



MPA Management Planning  
Workshop Report

Chuuk, Federated States of Micronesia  
October 2-5, 2006

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## Background on this Event

More than 45 MPA leaders from around the Pacific Islands met in Tumon, Guam from August 26 to 31, 2005 to discuss their common strengths, challenges, and commitments to work together to support effective MPA management in the region. Participants included representatives from the Free Associated States, Chuuk, Palau, Yap, Kosrae, Pohnpei, The Republic of the Marshall Islands (RMI) and US Flag Territories, Guam, Commonwealth of the Northern Marianas Islands (CNMI), American Samoa, plus participation from Island of Fiji, as well as the State of Hawaii and Federal Agencies representatives from Department of Interior, National Ocean and Atmospheric Administration and Non Governmental Agencies such as Community Conservation Network and The Nature Conservancy. This group shared a common vision for regional coordination that would strengthen their individual and collective MPA efforts. The group also committed to work together in an evolving, regional Pacific Islands MPA Community (PIMPAC).

### *MPA Training*

At the Guam meeting, working groups drafted proposals identifying actions that PIMPAC could take to address regional priorities. Among these priorities was skills building/training around key topics. Several priority MPA training topic areas were also identified at the Guam workshop. These include MPA management planning, enforcement, monitoring, outreach & education, and overall MPA administration. However, because none of these was clearly identified by *all* workshop participants, the top priority was not obvious. Therefore, the most effective approach seemed to be the development of a long-term strategy for building a series of training modules that address the essential components of an effective MPA (e.g., planning, community outreach/participation, monitoring, enforcement, etc).

To do this PIMPAC's first years modular training topic was chosen to be on management planning. While the focus of this training was to support existing sites in the development of management plans, this information will also be useful for areas that currently do not have MPAs.

. This topic is recommended for several reasons:

- 1) It was identified by several managers in the region as a priority
- 2) It would provide a solid foundation for effective MPA management
- 3) MPA management planning encompasses discussion on several components of effective management, and therefore a module can be developed to incorporate information on all characteristics of effective MPAs. This should help managers identify gaps or future priority needs.
- 4) There are several models of MPA management planning within the region that can be utilized to deliver immediate training that is applicable to PIMPAC members and provide follow-up.

To deliver this training and foster long-term capacity building, a three step approach has been identified and is currently being implemented:

#### **Step 1) Development of a training module on MPA Management Planning**

Representatives from various resource agencies that have current models for management planning training (e.g., LMMA, TNC, NOAA, CCN, Conservation Society of Pohnpei (CSP)) met in early May, to begin development of the training module with 4-5 local island representatives that are experienced in MPA planning and management. An MPA

management plan training agenda, location and participation criteria, and supporting materials were developed and a training workshop was planned for September.

**Step 2) Hold an MPA Management Planning Workshop**

An MPA management planning training for a larger group of MPA practitioners from the region was held in October of this year. Two MPA managers from each island were requested to attend the workshop. As part of the requirements for attendance, those representatives agreed to utilize information towards developing site MPA management plans within their jurisdictions and be “island coordinators”. They will help facilitate and carry out training in their jurisdiction with "experts" who will assist in the on island process. The experts will then also provide them more focused assistance in developing their management plan but also be there for others in the jurisdiction that may also want assistance.

**Step 3) Follow-up visits to Individual Islands**

Throughout the next couple of years a PIMPAC resource expert will be sent to each jurisdiction to help carry out management planning training for a larger group of local islanders. These island-specific trainings will be more focused on a particular island or MPA site planning needs. It is intended that the island coordinators will use the skills learned from the regional training workshop and become the on-island experts to continue to assist with future trainings and planning processes.

This remainder of this document mainly reflects a report out on Step 2 “MPA Management Planning Workshop” which was carried out from October 2-6, 2006. It also reflects, to a lesser extent, the planning for this workshop from Step 1, and plans for future follow up in Step 3.

## **Workshop Goals**

- 1) By the end of the regional workshop, island representatives will have gained some of the priority skills/tools/resources identified to improve MPA management planning in their respective island groups.
- 2) The regional workshop will strengthen the PIMPAC community, and the relationships between PIMPAC members, and will facilitate more peer-to-peer learning opportunities.
- 3) PIMPAC members' additional needs will be identified and will result in aiding Year 2 PIMPAC strategic planning.

## **Workshop Objectives**

### ***A) Management Planning:***

- 1) To provide participants with an increased understanding of some of the key components to a well-designed management plan and some of the skills/tools/resources they need to improve their existing management plans.
- 2) To provide participants of the workshop with the opportunity to identify and address areas requiring improvement in their own management plans

### ***B) Stakeholder Engagement:***

- 1) To provide participants with an increased understanding of multi-stakeholder engagement strategies in MPA planning and implementation.
- 2) To provide participants with an increased understanding of the characteristics of an effective MPA process and some of the skills/tools/resources for evaluating their own site(s) in relation to this process.
- 3) To facilitate participants gaining an enhanced understanding of the skills/tools/resources available for engaging communities and other stakeholders in the MPA planning process.

