



*Biodiversity and Nature Conservation Association*

# Strategic Action Plan [2014 – 2017]



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## FOREWORD

Nowadays, our mother Earth's beautiful nature and natural resources are being exploited by the greed of human beings. Therefore, we are facing the unexpected impacts of climate change and dangerous natural disasters.

The number of people who are willing to save the Earth from this harmful effect is very few. Overexploitation of natural resources and poisoning of our land, water and air are driven by the growing human population and changing lifestyles of the people. Tropical rainforest, which supports the life of biodiversity in Tropical Zones, are decreasing. Hence biodiversity is reducing and some species gradually disappearing. Moreover, natural resources are vanishing and land desertification is expanding rapidly. Therefore, if there are no conservation efforts, our human existence will be faded away before the destruction of the Earth.

Economic development, cultural standard and richness of biodiversity are indicators of a country's wealth. There is not much emphasis on biodiversity as compared to other aspects of conservation (such as planting trees). Therefore biodiversity conservation has not yet been very effective. There is a great wealth of species in Tropical Climate regions where environmental damage mostly occurs.

Although Myanmar is, in terms of biodiversity, one of the richest countries in the Asia and Pacific region, there is a rapid loss of biodiversity due to poor conservation policies and management.

BANCA is a biodiversity conservation organization which was formed to protect the biodiversity and environment of Myanmar. BANCA received official registration from Ministry of Home Affairs, Union of Myanmar on 18 June 2004 and has been active in the conservation field ever since. In doing so, there have been strengths and weaknesses. We have reviewed these and used them to reform BANCA.

The renewed BANCA will emphasis on biodiversity conservation and research activities as well as publishing data necessary for effective conservation initiatives. Moreover, BANCA will collaborate with the public by promoting educational activities, training workshops, seminars and community participation.

BANCA is inviting everyone to take part in saving planet Earth and our human race. Therefore, BANCA warmly welcomes people who wish to participate in our biodiversity conservation activities.

Dr. Saw Mon Theint

Chairperson

Biodiversity and Nature Conservation Association

## 1. BACKGROUND OF BANCA

Biodiversity and Nature Conservation Association (BANCA) is a non-profit, non-political, non-religious and an environmental NGO in Myanmar. Although BANCA was officially recognized by the Ministry of Home Affairs, Union of Myanmar on 18 June 2004, BANCA has been active since 2002. BANCA's registered charity number is 1883.

BANCA strongly believes that conservation programs can be accomplished successfully only if it is backed up with community development. BANCA has 9 Board of Directors and 11 Executive Committee members. The latter is headed by a Chairperson. The backbone of BANCA is its competent ornithologists along with botanists, foresters, zoologists, social scientists, mammalogists, geologists, environmental scientists, marine biologists and herpetologists among others.

Since its establishment in 2004, BANCA has been in close collaboration with international organizations like BirdLife International Indo-China Program, BirdLife International Asia Program (BLI), Royal Society for the Protection of Birds, UK (RSPB), Care Myanmar, Instituto Oikos (Italy), Flora and Fauna International (FFI), Arcona Cambridge, BBC Wildlife Funds, Darwin Initiative, Wildfowl Wetland Trust (WWT), World Wildlife Funds (WWF), Tropical Rainforest Foundation (TRP), Green Lotus, United Nations Development Program (UNDP) and People Resource and Conservation Foundation (PRCF). BANCA also worked with Government Ministries like the Ministry of Environmental Conservation and Forestry (MOECAF), Ministry of Livestock, Fisheries and Rural Development (MLFRD), Myanmar. BANCA is also looking forward to seeing more close collaboration with other international scientific organizations and local environmental NGOs.

