kanuku Mountains Protected Area
Management Plan
2024-2028