### ***C) PIMPAC Planning:***

- 1) To facilitate the identification of priority needs of PIMPAC members.
- 2) To develop a plan to address specific training and technical assistance needs through expert site visits or exchanges, and carry out next year's work planning process.
- 3) To facilitate the identification of key local leaders to facilitate future activities in each of the PIMPAC member communities.

## Overview Agenda (Revised from meeting)

<b>Day 1:</b>	Morning Session	<ul style="list-style-type: none"> <li>• Introductions</li> <li>• Overview of Effective Components of an MPA and MPA planning process/ Lessons learned</li> <li>• Report out from island participants</li> </ul>
	Afternoon Session	<ul style="list-style-type: none"> <li>• Intro to Management Planning</li> <li>• Stakeholder Engagement</li> <li>• Important Concepts to Tropical Marine Ecology</li> </ul>
<b>Day 2:</b>	Morning Session	<ul style="list-style-type: none"> <li>• Natural Resource Targets &amp; Prioritization</li> <li>• Visioning &amp; Conceptual Modeling</li> </ul>
	Afternoon Session	<ul style="list-style-type: none"> <li>• Visioning &amp; Conceptual Modeling continued</li> <li>• SWOT Analysis</li> <li>• Mapping</li> <li>• Threat Prioritization</li> </ul>
<b>Day 3:</b>	Morning Session	<ul style="list-style-type: none"> <li>• Crafting a Good Goal and SMART Objectives</li> <li>• Developing Actions to support Goal and Objectives</li> </ul>
	Afternoon Session	<ul style="list-style-type: none"> <li>• Field Trip</li> </ul>
<b>Day 4:</b>	Morning Session	<ul style="list-style-type: none"> <li>• Prioritization of Management Actions</li> <li>• Wrap up/ Next Steps for PIMPAC and island activities</li> <li>• Evaluation</li> </ul>
	Afternoon Session	<ul style="list-style-type: none"> <li>• Additional Management Planning Sections</li> </ul>

## **Workshop Participation**

A total of 33 people (participants and resource group members) attended the training. Islands were encouraged to send one government representative and one NGO representative where possible to encourage collaboration on MPA management planning efforts. Additionally, as part of the participant criteria, participants are expected to carry out follow up activities within their jurisdiction with the support of PIMPAC. These follow up activities were identified through island specific meetings with PIMPAC Coordinators and through discussions during the last day of the training.

## **Results of the Workshop**

This section provides a brief description of three main workshop components:

- 1) *Overall MPA Management & Components of Effective MPAs*
- 2) *Management Planning Training Sessions*
- 3) *PIMPAC Activities and Follow Up*

### ***Overall MPA Management & Components of Effective MPAs***

On the first day of the workshop, participants discussed MPA management planning in the larger context of effective MPA management. As an exercise the group brainstormed the components of an effective MPA. The following components were identified:

- Community support
- An educated and involved community (education and outreach program)
- Enforcement
- Clearly defined laws and regulation
- Community capacity for managing
- Sustainable funding
- Good biological and socio-economic monitoring
- Economic incentive/alternative income
- Awareness of traditional management techniques to conserve resources – making laws compatible with traditional management
- Combining traditional and modern methods of management
- Effectiveness evaluation
- Clear boundaries
- Adaptive management
- Support policy at all levels of government
- Adequate penalties for violations

- Having the right tools and resources (including human)
- Good site selection
- Management plan in place
- Knowing your threats and ways to address them (integrated management approaches)
- Regional network of technical support & sharing
- Knowing what your protecting
- Effective leadership
- Government/political support

Following this session, each island group ranked themselves from 1 to 5 on the above components:

1 = weak

2 = some effort /needs improvement

3 = moderate effort

4 =program developed but not effectively implemented

5 = fully active program

Some islands chose only one site to focus on, while others looked collectively at all of their sites and summarized how well they're MPA programs ranked "on average" in each component category. The following table was created at this time:



ISLAND	Community support	An educated and involved community (education and outreach program)	Enforcement	Clearly defined laws and regulation	Community capacity for managing	Sustainable funding	Good biological and socio-economic monitoring	Economic incentive/alternative income	Awareness of traditional management techniques – making laws compatible with traditional management/ Combining traditional and modern management	Effectiveness evaluation	Clear boundaries	Support policy at all levels of government	Adequate penalties for violations	Having the right tools and resources (including human)	Good site selection	Management plan in place	Stakeholder Involvement	Knowing your threats and ways to address them (integrated management approaches)	Regional network of technical support & sharing	Knowing what your protecting	Effective leadership	Government/political support	Adaptive management
CNMI	2	1	2.5	2	1	1	2,3	1	1	1	3	2.5	2	2	2	3	1	4	4	2	2	2.5	?
PALAU	4	4	5	5	4	2	4	2	3	4	5	3	3	4	4	4	4	4	4	4	2	3	3
KOSRAE	2		1		1	2	1	1	2,3	1,2	3	1	2	3	3	3	2	4	2	3	3	3	
GUAM	3		4	4	2	5	4	4	2		4	4	3		5						3		5
YAP	5	5	3	4		2	2	3	3	4	3	1	3	1,2	4	2	3	3	4	4	4	3	4
HAWAII	4	4	4	4	2	1	4	2	3	2	4	4	1		5	3	5	4	5	5	3	4	4
HAWAII																							
POHNPEI	5	5	4	5	4	5	5	5	4	5	5	4	3	4	5	5	5	5	5	5	4	5	5
AMERICAN SAMOA	5	4	1	4	4	3	2	1	3,4	2	3	2	1	5	n/a	4	3	4	4	3	5	3	4
RMI	4	2	1	2	2	1,1.5	3	4	4	2	4	4.5, 5	2	3	3	3	4, 4.5	4, 4.5	3.5	4	4	4	3
CHUUK	5	3	3	3	3	2	1	1	4,2	1	3	2	1	2	3	2	4	3	3	3	3	2	?