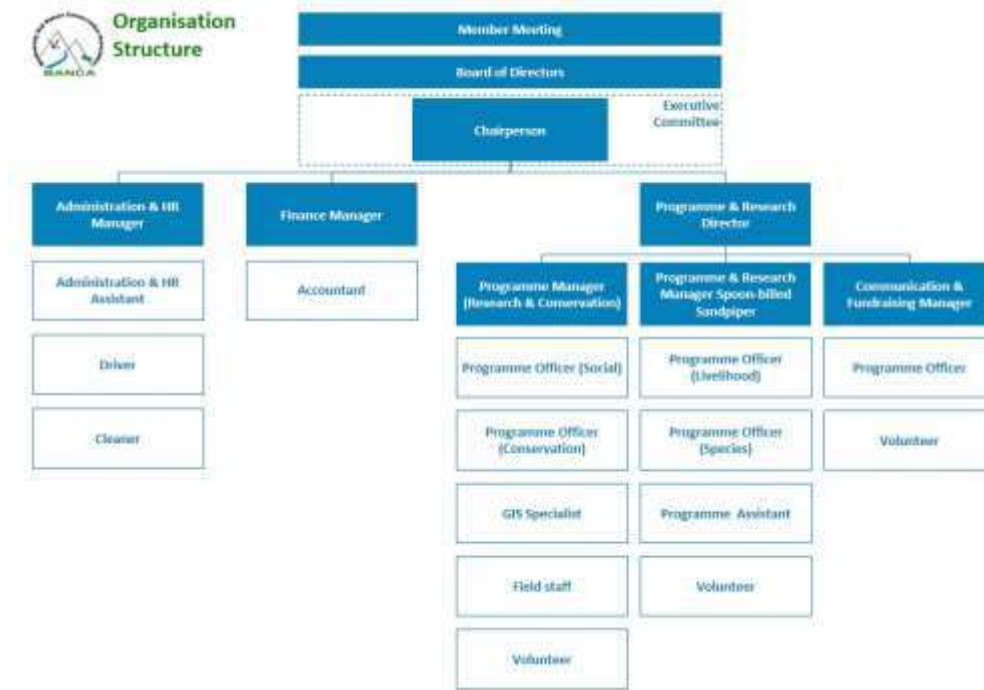
## 2. MAJOR ACHIEVEMENTS

- Rediscovery of the critically endangered Gurney's Pitta in Tanintharyi Region in 2003 in collaboration with BirdLife International. Due to this discovery, its status has been down listed to endangered level in 2008.
- Publication of "Birds of Myanmar" (2003) in Myanmar language which serves as a field guide and a reference for Myanmar ornithologists and birdwatchers.
- Receiving registered charity number (1883) from the Ministry of Home Affairs, Union of Myanmar on 18 June 2004.
- Receiving the 'Outstanding Award for Biodiversity Conservation' by Ministry of Environmental Conservation and Forestry, Myanmar in 2005.
- BANCA became BirdLife 'Affiliate' in 2005.
- BANCA was awarded as 'Species Guardian of Spoon-billed Sandpiper' by BirdLife International in 2009.
- Discovery of the Snub-nosed Monkey in Emawbum in 2010 in collaboration with FFI and PRCF.
- BANCA was recognized in National Biodiversity Strategic Action Plan (NBSAP, 2011) as the second biggest local NGO in Myanmar.
- BANCA's Spoon-billed Sandpiper activities were recognized by Ministry of Environmental Conservation and Forestry in Fifth National Report to the United Nations Convention on Biological Diversity (March, 2014).



### 3. ORGANIZATIONAL STRUCTURE

The diagram below shows the organizational structure. Once a year an Annual General Member meeting is being held. The Board of Directors consists of 9 members and the Executive Committee of 11 members. In the composition of both bodies is given. The Executive Committee can employ staff according to the number of activities and projects.



#### 4. BACKDROP OF BANCA'S STRATEGIC PLANNING

##### First strategic planning

- The first of BANCA's strategic planning workshop was held from 21 to 23 September 2005. The workshop was held in Udo City Farm, Yangon. It was led by U Uga (BANCA chairperson, 2002 - 2010) and facilitated by Ms Cristi Nozawa and other experts from RSPB/ BirdLife International Asia Division. The strategic plan was to be valid for three years.
- The following main purpose for a 3 years period established:  
***"By 2009 BANCA will become a leading national conservation NGO, working with all relevant stakeholders to protect key species and habitats".***
- There were eight 3-year sub purposes with lists of activities and indicators for each sub purpose.

##### Second strategic planning

- The second strategic planning workshop was held on 18 & 19 October 2011. It was led by Dr. Htin Hla (BANCA chairperson, 2010 - 2012) and facilitated by Ian Barber (RSPB UK) and Jonathan C. Eames (BirdLife International). Together with the political changes of that time in Myanmar, it was agreed that there needed to be a review of BANCA's strategic plan and so RSPB and BirdLife International agreed to facilitate a two-day workshop in Yangon with BANCA members.
- There was a review session of BANCA's development since 2005 workshop. Thereafter, a discussion and Strength, Weakness, Opportunity and Threat (SWOT) analysis was conducted.
- Through group discussion it was decided that the existing mission statement of BANCA was still valid. A 5-year timeframe for the plan was agreed and the group went on to look at the overall goal and objectives. Ian Barber proposed a possible organogram.
- The workshop was a positive experience with good participation from BANCA members. While BANCA has much strength, not the least its knowledgeable and dedicated members, its main weakness was its organizational structure which fostered a lack of transparency, poor information sharing, limited follow-up advocacy work, all of which limited its effectiveness in a more open Myanmar environment.

##### Third strategic planning

- Following the changes in the political situation in Myanmar and the rapid development of BANCA, the organization needed to update its strategic plan. The third strategic planning workshop was held from 16 to 18 January 2014 at BANCA's office in Yangon.
- There were 8 'Objectives' in the new strategic plan.
- The strategic action plan is to last 4 years and will be reviewed and updated every 2 years. The new strategic plan will expire in 2017.
- The workshop was led by Dr. Saw Mon Theint (BANCA chairperson, 2013 - current) and facilitated by Board of Directors, Executive Committee members and BANCA staff.

## 5. STRATEGIC FRAMEWORK

BANCA's strategic plan is built upon the below strategic framework.



In Annex 2 the definitions of the various elements of the strategic framework are listed.

### 6. VISION

"A nation with a flourishing nature & rich biodiversity and where people live in harmony with nature"

### 7. MISSION

"Conservation of nature, primarily biological diversity, through action based on research, advocacy, partnership, network building, education, people's participation and public awareness"

### 8. VALUES

#### **Teamwork**

We believe that by acting united for a common goal, we can achieve the best results. We appreciate the diverse and unique talents of our people and build upon them to fulfil our vision. All our relationships are based upon mutual respect.

#### **Professional spirit**

We value multi-disciplinary teams and utilise both local and international expertise. We are committed to have a thorough understanding of Myanmar's nature and biodiversity. We use this knowledge to address the root causes of problems and to come up with creative solutions. In all our endeavours we act in a professional way and strive towards excellence.

### **Integrity**

We are honest and are committed to do the right thing. We are accountable to our members, partners and especially to the communities with which we work. We act transparently and are open about our plans, actions and results.

### **Positive impact**

We strive to make a positive impact on nature, biodiversity as well as on the communities with which we work. In all our activities we take into account specific local settings. We consider a programme successful when there has been a positive, significant and sustainable change. We are focussed on achieving results.

## **9. STRATEGIC GOAL UNTIL 2017**

“By 2017, BANCA will consolidate its position as the leading national conservation NGO, working with all relevant stakeholders to protect key species, sites and habitats in Myanmar.”

## **10. STRATEGIC THEMES**

In order to achieve its strategic goal BANCA has defined three strategic themes upon which it will focus.

### **Theme 1 Conservation**

Myanmar is blessed with one of the richest biodiversity in the Asia-Pacific region. Yet there is a rapid loss of biodiversity due to among others overexploitation of natural resources and poor conservation policies and management. BANCA strives for the conservation of nature and biodiversity. In this endeavour we will act in line with the conservation strategy as described in the National Biodiversity Conservation Strategic Action Plan (NBSAP).

