

**Fourth and Final Report**  
Marine Protected Area Monitoring and Co-Management  
Capacity Building  
Charlotteville, Tobago

Funded by:



Foreign &  
Commonwealth  
Office



Prepared on:  
25 March 2105

Submitted by:



Prepared by:  
**Aljoscha Wothke**  
Director  
MPhil.Bio.  
PADI MSDT 900821  
PMP 1627362

## Contents

1. Executive Summary .....	2
2. Background .....	2
3. Technical Report .....	3
3.1. Project Implementation Overview .....	3
3.2. Project Implementation Details .....	3
4. Way Forward .....	10
5. Financial Report .....	10

### Abbreviations:

BHC TT	<b>British High Commission, Trinidad and Tobago</b>
ERIC	<b>Environmental Research Institute Charlotteville</b>
FCO	<b>Foreign &amp; Commonwealth Office</b>
GEF	<b>Global Environment Facility</b>
OAS	<b>Organisation of American States</b>
SGP	<b>Small Grants Programme</b>
UNDP	<b>United Nations Development Programme</b>

## 1. Executive Summary

The Foreign and Commonwealth Office made a grant of funds (£ 4,995) to the Environmental Research Institute Charlotteville (ERIC) to implement a project titled: “Marine Protected Area Monitoring and Co-Management Capacity Building between June 2014 and March 2015.

The project started in time and has been completed.

All capacity building interventions has been implemented with the CSO beneficiaries, seven mentoring meetings have been held and 60 research dives were conducted.

ERIC fulfilled all of its in-kind obligations under the agreement.

## 2. Background

In June 2014 the Foreign & Commonwealth Office, through the British High Commission in Port of Spain, Trinidad and Tobago, agreed to make a grant of funds (£ 4,995) to increase the availability of environmental baseline data as well as organisational capacity of local CBOs to contribute to the co-management of the planned Marine Protected Area in NE Tobago.

**Project Summary:** The continuous sampling and analysis of marine environmental data in the planned Marine Protected Area in NE Tobago will for the first time provide coherent data that will support co-management of the site and be available to all stakeholders; research will include climate change related environmental factors such as temperature at various depths, sea water acidity, reef biodiversity and coral health.

The continuous strengthening of Community Based Organisations is essential for successful co-management of natural resources. This project will continue the efforts of previous interventions funded by UNDP, GEF, SGP and other donors to build the capacity of the Parlatuvier Village Council, North East Sea Turtles and the Speyside Eco Marine Park Rangers through a series of mentoring activities related to leadership, team building and project evaluation.

The project complements a concurrently and successfully implemented project funded by the GEF, SGP, UNDP. The participants in both projects were selected by their organisations (Speyside Eco Marine Park Rangers, North East Sea Turtles and the Parlatuvier Village Council) under the guidance of ERIC.

### 3. Technical Report

#### 3.1. Project Implementation Overview

	Project Output	Project Activity	Status as of 25 March.2015
1	Leadership, team building and project evaluation capacity for six members of three NE Tobago CSOs is increased	3 day combined leadership, team building and project evaluation training conducted with at least six members of three NE Tobago CSOs and seven monthly follow up mentoring meetings held with the three NE Tobago CSOs	Team building, leadership, project evaluation training and follow up mentoring conducted
2	Marine monitoring data taken over a period of five months in NE Tobago publicly available and provided to key stakeholders	60 research dives in NE Tobago conducted, data gathered analysed and published	60 research dives conducted
3	One progress and one final report	Preparation and submission of one progress and one final report	Progress and final reports submitted
4	One media story published	Composing and distributing one media story	Due at end of project

#### 3.2. Project Implementation Details

**Output 1:** Leadership, team building and project evaluation capacity for six members of three NE Tobago CSOs is increased

**Activity 1:** “3 day combined leadership, team building and project evaluation training conducted with at least six members of three NE Tobago CSOs and seven monthly follow up mentoring meetings held with the three NE Tobago CSOs.”

**Delivered:**

At the date of the submission of the Draft Final Report and the 27 February 2015, two mentoring meetings were outstanding. These mentoring meetings were delivered on Thursday, 19<sup>th</sup> March 2015.