  = 4 or 5 reported (strength)

  = 1 or 2 reported (needs improvement)

- 1 = weak
- 2 = some effort /needs improvement
- 3 = moderate effort
- 4 =program developed but not effectively implemented
- 5 = fully active program

This table provides some insights as to which island MPA programs and/or sites have strengths and where there are challenges. Following the development of this matrix, each island group was asked to provide a brief overview of their MPA programs and why they ranked themselves as they did (specifically noting strengths and challenges). This session allowed participants to see MPA management planning in the broader context of MPA management. It also provided participants with an overview of island/site efforts to help everyone identify: 1) where strengths and challenges lie within each island and, 2) where potential peer to peer learning or exchange visits opportunities might exist.

### ***Management Planning Training Sessions***

After participants agreed to the effective components of MPAs and heard from one another on their existing efforts, the group moved into the MPA management planning training sessions. Because the world of Marine Management is rich with detailed management plans that are so complex that they are largely unused, this workshop provided Marine Managed Area practitioners with a simple and easy to use system for facilitating the development of management plans. Regardless of the level of experience of the practitioner, the materials presented at the workshop provided an easy approach for completion of management plans.

The workshop also provided the participants with a Step by Step manual to subsequently use when facilitating the development of a management plan. The Management Planning Guidebook provided the template for participants to practice facilitating each other through developing various components of an MPA management plan. Sessions included:

- INTRO TO MANAGEMENT PLANNING –GETTING ORGANIZED
- STAKEHOLDER ENGAGEMENT
- IMPORTANT CONCEPTS IN TROPICAL MARINE ECOLOGY
- NATURAL RESOURCE TARGETS & PRIORITIZATION
- VISIONING / CONCEPTUAL MODELING
- SWOT ANALYSIS
- MAPPING
- THREAT PRIORITIZATION & THREAT ANALYSIS
- CRAFTING A GOOD GOAL & SMART OBJECTIVES
- DEVELOPING & PRIORITIZING MANAGEMENT ACTIONS / INDICATORS
- ADDITIONAL MANAGEMENT PLANNING SECTIONS

Most sessions were carried out with a brief explanation of the session, lessons learned from regional or international experience, followed by small group work. Participants worked in island groups or were paired with other islands to practice facilitating the process for each session. Work was recorded on captured on flip charts to capture to ideas and work of each island group. All notes have also been recorded electronically and provided to participants for future use.

## *PIMPAC Activities and Follow Up*

In addition to the management planning training, the workshop aimed at identifying future PIMPAC activities and immediate next steps. To do this, the PIMPAC Coordinators met with each island group individually to discuss ideas for how they will utilize the information and tools learned at the training back in their jurisdictions, and how PIMPAC would best assist with those efforts. Ideas ranged from assisting with putting together island specific workshops to training a broader group of people within specific island jurisdictions to more targeted technical assistance to support site specific initiatives (e.g. community visioning & conceptual modeling).

Following these meetings, a workshop session was dedicated to sharing ideas for follow up work in each jurisdiction and talk about overall PIMPAC activities. The Coordinators discussed summary information collected from the pre-workshop homework, and the Year One PIMPAC work-plan that was approved by the Steering Committee in April 2006. The homework identified that approximately 75 MPA sites were represented by workshop participants. However less than 40 of those had some form of management plan. Of those 40, many were fisheries management plans of which MPAs were just a component but did not include details on site management. This finding supported the year one work-plan activities that focus on management planning. Therefore PIMPAC will aim to support the development of at least one sound management plan per jurisdiction that can be used as a model for other sites. Through the development of these plans future support can be identified. Additionally, it was discussed that the homework will be restructured to be used as an evaluation tool for managers to periodically check in and identify specific strengths and gaps in their programs.

Some of the island specific ideas that came out of these “follow up” discussions were:

### CNMI –

- Development of enforcement strategy / learning exchanges w/ Guam and Palau
- Proposal for learning exchange including products (enforcement plan and implementation)

### CHUUK –

- Meeting w/ various management agencies/NGO partners to identify efforts and gaps and develop sound management plans
- Focus on one site together and then move to other sites together with coordination of agency/efforts

### RMI –

- Local partner training on management planning to promote conservation aspect of fisheries management plans. Coordination with NGOs to help support this work.
- Support from Coordinators and other PIMPAC members to help

### POHNPEI –

- Work with existing communities that have community action plans and zoning plans to develop a management plan

## GUAM –

- Exchange visit by with other islanders who can share stories about fisheries and MPAs specifically to meet with Guam fishermen.