Also, BANCA strongly believes that conservation should go hand in hand with community participation and community development, especially the development of rural areas. The organization will use multiple approaches for community development.

### **Theme 2 Partnerships**

To protect key species, sites and habitats in Myanmar is a major challenge. Many different actors are engaged in this endeavour. These actors are among others government agencies at national, state and township level, communities, businesses, NGOs and INGOs. In the past BANCA worked together with a big variety of organizations. In order to be successful we will continue to collaborate with other organizations.

### **Theme 3 Institutional Strengthening**

Since its start in 2002 the organization has grown significantly in terms of number of activities and projects, number of staff as well as amount and sources of funding. This growth requires the organization to professionalise further. Therefore the organization emphasises the importance of organizational development by capturing this aspect in a separate theme.



## 11. OUR OBJECTIVES – WHAT DO WE WANT TO ACHIEVE?

Each theme has several objectives. Below these objectives are described.

### 1. OBJECTIVES FOR CONSERVATION

#### 1.1 IMPROVE THE CONSERVATION STATUS OF KEY SITES AND SPECIES

To have a well-focused conservation strategy. To be able to do more conservation activities throughout the country.

Expected outcomes:

BANCA will develop a 'Conservation Strategy' in accordance with the National Biodiversity conservation Strategic Action Plan (NBSAP) and other relevant National Plans. Furthermore, BANCA will concentrate more projects on National Priority Species and Priority Corridors as well as Protected Areas.

#### 1.2 ENHANCE COMMUNITY DEVELOPMENT & PARTICIPATION IN CONSERVATION

To enhance community participation in conservation activities. To develop the livelihood of people in project areas.

Expected outcomes:

BANCA will include community development in its projects. For community development, BANCA will use multiple approaches 1. Agro-forestry 2. Community forestry 3. Animal husbandry 4. Sustainable economy and 5. Livelihood development. This goal will be assessed with education status, livelihood status and standards of living (assets) of a local community. It is assumed that local people are willing to participate in trainings/workshops and collaborate with BANCA in conservation activities.

#### 1.3 EDUCATION IN CONSERVATION AND EXTENSION OF BANCA ACTIVITIES

To increase the knowledge about the environment and conservation among the general public. To publish research reports of BANCA.

Expected outcomes:

BANCA will produce Information, Education, and Communication (IEC) materials based on its research findings. A quarterly newsletter is to be published as well as regular updates on Facebook and BANCA's website. Moreover, BANCA will host seminars & lectures, promote educational programs and develop environmental campaigns. There will also be collaboration with both local & international universities for research.

#### 1.4 ADVOCATE FOR IMPROVED CONSERVATION POLICIES AND PRACTICES

To influence decision-making and national policies related to conservation. To have better national laws for protecting the environment and its biodiversity.

Expected outcomes:

BANCA will hold workshops and seminars about Ramsar sites. BANCA will participate actively in the Government Environmental Conservation Advisory Group as well as in the implementation of National Biodiversity Species Action Plan. BANCA will also promote designated Protected Areas and Key Biodiversity Areas through distribution of reports and documents.

## 2. OBJECTIVES FOR PARTNERSHIPS

### 2.1 IMPROVED WORKING RELATIONS WITH KEY GOVERNMENT ORGANIZATIONS

To establish new and improve existing working relationships with key government organizations. This should contribute to BANCA's advocacy activities.

Expected outcomes:

BANCA will sign memorandums of understanding with the Ministry of Environmental Conservation and Forestry (MOECAF), Ministry of Livestock, Fishery and Rural Development (MLFRD) and Government Departments such as the Forest Department. Moreover, BANCA will have regular contact with and send reports to relevant government officials. BANCA will also perform more projects in Protected Areas and National Parks under the authority of the Forest Department of MOECAF.

### 2.2 FORM EFFECTIVE PARTNERSHIPS WITH NATIONAL AND INTERNATIONAL ORGANIZATIONS

To collaborate more with other NGOs and INGOs to exchange knowledge and gain more technical expertise.

Expected outcomes:

In order to form effective partnerships, BANCA will produce a partnership and project policy. BANCA will also identify national and international organizations to form partnerships with.

## 3. OBJECTIVES FOR INSTITUTIONAL STRENGTHENING

### 3.1 STRENGTHEN FINANCIAL AND ORGANIZATIONAL STRUCTURE

To have a stable financial plan and an appropriate office and facilities for the future of BANCA. To increase the efficiency of BANCA's staff.

Expected outcomes:

In order to achieve this goal, BANCA will have strong internal policies (administration, human resources, finance, and partnership policies). Moreover, there will be audit reports (annual external and half-yearly internal audits). There will be regular Executive Committee meetings and periodically Board of Directors meetings of which minutes are filed.

### 3.2 INCREASE IN AND MORE STABLE FUNDING

To have sustainable core funds (either restricted or unrestricted).

Expected outcomes:

BANCA will develop a marketing plan as well as a fund raising plan in order to attract more members and donors (local & international). BANCA will also establish a project policy with field & core staff rules and well-defined office overhead costs. BANCA will also introduce Anti-Bribery Corruption (ABC) within its organization.