A team building exercise and a discussion on the group’s way forward were conducted. There was an attendance of 67% for the team building exercise; 50% of the participants were present for the way forward session.

The team building exercise aimed to continue building the trainees’ cohesiveness as a team as well as to combine the lessons learnt from previous mentoring meetings and capacity building sessions on communication and leadership development. The participants were first asked to express the strengths and positive attributes that they believed would benefit their team. These were listed on a flipchart sheet. Once each participant made their contribution, they were provided with instructions for combining their creative skills to create the “ultimate team member”.

Unfortunately, the participants failed to successfully complete the exercise despite being provided with additional time. A post-mortem of the exercise revealed that **work was still required to develop their communication, leadership development and conflict resolution skills.**

The second mentoring meeting was an open discussion on future projects at ERIC as well as an opportunity for them to reflect on their future interests. The participants expressed that they would like to expand their knowledge into **forest ecology** including possible reforestation programmes of impacted plantations and estates. They also expressed interest in **coral planting** in NE Tobago.

The participants wished to improve **skills such as computer literacy, writing and public speaking.** They also desired to review their **marine ecology theory** as well as to learn more. The participants were **keen to continue with the training as well as research being conducted under ERIC.**

The following pictures show the content of the meeting that took place.

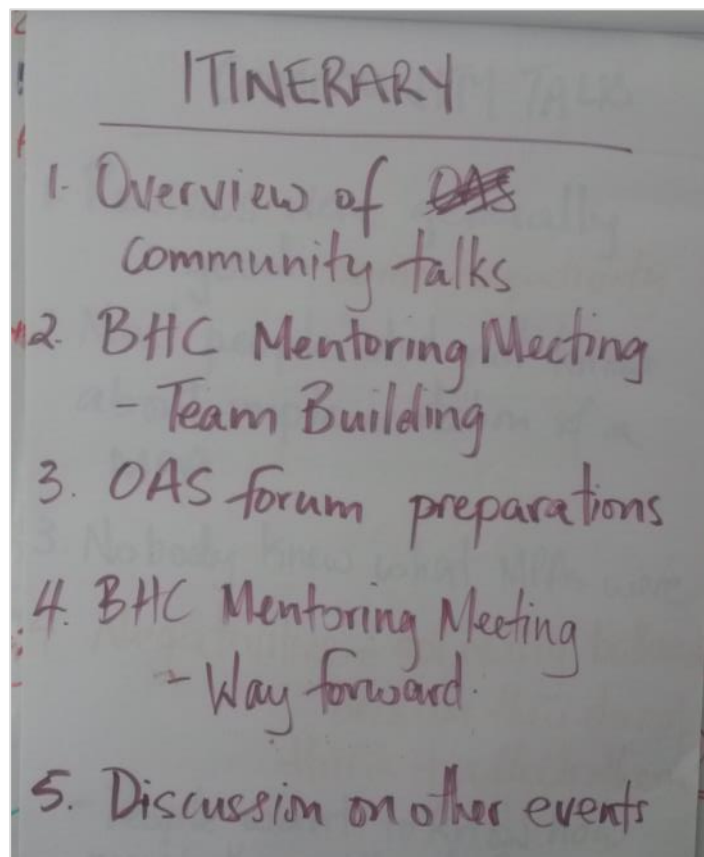


Figure 1: Itinerary for the day

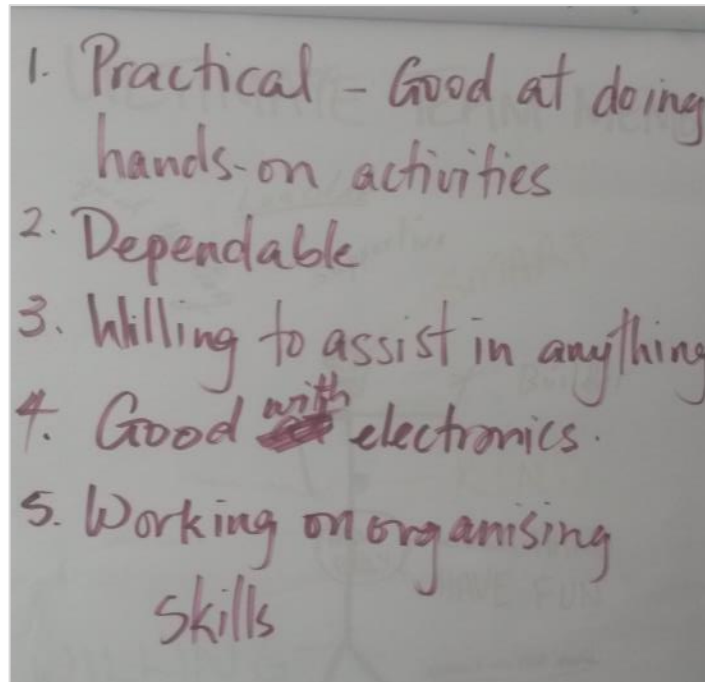


Figure 2: Strengths and positive attributes of the participants



Figure 3: Participants brainstorming for their team building session





Figure 4: Participants developing the "ultimate team member"



Figure 5: Participants developing their "ultimate team member"