## HAWAII –

- Potential link to “Managing Better Together” network to carry out similar training in Hawaii

## PALAU –

- Management planning workshop in Palau for larger group of MPA site managers/agencies

## AMERICAN SAMOA

- Work with other site managers at government level to develop clear goal and SMART(er) objectives to have a framework. Perhaps evaluation in the future of improved management plans

## KOSRAE

- Go back and use the tools gained here to review the caps and make revisions to their management plans. Alissa, Lisa, and Willy will provide guidance to that process and help them to put together at least one solid management plan.

There was also a strong interest in exchange visits to be used to assist PIMPAC members with their efforts by learning from one another. Specific links among participants and outside resources were made based on workshop discussions, presentations, and small group work. PIMPAC Coordinators will also assist to support these exchange visits by helping to identify appropriate exchanges, objectives of exchanges, and coordinate visits. PIMPAC can also support a minimum of 2-3 site visits this year.

Also related to the year one work-plan, efforts to build academic institution capacity support for MPA management was discussed. There are current efforts to explore partnerships that will foster academic support. This includes potential partnerships with University of the South Pacific to learn from their model that builds students capacity to become future conservation employees for agencies and NGO's as well as improving existing staff capacity. The group decided to begin this process by drafting a letter to express PIMPAC member's interest in building these programs to support MPA management. The letter will be circulated and signed by interested PIMPAC members. We hope to use this letter to gain further support from colleges, universities, and funders

Other ideas and opportunities discussed in this session were:

- The Nature Conservancy – has Conservation Action Planning as a tool that can compliment work done by organizations that have already done some preliminary discussions and visioning with communities to help prioritize activities. There is an opportunity to work with Chuuk/Yap/CNMI/RMI/Guam this year.

- Utilize PIMPAC to Coordinate among existing training efforts (LMMA/TNC/NOAA) and help identify the most useful approach for managers
- The group decided to create a collective SMART objective for follow up activities which states: *“In 3 months each island will send in a brief update on progress they’ve made in their next steps and management planning activities that will be sent out to all PIMPAC members”*

**APPENDIX A: PIMPAC Participants Chuuk Oct 2-6**

<b>Island</b>	<b>Name</b>	<b>Agency</b>	<b>Contact info</b>	<b>Phone</b>
American Samoa	Saumaniafaese Uikirifi	Department of Marine and Wildlife Resources -	afauikirifi@yahoo.com	684 633 4456
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CNMI	Jack Ogumoro	Western Pacific Marine Fisheries Council	jack.ogumoro@noaa.gov	670 323 6000/ 322 9830
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DC	Dana Wusinich-Mendez	National Oceanic and Atmospheric Administration	Dana.Wusinich-Mendez@noaa.gov	301 563 1159
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Guam	Jay Gutierrez	Guam Department of Aquatic and Wildlife Resources	jaytgutierrez@yahoo.com	671 735 3955
Guam	Trina Leberer	The Nature Conservancy	tleberer@tnc.org	671 789 2228
Hawaii	Matt.Ramsey	Hawaii Division of Forestry and Wildlife	matt.ramsey@hawaii.gov	808 223 4404
Hawaii	Damien Kenison	Kama`aina United to Protect the Aina	namamo@yahoo.com	808-987-9149
Hawaii	Emily Fielding	National Oceanic and Atmospheric Administration	Emily.Fielding @noaa.gov	808 397 2404
Hawaii	Meghan Gombos	National Oceanic and Atmospheric Administration	Meghan.Gombos@noaa.gov	808 532 3961
Hawaii	Scott Atkinson	Community Conservation Network	scott@conservationpractice.org	808 342 2402
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Kosrae	Jason Jack	Kosrae Conservation and Safety Organization	kcso@mail.fm	691 370 3094/ 3673
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Marshall Islands	Miram Ankeid	Jaluit Atoll Conservation Area	eparmi@ntamar.net	692 625 3035
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Pohnpei	Eugene Joseph	Conservation Society of Pohnpei	cspmarine@mail.fm	691 320 2795
Pohnpei	Lisa Ranahan Andon	Micronesia Conservation Trust	mctlrandon@mail.fm	691 320 5670
Pohnpei	Alissa Tekasy	FSM Department of Economic Affairs Division of Resource Management & Development	fsm_pan@mail.fm	691 320 5133/ 2646
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## APPENDIX B

### Preparation for PIMPAC Management Planning Workshop - October 2006

**Background:** The first PIMPAC Training workshop will focus on two main topics:

- Preparing Simple and Effective Management Plans
- Community and Stakeholder Engagement

In preparation for the meeting we would like to better understand your experience in MPA design and implementation. One of PIMPAC's goals is to help MPA practitioners gain the skills they need to be more effective in MPA planning and implementation. Answering these questions will help us to understand area where people have particular skills and areas where they would like to improve their skills base. We understand that the level of MPA work is different in each island jurisdiction. Because of this, some of the questions may not be relevant to your situation just yet. *Nevertheless, we ask that you answer them to the best of your ability in as much detail as you can.*

1. Do you work at one MPA site or at multiple sites? Please explain or provide a list of the sites.

#### **Community and Stakeholder Engagement:**

The community and stakeholder engagement process is one of the most important steps in MPA development. Understanding the interests of various parties and designing the MPA in a way that reflects that understanding is critical to long-term success. We would like to understand which practitioners around the Pacific feel they have an effective community and stakeholder engagement process so we may all learn together how to improve this process around the region.