12. YEARLY ACTIVITIES

ACTIVITIES 2014		
<b>Objective 1.1: Improve the conservation status of key sites and species</b>		
1.1.1	Pilot survey on fish species and fisheries information in part of East Coast of Gulf of Mottama	Comment [P1]: Already Done
1.1.2	Development of Strategic Action Plan of Spoon-billed Sandpiper in collaboration with BirdLife International.	Comment [P2]: Already Done
1.1.3	Moeyungyi Wetland priority research and conservation activities.	Comment [P3]: Already Done
1.1.4	Sea turtle conservation in Kadon Kani Village, Bogalay Township, Ayeyarwady Region.	
1.1.5	Status review for Phayre's Leaf Monkey investigation in Saggaing, Mandalay, Ayeyarwady, Kayin and Tanintharyi Region.	
1.1.6	Preparation of Important Bird and Biodiversity Area (IBA) directory.	Comment [P4]: Already Done
1.1.7	Data collection for new IBA sites.	Comment [P5]: Already Done
1.1.8	Preliminary population assessment and monitoring of Baer's Pochard in some wetland area of Myanmar.	Comment [P6]: On-going in 2015-2016
1.1.9	Capacity building for conservation of Green Peafowl in some areas of central Myanmar.	Comment [P7]: Already Done
1.1.10	Population count on Masked Finfoot (Heliopais personatus) in Tamanthi Wildlife Sanctuary.	
1.1.11	Status review of Gurney's Pitta in Thanintharyi Region.	Comment [P8]: Already Done
1.1.12	Biodiversity baseline survey in Thanintharyi Region.	Comment [P9]: Already Done
1.1.13	Water quality assessment in Inle and Moeyungyi Wetlands.	
1.1.14	Biodiversity assessment in Peleik Inn Wetland.	
<b>Objective 1.2: Enhance community development &amp; participation in conservation</b>		
1.2.1	Sea turtle hatchery and conservation training centre established in Kadon Kani Village.	
1.2.2	Pilot project of Community Based Natural Resource Management at Gulf of Mottama.	Comment [P10]: Already Done
1.2.3	Baseline survey project of solid waste management in Yangon.	
<b>Objective 1.3: Education in conservation and extension of BANCA activities</b>		
1.3.1	Give conservation awareness on sea turtle conservation in Ayeyarwady Division.	
1.3.2	Capacity building for conservation of Green Peafowl in some areas of Central Myanmar.	Comment [P11]: Already Done
1.3.3	Environmental awareness raising campaigns in Yangon (universities, high schools, institutes).	
1.3.4	Wetland and water bird conservation awareness at villages located in Gulf of Mottama, Moeyungyi and Peleik Inn Wetlands.	Comment [P12]: 70% Already Done, Exclusive Paleikinn
1.3.5	Give environmental awareness especially in solid waste management among students and housewives in Yangon.	
1.3.6	Give training to trainers (ToT) for planting bamboo, making quality bamboo products.	
1.3.7	Telecast 4 documentaries about BANCA activities on Sky Net or MRTV 4.	Comment [P13]: Move to 2015-2016
<b>Objective 1.4: Advocate for improved conservation policies and practices</b>		
1.4.1	Advocacy workshops on Ramsar site (village, township, and state levels).	Comment [P14]: Already Done
<b>Objective 2.1: Improved working relations with key government organizations</b>		
2.1.1	Signing of agreements (MoUs etc.) with relevant government institutions such as Ministry of	

<p>Environmental Conservation and Ministry of Livelihood, Fishery and Rural Development.</p> <p>2.1.2 Regular contact and reports sent to relevant government officials.</p> <p>2.1.3 Mainstreaming with National Biodiversity Strategic Action Plan (NBSAP).</p>	<p><b>Comment [P15]:</b> No need to sign</p> <p><b>Comment [P16]:</b> Already Done</p> <p><b>Comment [P17]:</b> Involving for NBSAP</p>
<p><b>Objective 2.2: Establish effective partnerships with national and international organizations</b></p>	
<p>2.2.1 Continue to develop project partnerships with other NGOs and INGOs.</p> <p>2.2.2 Cooperate in workshops with local NGOs and INGOs.</p> <p>2.2.3 Clear project contracts with project partners.</p> <p>2.2.4 Strengthening BANCA's organizational, project partners' and financial policies.</p>	<p><b>Comment [P18]:</b> On-going to collaborates more partners</p> <p><b>Comment [P19]:</b> Collaboration</p> <p><b>Comment [P20]:</b> Already Done</p> <p><b>Comment [P21]:</b> Already done</p>
<p><b>Objective 3.1: Strengthened financial and organizational structure</b></p>	
<p>3.1.1 Organizational structure development.</p> <p>3.1.2 Executive committee (EC) and Board of Directors (BoD) recruitment (EC and BoD ensure BANCA mission statement).</p> <p>3.1.3 Developing Financial, Administration and Human Resources policies.</p> <p>3.1.4 Capacity building of staff for financial management.</p> <p>3.1.5 Preparing financial statement and audit reports.</p> <p>3.1.6 Recruiting quality staff.</p> <p>3.1.7 Unity and intra-transparency development (code of conduct policy, fraud, corruption, bribery policy, conflict of interest policy, record retention policy, delegation of authority policy).</p>	<p><b>Comment [P22]:</b> Finalized in 2015 Sep</p> <p><b>Comment [P23]:</b> Already done in 2015</p> <p><b>Comment [P24]:</b> Already Done</p> <p><b>Comment [P25]:</b> Already Done</p> <p><b>Comment [P26]:</b> Already Done</p> <p><b>Comment [P27]:</b> 70% Done</p> <p><b>Comment [P28]:</b> 30% Finished</p>
<p><b>Objective 3.2: Increase in and more stable funding</b></p>	
<p>3.2.1 10% overhead from every BANCA projects.</p> <p>3.2.2 If a BANCA core staff is getting another salary (from a short-term project, etc.), that staff should put 70% of that project salary to BANCA core fund. If the project is long term (&gt;1 months out of office), the core staff will only take project salary (not core salary).</p> <p>3.2.3 Membership development plan and develop activities with members.</p> <p>3.2.4 Fund raising program development (BANCA products, publication of books and documentaries, training programs etc.).</p> <p>3.2.5 Improvement of BANCA's website and Facebook.</p> <p>3.2.6 Bird Watching Tour programs for schools, companies and people who are interested in our program.</p>	<p><b>Comment [P29]:</b> Already Done</p> <p><b>Comment [P30]:</b> Already Agreed</p> <p><b>Comment [P31]:</b> Not Finish</p> <p><b>Comment [P32]:</b> 30% finished (T-shirts and Others)</p> <p><b>Comment [P33]:</b> Already Done, Need to update everytime for our activities</p> <p><b>Comment [P34]:</b> Already Done. BANCA did 3 Trips</p>
<p style="text-align: center;"><b>ACTIVITIES 2015</b></p>	
<p><b>Objective 1.1: Improve the conservation status of key sites and species</b></p>	
<p>1.1.1 Successful and timely implementation of on-going projects in Gulf of Mottama.</p> <p>1.1.2 Steps taken to designation of Gulf of Mottama as Ramsar site.</p> <p>1.1.3 Preparation of IBA (Important Bird and Biodiversity Area) directory</p> <p>1.1.4 Designation of new IBA sites.</p> <p>1.1.5 Gulf of Mottama and Nanthar Island designated as IBAs.</p> <p>1.1.6 Document publication of IBA candidates (in English and Myanmar).</p> <p>1.1.7 Status of Green Peafowl in the rest of Central Myanmar.</p> <p>1.1.8 Sea Turtle conservation in biodiversity hot spot sites such as Kyein-Ta-Li, Gwa Township,</p>	<p><b>Comment [P35]:</b> Already Done</p> <p><b>Comment [P36]:</b> Partial Area already endorsed by Government</p> <p><b>Comment [P37]:</b> Already Done</p> <p><b>Comment [P38]:</b> Already Done 55 IBAs</p> <p><b>Comment [P39]:</b> On-going for Nanthar</p> <p><b>Comment [P40]:</b> Not Finish.</p> <p><b>Comment [P41]:</b> Already Done</p>