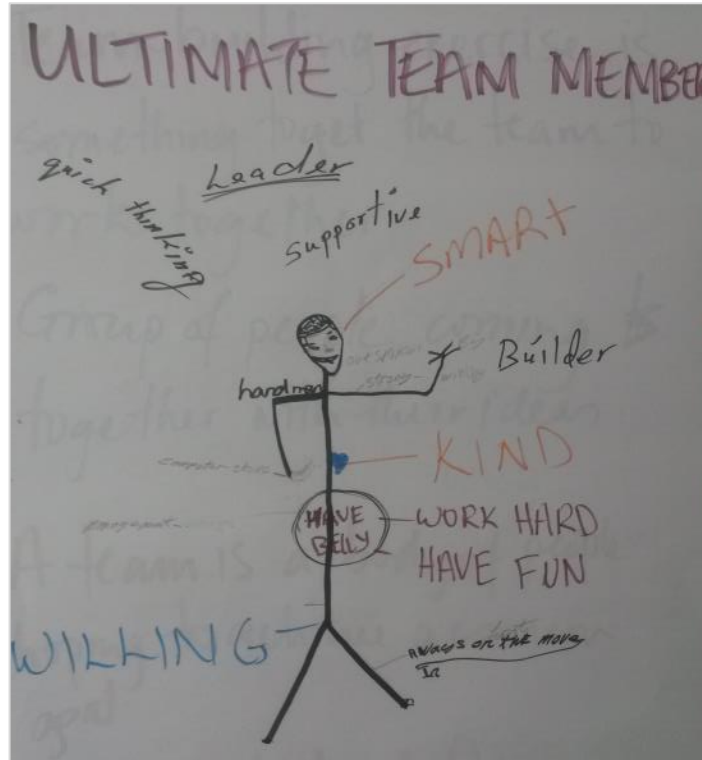


Figure 6: The final product of the participants

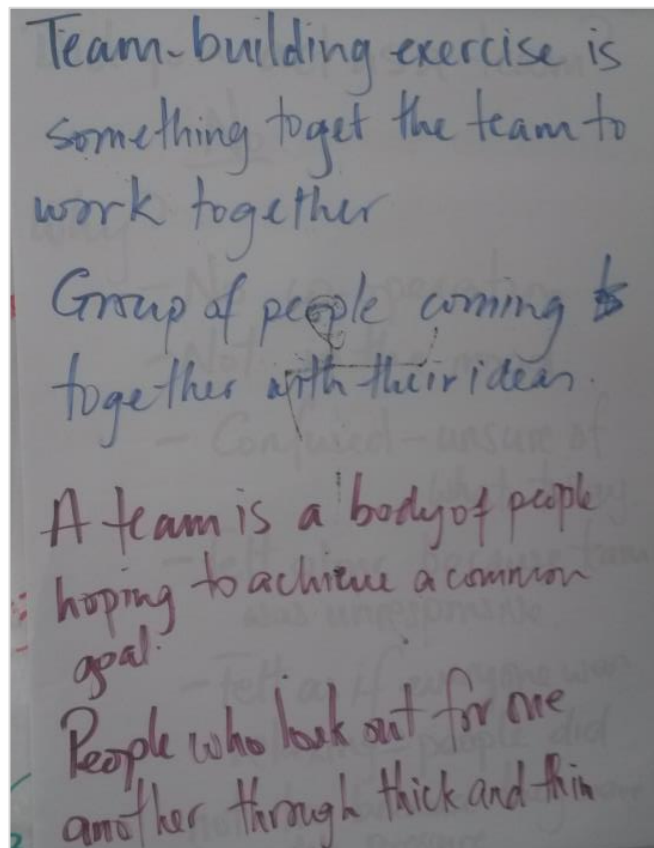


Figure 7: Review of the team building activity



Did you act as a team?  
No. wrong decisions  
Why?  
- No co-operation  
- Not in the mood.  
- Confused - unsure of what to say.  
- Felt alone because team was unresponsive.  
- Felt as if everyone was relaxing - people did not try because they were not under pressure

Figure 8: Analysis of the team building activity

Why?  
- Made wrong decisions on tasks.  
- Assumed Weldon wanted to draw  
- Some goals were not shared.

Figure 9: Analysis of the team building activity

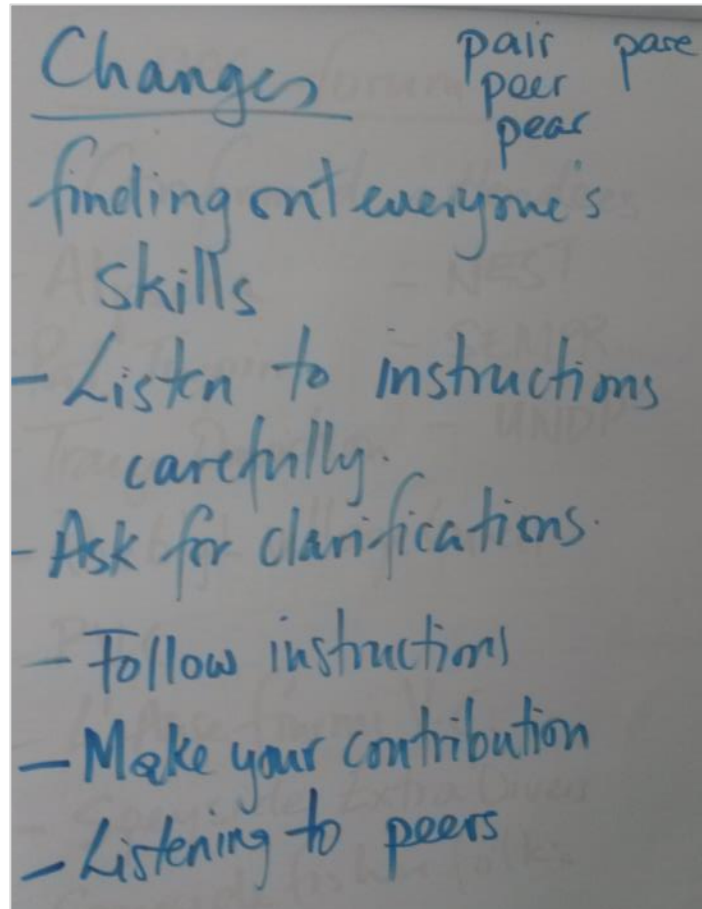


Figure 10: Changes that the participants would make if they were to repeat the activity

**Output 3:** One progress and one final report.

**Activity 3:** *“Preparation and submission of one progress and one final report”.*

**Delivered:** All interim reports and the final report have been submitted.

**Output 4:** One media story published.

**Activity 4:** *“Composing and distributing one media story”.*

**Delivered:** The media story was composed and distributed to the media upon successful completion of the project.

#### **4. Way Forward**

ERIC intends to submit a follow up proposal to the British High Commission in Trinidad and Tobago to support the development of our initiative and complement our planned second project under the UNDP/GEF/SGP

#### **5. Financial Report**

There are no outstanding financial requests.