2. How often do you consult with the community? Do you feel it is enough?
3. What types of information do you provide to your stakeholders?
4. What types of information do you gather from your stakeholders?
5. How do you receive and incorporate the interests of communities and other stakeholders in your work?
6. Who are the kinds of people that are involved in your consultations and why were they involved? Was their involvement beneficial to the design of your MPA(s)?
7. Do you feel that there are important individuals or entities that were not part of your consultation but should have been? If so, how has this effected implementation of your MPA(s)?



### **Preliminary Assessment –**

Understanding the biological and socio-economic factors in an area before an MPA is established can help create a baseline for measuring change over time. Once management is in place, the baseline can be a reference point to help understand if management techniques are effective or not. These assessments can also help with MPA citing and design as they provide you a better understand of where good habitat is and also of the needs and interests of community members. Note - Later section asks for “Monitoring” information.

1. How do you undertake preliminary biological assessments of candidate MPAs? Please explain your methodology.
2. How do you undertake preliminary socio-economic assessments of communities in candidate MPA areas? Please explain your methodology.
3. Do you involve the local communities in this assessment process and at what level? (i.e. gaining their buy in and blessing, actual participation, etc...)
4. How did you use this information to further plan your MPA (e.g. boundary delineation)?

### **Design:**

The design of an MPA should include articulation of the Goals and Objectives of the MPA. Activities, rules and zoning should be designed to support achievement of these goals and objectives.

1. Do you have a clear goal(s) for each of your MPAs? And are the local communities and stakeholders involved in the development and implementation of these goals, objectives and activities? How did you involve them and at what level?
2. Do you have measurable objectives for each of your MPAs? What are those objectives?
3. Please explain which management activities help you to achieve the biological objectives of the MPA? Please explain.
4. Please explain which management activities help you to achieve the socioeconomic objectives of the MPA? Please explain.
5. How are your expectations of your MPAs similar and/or different to those of community and stakeholder interests? Please give specific examples.
6. Has the design of your MPA been reviewed by outside experts? And has this review(s) resulted in changes in the way you carry out your work, your goals, objectives and activities? Please explain.

### **Monitoring**

Regular biological and socioeconomic monitoring can help you to assess your progress toward your objectives. In addition, it's important to monitor the process of working toward

your MPA goals. Measuring indicators of progress both on the impact of your MPA and on the process of implementing your MPA can help you to improve your MPA's effectiveness.

1. What indicators do you use to help you monitor progress toward your objectives? Please explain.
  - a. Biological
  - b. Socio-economic
2. What methods are you using to monitor your MPAs? And why did you choose those methods?
  - a. Biological
  - b. Socio-economic
3. Do your team practice adaptive management or have a feedback system to enable you to update your Goals, Objectives, Activities, Rules, etc. based on changes and/or new information (monitoring results) in your MPA?
4. Have you ever made any changes after gaining new information from monitoring (biological & socioeconomic) results? What were those changes?
5. Who is involved in making those adjustments/updates and why were they selected?
6. How is the information relayed to the local communities and stakeholders and is there a process of getting their input prior to implementing those changes?

### **Governance:**

One key to MPA success is a good governance system. This includes people who care for the MPA and will work to make sure it succeeds as well as people who have the time and energy to carry out the activities needed to achieve the MPA's goals and objectives

1. Who makes decision on the activities or necessary changes within your MPA(s)? Is this effective? Why or why not.
2. Do the people who are responsible for managing have sufficient authority to make decisions? Are these traditional or legal authority or both? Please explain.
3. Do you have a written management plan for your MPA? Please explain.
4. How do you ensure programmatic and financial accountability? Please explain.
5. Is there a champion(s) or a community member(s) who is motivated to work to make it successful? Please explain. Does it make a difference to have a champion(s)?

### **Policy, Laws and Regulations:**

Having sound laws, policies and regulations that are owned and supported by all stakeholders is critical to the success of your MPA(s).

1. Is your MPA(s) supported by law and is this municipal, state or national law?
2. Who was involved in developing the law? What steps were taken that enabled the law?
3. Who or what stakeholders were not involved in developing the law of your MPA(s) that should have been involved?
4. Where there steps that were not taken that should have been carried out prior to the passage of the law?
5. Are all stakeholders aware of the law, policies and/or regulations and do they support or comply to its terms?
6. Is your MPA(s) law, policies and/or regulations easy to enforce? Why or why not?

**Enforcement and Surveillance:**

Having adequate capacity (i.e. personnel, skills and resources) to enforce your MPA(s) is also key to its success.