1.1.9	Southern Rakhine and Ayeyarwady Region. Project proposal for fish investigation and fisheries information collection, conservation, community awareness raising in 8 villages of Inle Lake for fishermen and farmers.	<b>Comment [P42]:</b> Not Finish
1.1.10	Review of Strategic Action Plan of Spoon-billed Sandpiper in collaboration with BirdLife International.	<b>Comment [P43]:</b> Already Done
1.1.11	Status review of Gurney's Pitta in Thanintharyi Region.	<b>Comment [P44]:</b> Already Done
1.1.12	Water quality assessment in Inle Wetland.	<b>Comment [P45]:</b> Not Finish
1.1.13	Develop Action Plan for Masked Finfoot conservation.	<b>Comment [P46]:</b> Not finish
1.1.14	Develop Conservation Plan for Peleik Inn Wetland.	<b>Comment [P47]:</b> Not Finish
<b>Objective 1.2: Enhance community development &amp; participation in conservation</b>		
1.2.1	Implementation of Community based natural resource management plan in Gulf of Mottama.	<b>Comment [P48]:</b> Not Finish
1.2.2	Assessment of bird hunting in Nanthar and Meinmahla Island.	<b>Comment [P49]:</b> Already Finish
1.2.3	Implement alternative livelihood of bird hunters in Nanthar and Meinmahla Island.	<b>Comment [P50]:</b> Not Finish. Has only one bird hunters (FFI-informatios)
1.2.4	Conservation awareness raising training at Nanthar and Meinmahla Island.	<b>Comment [P51]:</b> Already Done in Nanthar
1.2.5	Assessment of hunting in important areas of the Phayre's Leaf Monkey in Ayeyarwady, Saggaing, Mandalay, Tanintharyi Region and Kayin State.	<b>Comment [P52]:</b> Not Finished
1.2.6	Ecotourism development within Gulf of Mottama and Peleik Inn Wetlands.	<b>Comment [P53]:</b> Already prepare for GoM
1.2.7	Implement livelihood changes for wildlife traders at Tanintharyi Region.	<b>Comment [P54]:</b> Not Finish
1.2.8	Pilot survey for Community Forestry in Chin State.	<b>Comment [P55]:</b> Not Fiish
<b>Objective 1.3: Education in conservation and extension of BANCA activities</b>		
1.3.1	Bird watching training to Local Conservation Groups at Gulf of Mottama.	<b>Comment [P56]:</b> Already Done
1.3.2	Environmental awareness raising talks focused on students in Yangon.	<b>Comment [P57]:</b> Not Finish
1.3.3	Conservation awareness raising training in Green Peafowl project.	<b>Comment [P58]:</b> Already Done
1.3.4	Areas in central Myanmar.	
1.3.5	Organize Bird Fair and nature photo exhibition.	<b>Comment [P59]:</b> Not Finish.
1.3.6	Awareness raising program and sea turtle conservation talks for targeted groups in Kyain-Ta-Li and Gwa Townships.	
1.3.7	Conservation raising awareness program where important area of the Phayre's Leaf Monkey in Ayeyarwady, Saggaing, Mandalay, Tanintharyi Region and Kayin State.	<b>Comment [P60]:</b> Not Finish
1.3.8	Wetland and water bird conservation awareness at villages located in Gulf of Mottama, Moeyungyi and Peleik Inn Wetlands	<b>Comment [P61]:</b> Already Done in GoM and MYG
1.3.9	Give environmental awareness especially in solid waste management to students and housewives in Yangon.	
1.3.10	Research socio-economic survey for wild life hunters at Tanintharyi Region	<b>Comment [P62]:</b> Not Finish
1.3.11	Exchange program about Bamboo (planting, conservation and production quality product) between Asian countries	
1.3.12	A minimum of 12 documentaries telecast on Sky Net or MRTV 4.	<b>Comment [P63]:</b> Not Finish
<b>Objective 1.4: Advocate for improved conservation policies and practices</b>		
1.4.1	Propose to MOECAF to designate Ngawun and Lenya protected area.	<b>Comment [P64]:</b> On-going with FFI
1.4.2	Stakeholder workshop to advocate for designating Lenya and Ngawun as protected Area.	<b>Comment [P65]:</b> On-going with FFI
1.4.3	Propose Kadon Kani area, Ayeyarwady Region as a Sea Turtle Protected Area.	<b>Comment [P66]:</b> Not Finish

