



Conservancy A's Development Plan

KWANDU'S 3 YEAR DEVELOPMENT PLAN OF MANAGEMENT COMPONENTS AND THEIR KEY INGREDIENTS							
A ENVIRONMENTAL COMPONENTS:		When?				Who is responsible?	
1 WILDLIFE	Done	2004	2005	2006	Conservancy	Partners	
1.1 An appropriate monitoring system to monitor wildlife trends over time	x				Fabian Lusepani (Chairman)	Beavan, Dave, Greg, MET	
1.1.1 A community rangers (CRs) system	x				Lusepani (Chairman)	IRDNC, WWF	
1.1.1.2 Add 5 CRs (depending on funding)			x		Benety (Manager)	Beavan, Dave, Greg, MET	
1.2 A wildlife management plan which is adaptive and includes:		x			Benety	IRDNC-Beavan, NRM team-Jo, Greg, Simon, Dave	
1.2.1 A wildlife utilisation plan that is sustainable and a procedure to apply for quotas		x			Fabian	MET-Katima, Lister	
1.2.2 An animal/human conflict mitigation strategy	x				Lusepani	MET	
1.2.3 A game introduction plan (lechwe, w. buck, b. buck, zebra)			x		Lusepani and Benety	NNF-Simon, IRDNC	
1.3 A wildlife zonation map that feeds into the overall conservancy zonation map (revise)		x			Benety, Lusepani	IRDNC	
1.4 Members who understand and are supportive of wildlife management			x				
2 NATURAL RESOURCES		Done	2004	2005	2006	Conservancy	Partners
2.1 A resource zonation map that feeds into the overall zonation map		x				Lucepani	Simon
2.2 A community resource monitors system	x					Brightness/Likukela	Janet
2.3 A management plan for those natural resources that are directly managed by the CC:							
2.3.1 Devil's Claw			x			Gilbert	CRIAA, MET
2.3.2 Reeds							
2.3.3 Thatching grass							
2.3.4 Palms							
2.3.5 Water points				x		Lucepani	DWA, MET, DoF, MoA
2.3.6 Papyrus/ luhasha							
2.4 A management strategy for those NR that are supported i.e. not directly managed by the CC:							
2.4.1 Livestock and grazing				x		Lucepani	IRDNC-Garth, Dept Agric, Colin Nott, Vet. Services
2.4.2 Fish			x			Vincent and Perrisy	Dept. Fisheries
2.4.3 Crops		x				Lucepani	Likwama, DES
2.4.4 Forests			x			Benety	DWA, MET, DoF, MoA
B ECONOMIC COMPONENTS		When?				Who is responsible?	
3 TOURISM / BUSINESS AND ENTERPRISES (BED)		Done	2004	2005	2006	Conservancy	Partners
3.1 Participatory tourism development plan (what are the opportunities ?)							
3.2 Tourism management plan (how do we manage tourism attractions, facilities & activities)							
3.3 Policy and regulations to allow implementation of tourism management plan							
3.4 Conservancy members, committee and staff who understand how tourism & business functions							
3.5 Monitoring systems to keep track of enterprise performance							
3.6 The following infrastructure and enterprises appraised for viability and if viable, developed:							
3.6.1 Campsite at Bum Hill							
3.6.2 Campsite at Nzuzu							
3.6.3 Campsite at Chisu							
3.6.4 Lodge at Nguru							
3.6.5 Craft market (to be incorporated into the Cultural & Information Centre - Kongola area)							
3.6.6 Traditional village (to be incorporated into the Cultural & Information Centre - Kongola area)							
3.6.7 Trophy hunting							
3.6.8 Negotiated concession area in Kwando core							
3.7 A map of potential and existing tourism sites that feeds into the overall zonation map - revise							
C ORGANISATIONAL/ SOCIAL COMPONENTS		When?				Who is responsible?	