1. What groups and how many people (legal or community members) are involved in enforcing the law and regulations of your MPA(s)?
2. Are they trained and what types of training are provided to them? Who does the trainings?
3. Please list the types of equipment (i.e. boat, flashlights, enforcement accessories) and supplies (i.e. fuel) provided to your MPA(s) managers/enforcement officers?
4. Please list the types of equipment that is not provided to your MPA(s) managers/enforcement officers that should be provided to them?
5. Do you have community members involved in your enforcement and at what level? How many people participate in these enforcement activities?
6. Do you also provide training to your community members involved in your enforcement?
7. How do you measure the effectiveness of your law and your law enforcement activities?

**Communications:**

In many cases communications is an overlooked or underemphasized element of MPA implementation. However, effective communications can be a key to generate local support for the MPA as well as financing.

1. Who do you depend on to take information to and from the local communities/ stakeholders? Is this an effective way of sharing and gaining information from the local communities?

2. Do you feel that members of your community and stakeholders are informed about the activities you're performing? Why or why not?

### **Awareness and Community Outreach:**

Having effective awareness and community outreach programs will ensure MPA leaders make informed decisions about their protected areas. It will also improve compliance to laws, regulations and community/stakeholder decisions of your MPA

1. Do you have a team specifically assigned to raise awareness and conduct community outreach for your MPA(s)?
2. Who and/or what organizations are on your team?
3. Who is not on your team that should be asked to join your team?
4. Please list the types of outreach activities you employ and how often you conduct each activity?
5. Where do you carry out these activities? Are they specifically limited to your MPA(s) community?
6. How do you measure the effectiveness of your awareness and community outreach activities?

### **Financing**

All MPAs need some level of funding to operate. Many MPAs have funds to operate in their initial years but may not have sufficient systems in place to ensure a sustainable flow of funding.

1. What are the costs of operating your MPA(s) and do you raise sufficient funds annually for those costs?
2. Are these short-term (i.e. grants) or long term funding assistance (i.e. endowment)?
3. Do you have a plan for sustainable financing? Please explain.
4. Do you have local sources or potential local sources (i.e. user fees, royalties, ecotourism, etc...) to help finance your MPAs and are you tapping or have plans to tap those sources?

### **Additional Skills Needs:**

Now that you have completed this assessment, please prioritize and explain any areas where you feel you need skills development to improve implementation of your MPAs.

Priority 1:

Priority 2:

Priority 3:

Priority 4:

## PIMPAC HOMEWORK RESULTS SUMMARY

### **Homework Documents received - 18**

**Number of Sites Represented:** Approximately 75 sites (small to large, comm. Based to gov) – most folks work at multiple sites about 5 that work at single site other that work at 2 sites

Guam – 5

AS – 10

HI – 2

CNMI – 6

Yap- 3

Palau – 1

Kosrae – 2

Pohnpei – 11

Chuuk – 6

RMI – 28

**Management plans:** about 40 have plans (most are fisheries management plans however and not focused on MPA management)

About 16 have draft

About 19 have nothing

**Assessments:** Some cases no assessments were done. In some preliminary biological assessments were done or REA of some sort. Most there was no formal socio-economic assessments done but there was some discussions with community folks.

**Design (clear goals & measurable objectives):** Most have general goals and very few measurable objectives (AS). For some it is because they are not at that point in the process (Yap/Chuuk/Kosrae). Others have a broad goal across several sites (GU/HI). There is a lack of measurable objectives challenges understanding of effectiveness. Some are working towards that and have some examples (Pohnpei/CNMI/Palau)

**Monitoring:** Some monitoring based on either assessment procedure or recommended procedures. Pohnpei and Guam are linked to goals of sites. Very little formal socio-economic monitoring except for a few sites. Most is anecdotal through community meetings/input.

**Legal Framework:** Most seem to have the appropriate authority both traditionally and legally to manage the sites. Often is a collaborative effort.

Many have laws to back them. However, public process was limited in some of those sites.

Some are not backed by law (AS – working on it). Some don't have laws yet (Jaluit, Kosrae)

**Enforcement:** A lot of community's doing enforcement (RMI) and use of traditional methods (AS) . Other communities are engaged but not enforcing (HI, Pohnpei) more surveillance. In other cases communities are not involved (Kosrae/CNMI/GU) but is done by government only. Measure of effectiveness is informal (citations/compliance).

### **Communication/Outreach:**

Some have formal O&E teams (Pohnpei/Kosrae/RMI) others do not. Some feel communication is enough and effective (GU). Many rely on meetings with leaders of communities, public meetings, media (HI). CNMI developing outreach plan (MPAs will be a component). Most of

the time O&E is part of the MPA management team job there is not particular people who are assigned to focus on this work.

**Financing:** Most have short term funding (grants). Or incorporated into government funding. CNMI trying to get landing fees to go toward management. HI also looking into user fees. Pohnpei working on endowment fund. Unclear if GU permit fees may go toward management. AS/GU use sportfish funds which are relatively sustainable. Not many formal financing plans or know how for sustainable funding.