<b>Objective 2.1: Improved working relations with key government organizations</b>	
2.1.1	Regular contact and reports sent to relevant government officials.
2.1.2	Main Streaming with National Biodiversity Strategic Action Plans (NBSAP).
2.1.3	Supporting Myanmar Union Government in developing national action plans and policies.
<b>Objective 2.2: Establish effective partnerships with national and international organizations</b>	
2.2.1	Continue to develop project partnerships with other NGOs and INGOs.
2.2.2	Cooperate in workshops with local NGOs and INGO.
2.2.3	Clear project contracts with project partners.
<b>Objective 3.1: Strengthened financial and organizational structure</b>	
3.1.1	Staffs are trained and/or formally made aware of the organizational policies at least once a year.
3.1.2	Financial statement and audit reports preparation.
3.1.3	Capacity building training provided for BANCA staff.
3.1.4	Develop positions for volunteers and internships for graduate students.
<b>Objective 3.2: Increase in and more stable funding</b>	
3.2.1	Development of a membership plan and of activities with members.
3.2.2	Fund raising program development (BANCA products, publication of books and documentaries, training programs etc.).
3.2.3	BANCA website and Facebook improvement (blogs and newsletter).
3.2.4	Bird Watching Tour programs for schools, companies and people who are interested in our program
<b>REVIEW OF STRATEGIC ACTION PLAN</b>	
<b>ACTIVITIES 2016</b>	
<b>Objective 1.1: Improve the conservation status of key sites and species</b>	
1.1.1	Preparation of IBA directory: <ul style="list-style-type: none"> <li>▪ Stakeholder workshop</li> <li>▪ Publication of documents of IBA candidates (in English and Myanmar)</li> <li>▪ Publication of IBA directory (in English and Myanmar)</li> </ul>
1.1.2	Status review of Gurney's Pitta in Thanintharyi Region.
1.1.3	Population assessment and monitoring of Green Peafowl in areas of Eastern Myanmar.
1.1.4	Socioeconomic survey at Lenya and Ngawun.
1.1.5	Steps taken to designate Lenya and Ngawun as Protected Areas.
1.1.6	Conservation awareness raising trainings to the community and Forest Department staffs at Lenya and Ngawun.
1.1.7	Preliminary assessment and monitoring of Vulture at the previously recorded sites in Upper Myanmar.
1.1.8	Survey on population status of Dusky Leaf Monkey and their habitat in rocky areas of Popa

**Comment [P67]:** Already Done

**Comment [P68]:** Involving in NBSAP

**Comment [P69]:** Not Finish

**Comment [P70]:** Continues to collaborate

**Comment [P71]:** Continues

**Comment [P72]:** Already Done

**Comment [P73]:** Already Done

**Comment [P74]:** Already Done

**Comment [P75]:** On-going

**Comment [P76]:** Needs to focus (More)

**Comment [P77]:** Already Done. Needs to update everytime for BANCA activities

**Comment [P78]:** One Tour Trip already Done

<p>Mountain and compare the results with old records of 1995 and 2004.</p> <p>1.1.9 Investigation of fish diversity in Ayeyarwady River segment (Mandalay – Pyi and Pyi – Delta) and establishment of environmental awareness program in selected sampling site along the river.</p> <p>1.1.10 Successful and timely implementation of on-going projects in Gulf of Mottama.</p> <p>1.1.11 Strengthen proposed Sea Turtle Protected Area in Ayeyarwady Region.</p>
<p><b>Objective 1.2: Enhance community development &amp; participation in conservation</b></p>
<p>1.2.1 Socio- economic rapid assessment in Lenya and Ngawun Reserve forest.</p> <p>1.2.2 Community Based Natural Resource Management (CBNRM) program in villages around Lenya and Ngawun.</p> <p>1.2.3 Further implementation of Community Based Natural Resource Management at Gulf of Mottama.</p> <p>1.2.4 Pilot project of CBNRM in Nanthar Island.</p> <p>1.2.5 Implementation of alternative livelihood for wildlife hunters in Tanintharyi Region.</p> <p>1.2.6 Implementation of Community Forestry in Nat Maunt, Chin state.</p>
<p><b>Objective 1.3: Education in conservation and extension of BANCA activities</b></p>
<p>1.3.1 Green Peafowl conservation awareness raising program in villages in Eastern Myanmar.</p> <p>1.3.2 Wetland and water bird conservation awareness in villages located in important areas of Wetlands.</p> <p>1.3.3 Environmental awareness raising program in Shan State.</p> <p>1.3.4 Pilot Survey of Agro forestry in Kaya state and Ayeyarwady Region.</p> <p>1.3.5 Give Awareness programs on Agro Forestry in Kaya State.</p> <p>1.3.6 A minimum of 16 documentaries telecast on Sky Net or MRTV 4.</p>
<p><b>Objective 1.4: Advocate for improved conservation policies and practices</b></p>
<p>1.4.1 Participate actively in Government's Environmental Conservation Advisory Committee.</p> <p>1.4.2 Advocate for designation of Protected Areas (Nagwun and Lenya Reserve Forest).</p>
<p><b>Objective 2.1: Improved working relations with key government organizations</b></p>
<p>2.1.1 Regular contact with and reports sent to relevant government officials.</p> <p>2.1.2 Mainstreaming with National Action Plans.</p>
<p><b>Objective 2.2: Establish effective partnerships with national and international organizations</b></p>
<p>2.2.1 Continue to develop project partnerships with other NGOs and INGOs.</p> <p>2.2.2 Cooperate in workshops with focal NGOs and INGOs.</p> <p>2.2.3 Clear project contract with project partners.</p>
<p><b>Objective 3.1: Strengthened financial and organizational structure</b></p>
<p>3.1.1 Financial statement and audit reports preparation.</p> <p>3.1.2 Staffs are trained and/or formally made aware of organizational policies at least once a year.</p>