4 FINANCES		Done	2004	2005	2006	Conservancy	Partners
4.1 Documents that guide financial management including:							
4.1.1 Business plan			x			Benety	NNF- Sonja, IRDNC, MET-Morgan
4.1.2 Investment plan			x			Benety	NNF- Sonja, IRDNC, MET-Morgan
4.1.3 Equitable benefits distribution plan			x			Treasurer	NNF- Sonja, IRDNC, MET-Morgan
4.2 A financial management system that includes:							
4.2.1 A budget	x						
4.2.2 Record keeping system		x				Benety and Treasurer	NNF- Sonja, IRDNC, MET-Morgan
4.2.3 Accounting systems		x				Benety and Treasurer	NNF- Sonja, IRDNC, MET-Morgan
4.2.4 Independent annual audit			x			Benety and Treasurer	NNF- Sonja, IRDNC, MET-Morgan
4.3 Treasurer and manager who are trained in financial management (training course)			x	x		Benety and Treasurer	NNF- Sonja, IRDNC, MET-Morgan
4.4 Committee members and chairman who are trained to manage the manager and treasurer			x	x		Conservancy committee	NNF- Sonja, IRDNC, MET-Morgan
4.5 Services of a registered bookkeeper			x	x		Treasurer	NNF- Sonja, IRDNC
4.6 Policies and procedures document for the management of conservancy finances			x			Benety and Treasurer	NNF- Sonja, IRDNC, MET-Morgan
5 STAFF		Done	2004	2005	2006	Conservancy	Partners
5.1 A staff policy document			x			Benety	IRDNC-Daisy, Angela, MET, Colin, Ronnie
5.2 A recruitment and selection procedure				x		Lusepani	IRDNC-Daisy, Angela, MET, WWF
5.3 An induction, training and development procedure				x		Lusepani	IRDNC-Daisy, Angela, MET, WWF
5.4 A performance and development procedure			x			Lusepani	IRDNC-Daisy, Angela, MET, WWF
5.5 A reward and recognition procedure			x			Lusepani	IRDNC-Daisy, Angela, MET, WWF
5.6 A staff leavers procedure			x			Lusepani	IRDNC-Daisy, Angela, MET, WWF
5.7 Compliance with government regulations for employers procedures			x			Lusepani	IRDNC-Daisy, Angela, MET, WWF
6 ASSETS		Done	2004	2005	2006	Conservancy	Partners
6.1 A system for management of consumable assets			x			Benety	IRDNC, WWF IDWG
6.2 A fixed assets register			x			Benety	IRDNC, WWF IDWG
6.3 A policy document for assets management			x			Benety	IRDNC, WWF IDWG, MET-Morgan
6.4 An office management system			x			Benety	IRDNC, WWF IDWG
7 COMMUNICATION AND DECISION-MAKING		Done	2004	2005	2006	Conservancy	Partners
7.1.1 An appropriate internal organogram (with clearly defined roles, responsibilities + rights for each)		x				CC	IRDNC-Daisy, Angela, WWF-Ronnie, Colin
7.1.2 An external organogram			x			CC	IRDNC, WWF
7.2 A trained committee			x	x	x	CC	IRDNC-Daisy, Angela, WWF-Ronnie, Colin
7.3 A procedure for management of key partner relations			x			Lusepani and Benety	IRDNC-Daisy, Angela, WWF-Ronnie, Colin
7.4 An annual communication and decision-making plan			x			Lusepani	IRDNC-Daisy, Angela, WWF-Ronnie, Colin
7.5 A procedure for conducting an effective AGM			x			Lusepani	IRDNC-Daisy, Angela, WWF-Ronnie, Colin
8 HIV/AIDS		Done	2004	2005	2006	Conservancy	Partners
8.1 A locally developed programme in keeping with cultural traditions			x			Perris	NACSO-Vetia, IRDNC-Janet
8.2 A clear policy or guidance (addressing treatment, testing, counseling etc.)			x			Perris	NACSO-Vetia, IRDNC-Janet
8.3 A conservancy with reduced attitudes of discrimination towards HIV/AIDS				x		Perris	NACSO-Vetia, IRDNC-Janet
8.4 A network of HIV/AIDS organisations				x		Perris	NACSO-Vetia, IRDNC-Janet
9 LEGAL ISSUES		Done	2004	2005	2006	Conservancy	Partners
9.1 A constitution that is understood and used		x					
9.2 Registered conservancy with copies of all relevant records		x					
9.3 A committee, TA, staff and members who are fully informed of the legal rights of the conservancy				x		CC	IRDNC, MET, NACSO IDWG
10 INFRASTRUCTURE/OTHER		Done	2004	2005	2006	Conservancy	Partners
10.1 Develop a road plan						Sikabelize/Makoka	IRDNC
10.2 Build a conservancy office		x				Sikosi, Leonard M	DWA, Janet
10.3 Develop an environmental education centre					x	CC	IRDNC
10.4 A land-use plan with areas zoned for different land-use options (based on 3 maps above)- revise			x			CC	IRDNC, MET