**Priorities for training:**

**Financing- 5**

**Monitoring -5**

**Planning -5**

**Outreach/ Communication -4**

St. Engagement - 2

Enforcement -1

Policy Development – 1

Cost benefit analysis - 1

MPA 101 – 1

Alternative Income – 1

Socio-economic survey – 1

Report writing skills - 1

## APPENDIX C

### *Participant Evaluation of the MPA Management Planning Workshop*

*Chuuk, Federated States of Micronesia  
October 2 -5, 2006*

*Directions: Please rate how much you agree or disagree with each of the statements listed below.*

There were **3 goals** to be achieved by workshop participants:

1. By the end of the regional workshop, island representatives will have gained some of the priority skills/tools/resources identified to improve MPA management planning in their respective island groups.
2. The regional workshop will strengthen the PIMPAC community, and the relationships between PIMPAC members, and will facilitate more peer-to-peer learning opportunities.
3. PIMPAC members' additional needs will be identified and will result in aiding Year 2 PIMPAC strategic planning.

#### **21 participants filled out the evaluation – results present in red**

1. The first goal of this workshop was fully achieved by my team.

- strongly agree
- agree
- neither agree nor disagree
- disagree
- strongly disagree
- I don't know

**11 out of 21 - 52% strongly agreed**

**10 out of 21 - 48% agreed**

2. The second goal of this workshop was fully achieved by my team.

- strongly agree
- agree
- neither agree nor disagree
- disagree
- strongly disagree
- I don't know

**10 out of 21 - 48% strongly agreed**

**9 out of 21 - 48% agreed**

**2 out of 21 – 10% neither agreed or disagreed**

3. The third goal of this workshop was fully achieved by my team.

- strongly agree
- agree
- neither agree nor disagree
- disagree
- strongly disagree
- I don't know

**7 out of 21 - 33% strongly agreed**  
**11 out of 21 - 52% agreed**  
**2 out of 21 - 10% neither agreed or disagreed**  
**1 out of 21 – (5%) did not know**

4. The expectations for why my team had me attend this workshop were fully achieved.

- strongly agree
- agree
- neither agree nor disagree
- disagree
- strongly disagree
- I don't know

**12 out of 21 - 57% strongly agreed**  
**9 out of 21 - 43% agreed**

Comments:

- Very useful and utmost learning experience workshop
- Better than Guam conference
- Very resourceful in terms of providing tools to enhance existing management schemes. Good exchange of a variety of different conservation measures at different levels of management within the islands countries represented. Am. Samoa & its part of the pacific – so under represented!
- The workshop has given me tools to work with local NGOs
- I have a much better sense of what partners are doing and what needs to happen when developing plans – better prepared to evaluate and advice on project proposals and evaluate and monitor projects as implementation is ongoing.

5. My own (personal) expectations for why I attended this workshop were fully achieved.

- strongly agree
- agree
- neither agree nor disagree
- disagree
- strongly disagree
- I don't know

**9 out of 21 – 43% strongly agreed**  
**12 out of 21 – 57% agreed**

Comments:

- Gain more knowledge of MPAs
- Learned a lot and build on my skills to better help my people/communities I work with
- To enhance my personal experience in writing proposals and management plans
- I have a much better sense of what partners are doing and what needs to happen when developing plans – better prepared to evaluate and advice on project proposals and evaluate and monitor projects as implementation is ongoing.

6. The workshop was well organized.

- strongly agree
- agree
- neither agree nor disagree
- disagree
- strongly disagree
- I don't know



**10 out of 21 - 48% strongly agreed**

**11 out of 21 - 52% agreed**

Comments:

- Everyone interested
- It went well, thank you!
- Even though we always start and finished on time, we skipped some exercises at the end
- May be more organized next time

7. The workshop was well facilitated.

strongly agree

agree

neither agree nor disagree

disagree

strongly disagree

I don't know

**11 out of 21 - 52% strongly agreed**

**10 out of 21 - 48% agreed**

Comments:

- Really liked sharing by all members
- Good food, and organized well
- Good to have different facilitators
- More use of power point presentations – more prep time before presenting
- Facilitators were excellent!
- Having islands share experience throughout the workshop was AWESOME!
- Some facilitators were well prepared than others

8. I would recommend my colleagues to attend a workshop similar to this one.

strongly agree

agree

neither agree nor disagree

disagree

strongly disagree

I don't know

**14 out of 21 – 67% strongly agreed**

**7 out of 21 – 33% agreed**

Comments:

- Really accountable
- Also have resource people to refer my colleagues to when trying to seek help with developing management plans
- Lots of good info and very sensitive toward cultures and traditional barriers
- As an environmental educator, I strongly agree that things will be much smoother and earned if another technical marine staff was participating.
- This is a good place to acquire the proper tools

9. My abilities as a marine protected area manager (or marine conservation professional) have been improved as a result of this workshop.

strongly agree

- agree
- neither agree nor disagree
- disagree
- strongly disagree
- I don't know

**11 out of 21 - 52% strongly agreed**

**9 out of 21 - 43% agreed**

**1 out of 21 – (5%) did not answer**

Comments:

- Have gained much needed skills and contacts to conduct my work
- Learned from different practitioners
- Particularly towards developing management plans for MPA, I was able to identify gaps that existed within our national efforts and further identify resources within the region.
- Although I am not a real marine specialist, I still think I learned what I should know/or at least the marine basics
- I have acquired information and skills to help develop a good MPA plan
- I have a much better sense of what partners are doing and what needs to happen when developing plans – better prepared to evaluate and advice on project proposals and evaluate and monitor projects as implementation is ongoing.