3.1.3	Develop positions for volunteers and internships for graduate students.
<b>Objective 3.2: Increase in and more stable funding</b>	
3.2.1	Development of a membership plan and of activities with members.
3.2.2	Fund raising program development (BANCA products, publication of books and documentaries, training programs, etc.).
3.2.3	Improvement of BANCA website and Facebook (blogs and newsletter).
3.2.4	Bird Watching Tour package program for schools, companies and people who are interested.
<b>ACTIVITIES 2017</b>	
<b>Objective 1.1: Improve the conservation status of key sites and species</b>	
1.1.1	Ex-situ conservation of medicinal plants (Popa Mountain's native species). These species are decreasing day by day
1.1.2	Investigation of fish diversity in Ayeyarwady River segment (Myitkyina - Mandalay).
1.1.3	Publication of Fish of Ayeyarwady Guide Book.
1.1.4	Successful and timely implementation of on-going projects in Gulf of Mottama.
1.1.5	Further implementation of sea turtle conservation in Rakhine and Ayeyarwady coastal areas.
1.1.6	Status review of Vulture in Upper Myanmar and Northern Shan State.
<b>Objective 1.2: Enhance community development &amp; participation in conservation</b>	
1.2.1	Implementation of Community Based Natural Resource Management (CBNRM) in Lenya and Ngawun Reserved Forest.
1.2.2	Implementation of CBNRM in Nanthar Island.
1.2.3	Follow up implementation of CBNRM at GOM.
<b>Objective 1.3: Education in conservation and extension of BANCA activities</b>	
1.3.1	Green Peafowl and bird conservation awareness raising throughout Myanmar.
1.3.2	Education awareness raising program for Spoon-billed Sandpiper in Gulf of Mottama.
1.3.3	Education awareness raising program for Spoon-billed Sandpiper in Nanthar and Meinmahla Island.
1.3.4	Documentaries are regularly telecast on Sky Net or MRTV 4.
<b>Objective 1.4: Advocate for improved conservation policies and practices</b>	
1.4.1	Advocate with stakeholders to designate Gulf of Mottama as Protected area.
1.4.2	Advocate for designation of protected Areas (Nagwun and Lenya Reserved Forest)
<b>Objective 2.1: Improved working relations with key government organizations</b>	
2.1.1	Regular contact with and reports sent to relevant government officials.
2.1.2	Mainstreaming with National Action Plans.



**Objective 2.2: Establish effective partnerships with national and international organizations**

- 2.2.1 Continue to develop project partnerships with other NGOs and INGOs.
- 2.2.2 Cooperate in workshop with local NGOs and INGOs.
- 2.2.3 Clear project contract with project partners.

**Objective 3.1: Strengthened financial and organizational structure**

- 3.1.1 Staffs are trained and/or formally made aware of organizational policies at least once a year.
- 3.1.2 Financial statement and audit reports preparation.
- 3.1.3 Develop positions for volunteers and internships for graduate students.

**Objective 3.2: Increase in and more stable funding**

- 3.2.1 Development of membership plan and develop activities with members.
- 3.2.2 Fund raising program development (BANCA products, publication of books and documentaries, training programs, etc.).
- 3.2.3 Improving BANCA's website and Facebook (blogs and newsletter).

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### 13. ANNUAL WORKPLAN 2014

Activities	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Remarks
<b>Objective 1.: Improve the conservation status of key sites and species</b>													
1.1.1	Pilot survey on fish species and fisheries information in part of East Coast of Gulf of Mottama.		X	X	X	X	X						
1.1.2	Development of Strategic Action Plan of Spoon-Billed Sandpiper in collaboration with BirdLife International							X					
1.1.3	Moeyungyi Wetland priority research and conservation activities		X	X	X	X	X						
1.1.4	Sea turtle conservation in Kadon Kani Village, Bogalay Township, Ayeyarwaddy Region								X				
1.1.5	Status review for Phayre's Leaf Monkey investigation in Saggaing, Mandalay, Ayeyarwady, Kayin and Thanintharyi Region.							X					The proposal was rejected.
1.1.6	Preparation of Important Bird and Biodiversity Area (IBA) directory		X	X	X	X	X	X	X	X	X	X	
1.1.7	Data collection for new IBA sites.												
1.1.8	Preliminary population assessment and monitoring of Baer's Pochard in some wetland area of Myanmar.												Not implemented proposal
1.1.9	Capacity building for conservation of Green Peafowl in some areas of central Myanmar.										X		
1.1.10	Population count on Masked Finfoot ( <i>Heliopais personatus</i> ) in Tamanthi Wildlife Sanctuary.								X				
1.1.11	Status review of Gurney's Pitta in Thanintharyi Region.					X	X						
1.1.12	Biodiversity baseline survey in Thanintharyi Region.				X	X							
1.1.13	Water quality assessment in Inle and Moeyungyi Wetlands.									X			
1.1.14	Biodiversity assessment in Peleik Inn Wetland.										X	X	
<b>Objective 1.2: Enhance Community development &amp; participation in conservation</b>													
1.2.1	Sea turtle hatchery and conservation training centre established in Kadon Kani Village.								X				
1.2.2	Pilot project of Community Based Natural Resource Management at Gulf of Mottama.		X										
1.2.3	Baseline survey project of solid waste management in Yangon.										X	X	