10. I enjoyed participating in this workshop.

- strongly agree
- agree
- neither agree nor disagree
- disagree
- strongly disagree
- I don't know

**13 out of 21 - 62% strongly agreed**

**7 out of 21 - 33% agreed**

**1 out of 21 – (5%) did not answer**

Comments:

- It was fun and interesting
- Always great to meet new people (synergy)!
- Good combination of local and international experts
- Setting was lovely and arranged well
- Participants were very helpful and talkative
- Most of all, the atmosphere was all love!!
- The participants and facilitators are lively

11. The things I liked most about this workshop were: (list/write)

- Hearing others experiences and how to get assistance from them if needed
- Working with different states
- Group discussion
- Field trip
- Strong participation by all
- Practical work done in breakouts
- Management actions

- Meet new people
- Share ideas and experiences
- Experience sharing
- Meeting new people
- Meeting peers from other islands/countries
- Exchanging experiences from different islands with different cultures but have similar vision for conservation
- Share ideas/experiences
- On time
- Easy to carry out management plan writing after workshop
- Break out groups
- Location
- Well organized
- Well facilitated
- Participants
- Field trip
- People
- Compatibility of objectives and actions
- Zoning
- Description of site
- The people involved and humor
- The manual and tools in it
- Flexible with the agenda and session formats (it was nice that the last day we were not forced to break into groups – facilitators had a good feel for the group)
- Variety of practitioners and sites represented and different levels of planning and implementation so good exchanges
- Sessions
- Lessons learned
- Network
- Participants had better communications among themselves
- Coordinators showed their concerns and care for PIMPAC members
- The concept or contexts of this management plan model is simple enough for me to follow through
- Participants when they are shared their experiences
- Session learning parts
- Field trips
- Food
- Meeting MPA managers and hearing their ideas and experiences
- Developing strategies and learned skills critical to achieving goals

**1. The things I liked least about this workshop were: (list/write)**

- Waiting for food at some restaurants
- Too many topics to fully cover well
- Time conflicts
- Sessions were rushed, info crammed, always hungry for time
- Some people had to leave early
- No given time for visual presentations on island efforts/challenges with MPAs
- Participants and resource people did not have time to at least go to one of the proposed MPA sites in Chuuk

- There was no island group summary/briefing given out/presented to us to give a better understanding of the other programs. The power points were helpful but would have been better at the start.
- Travel time but everyone's unique experience
- The trips away from the hotel were too late in the day – got back too late
- Some sites not able to make presentations – maybe next time schedule 1 short presentation (no more than five minutes, strictly enforced) at a time throughout the day (1<sup>st</sup> thing in am, after breaks, lunch, etc) to give everybody a chance to give overview. The site presentations were sort of an afterthought so resulted in poorly organized, too late, night presentations – shortchanged.
- Understanding and knowing about importance of management plan (Meghan – I am not sure if this was put under the wrong section because it seem like something “like most rather than least”)
- I learned more about the MPA and the management plan (Meghan – again I am not sure if this was put under the wrong section because it seem like something “like most rather than least”)
- 

13. If I had to recommend that some changes be made on the workshop, they would be: (list/write)

- List of MPAs in other islands, status, type of management
- Overall really well done, but perhaps narrow focus so as not to gloss over some topics
- Introduction to PIMPAC because I had no idea
- Invite more people, community, students or anyone who volunteers
- Maybe co-ed rooms – just a thought!
- Less crowded agenda
- Spread sessions accordingly throughout 5 day period that way we wouldn't have to rush all the time
- Length of workshop should be longer (days) in order to achieve more knowledge from other island groups
- Closer to my home
- Put different people from islands in one room to learn more from each other
- It was obvious to see good links between NGOs from different islands and international NGOs. I would like to see how PIMPAC could help assist governments, link more, share ideas.
- Increase number of participants to attend workshop like this.
- Expand on some, for example definitions
- Don't need to break into island groups for every worksheet/section – large group input is very useful too and sometimes cut short in this format because of time constraints

14. Other thoughts, comments, or suggestions?

- Really great that immediate follow up is part of the workshop!
- Very cool
- Thank you, it was a good workshop
- Thanks for having us! Maybe figure out a way Fiji or Samoa, or Tonga may participate next time
- Need to use micro-phone during presentations so everybody could hear properly
- GO PIMPAC, best of luck to management planning.
- Logistical support in terms of people arranging venues, people would come from hosting island was not very well prepared or arranged the way it should have been because there was only one person doing everything. Appropriate official should have been asked to welcome or officially open the workshop.
- Let us use more case studies in the next meeting (follow up).
- Good work!

- Try and invite government officials and as well AG's office in PIMPAC workshop
- Good material to enable each group to design a management plan after the workshop
- Consistent, adequate follow up are essential. Good start, good group, good experience.
- Could we do more on facilitation skills themselves – presentation, clarity, organization, etc.