Activities	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Remarks						
<b>Objective 1.3: Education in conservation and extension of BANCA activities</b>																			
1.3.1	Give conservation awareness on sea turtle conservation in Ayeyarwady Division.							X											
1.3.2	Capacity building for conservation of Green Peafowl in some areas of Central Myanmar.											X							
1.3.3	Environmental awareness raising campaigns in Yangon (Universities, high schools & institutes)										X	X							
1.3.4	Wetland and water bird conservation awareness in villages located in Gulf of Mottama, Moeyungyi and Peleik Inn Wetlands				X								May - Gulf of Mottama						
1.3.5	Give environmental awareness especially in solid waste management among students and housewives in Yangon.											X	X						
1.3.6	Give training to trainers (ToT) for planting bamboo, making quality bamboo products (In collaboration with Bamboo Lovers' Network Myanmar).						X												
1.3.7	Telecast 4 documentaries about BANCA activities on Sky Net or MRTV 4.											X							
1.3.8	Bird watching training to general community (local tour guides) as education and awareness raising program							X	X	X									
1.3.9	Study of bamboo species in Myanmar and tradition knowledge in bamboo utilization (in collaboration with BLNM)											X							
<b>Objective 1.4: Advocate for improved conservation policies and practices</b>																			
1.4.1	Advocacy workshops on Ramsar site (village, township, and state levels).				X	X	X	X	X	X	X	X							
<b>Objective 2.1: Improved working relations with key government organizations</b>																			
2.1.1	Signing agreements (MoU, etc.) with relevant government institutions such as Ministry of Environment Conservation and Ministry of Livelihood, Fishery and Rural Development).											Awaiting Government policy for making MoUs with Local NGOs.							
2.1.2	Regular contact with and reports sent to relevant government officials.											X	X	X	X	X	X	X	X
2.1.3	Mainstreaming with National Biodiversity Strategic Action Plan (NBSAP).											X	X	X	X	X	X	X	

Activities	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Remarks	
<b>Objective 2.2: Establish effective partnerships with national and international organizations</b>														
2.2.1	Continue to develop project partnerships with other NGOs and INGOs.	X	X	X	X	X	X	X	X	X	X	X	X	
2.2.2	Cooperate in workshops with local NGOs and INGOs.	X	X	X	X	X	X	X	X	X	X	X	X	
2.2.3	Clear project contracts with project partners.	X	X	X	X	X	X	X	X	X	X	X	X	
2.2.4	Strengthening the organizational, project partners' and financial policies.	X	X	X	X	X	X	X	X	X	X	X	X	
<b>Objective 3.1 Strengthened financial and organizational structure</b>														
3.1.1.	Developing organizational structure.						X					X	To finalize & implement for long-term	
3.1.2	Executive Committee (EC) and Board of Directors (BOD) recruitment (EC and BoD ensure BANCA mission statement).	X							X					
3.1.3	Developing Financial, Administration and Human Resources policies.								X					
3.1.4	Capacity building of staff for management.			X										
3.1.5	Preparing financial statement and audit reports.				X	X								Delayed to June
3.1.6	Recruiting quality staff											X		
3.1.7	Unity and intra-transparency development (code of conduct policy, fraud, corruption, bribery policy, conflict of interest policy, record retention policy, delegation of authority policy)											X		
<b>Objective 3.2: Increase in and more stable funding</b>														
3.2.1	10% overhead from every BANCA projects.	X	X	X	X	X	X	X	X	X	X	X	X	
3.2.2	If a BANCA core staff is getting another salary (from a short-term project, etc.) that staff should put 70% of that project salary to BANCA core fund. If the project is long term (>1 month out of office), the core staff will only take project salary (not core salary).	X	X	X	X	X	X	X	X	X	X	X	X	
3.2.3	Membership development plan and develop activities with members.	X	X	X	X	X	X	X	X	X	X	X	X	
3.2.4	Fund raising program development (BANCA products, publication of books and documentaries, training programs, etc.).	X	X	X	X	X	X	X	X	X	X	X	X	
3.2.5	Improvement of BANCA's website and Facebook.	X	X	X	X	X	X	X	X	X	X	X	X	
3.2.6	Bird Watching Tour programs for schools, companies and people who are interested in our program.								X	X	X	X	X	

## ACKNOWLEDGEMENTS

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## ANNEX 1 BOARD OF DIRECTORS AND EXECUTIVE COMMITTEE

Updated: June 2014

### Composition Board of Directors

Position	Name
Chairperson	Daw Devi Thant Cin
Member	Dr. Khin Maung Nyo
Member	U Mehm Ko Ko Gyi
Member	U Saw Moe Myint
Member	U Saw Win
Member	Dr. Than Htut
Member	U Than Myint
Member	U Tin Aye
Member	Dr. Nay Soe Maung

### Composition Executive Committee

Position	Name
Chairperson	Dr. Saw Mon Theint
General Secretary	U Kyaw Zabu Tun
Joint Secretary	U Pyae Phyo Aung
Member	U Aung Kyaw Nyunt
Member	U Thet Tun
Member	Dr.Thiri Dae We Aung
Member	U Tin Htun Aung
Member	U Tint Wai
Member	U Saw Tun Khaing
Member	U Myint Swe
Member	Daw Than Than Aye

**ANNEX 2 DEFINITIONS STRATEGIC FRAMEWORK**

Element	Definition
Vision	Statement of what the organization wants to achieve or accomplish in the future. It is an image of the future created on the assumption that the organization will achieve its purpose.
Mission	The mission is a meaningful statement of the fundamental purpose of the organization. It describes precisely what an organization does.
Values	Values are the beliefs of an organization. What do we stand for and how does the organization conduct itself? Values are what you believe is the right way to do things and to deal with people, and what you believe about the way that, ideally, the world ought to be organised.
Strategic Goal until 2017	The organization's overall goal until 2017.
Strategic Themes	A specific thematic area in which we will work.
Objectives	What specific objectives do we want to achieve in each theme?
Activities	Activities which should lead to reaching our objectives.
Annual Work Plan	Listing main activities per month for the first year.

