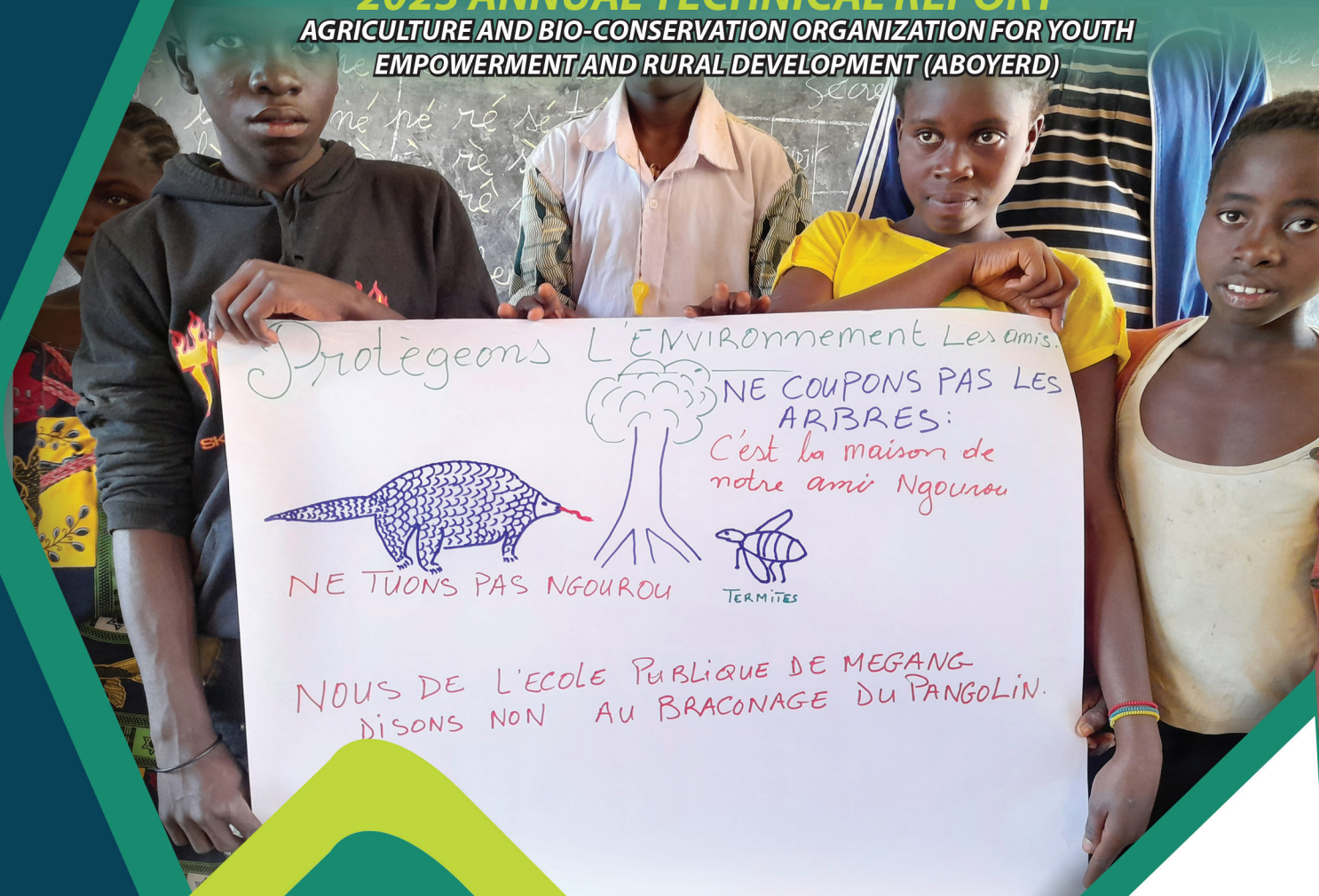


2023 ANNUAL TECHNICAL REPORT

AGRICULTURE AND BIO-CONSERVATION ORGANIZATION FOR YOUTH
EMPOWERMENT AND RURAL DEVELOPMENT (ABOYERD)



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EXECUTIVE SUMMARY

The year 2023 was a milestone for the Agriculture and Bio-Conservation Organization for Youth Empowerment and Rural Development (ABOYERD), marked by innovation, expansion, and resilience in advancing our mission to protect biodiversity and enhance human well-being. Operating across key biodiversity landscapes such as the Mbam Djerem and Campo Ma'an National Parks, ABOYERD implemented a range of science-driven, community-based initiatives that integrated conservation, environmental education, sustainable livelihoods, and climate action.

This report presents a comprehensive overview of the progress made under our three flagship programs:

- **The Ngouroumoutou Program** significantly advanced pangolin conservation in the Mbam Djerem landscape. Through a landmark behavioral change campaign targeting pangolin meat consumption, over 2,250 community members were sensitized, resulting in measurable shifts in knowledge and attitudes. More than 210 forest users from seven communities were trained and equipped to engage in sustainable livelihoods such as apiculture and njansang value chain development. School-based pangolin clubs engaged 150 students across three schools, catalyzing a strong local conservation ethic among youth and their families. Scientific contributions included groundbreaking bushmeat studies, biomonitoring surveys, and a peer-reviewed publication on pangolin habitat use.
- **The Campo Ma'an Great Apes and Elephants Protection Program (CAMGAEPP)** worked to mitigate human-wildlife conflict and restore critical habitats for threatened species. With support from key partners, over 16,000 native trees were planted, and over 430 beehives constructed across six communities. Apiculture and chili pepper cultivation emerged as effective nature-based solutions, improving livelihoods and reducing elephant crop raids. Community-led education, baseline research, and sustainable land use practices played central roles in shifting local perceptions and behavior toward coexistence.

- **The Field Conservation Heroes Program (FCHP)** continued to nurture the next generation of African conservationists. In 2023, five university students—including four women and one international intern—received hands-on training, mentorship, and research support. Participants gained experience in conservation law, environmental education, scientific research, and community engagement. Notably, two graduates of the program transitioned into project roles as a consultant and a research assistant, demonstrating the program's impact in building skilled, field-ready professionals.

These achievements were made possible through strong partnerships with local communities, government agencies, and international donors, including Noé, PPI, PCF, WWF, NEBF, PBNF, and AWF. Despite significant progress, the organization faced challenges, including language barriers, funding limitations, difficult terrain, and logistical constraints. ABOYERD addressed these through adaptive strategies such as community-centered planning, multilingual outreach, phased project implementation, and flexible resource management.

Financially, the organization maintained transparency and operational stability. Total income for 2023 was XAF 93.4 million, with 85.7% directly invested in program activities. The year ended with a minor net deficit, underscoring the need for continued investment in sustainable financing strategies.

Looking ahead, ABOYERD is committed to scaling its impact by expanding nature-based solutions, fostering inclusive community engagement, and investing in institutional and local capacity. The construction of a permanent environmental education center in Ngoum, piloting of fish farming, and planned publications on bushmeat dynamics and NTFPs are among key initiatives poised to shape our 2024 agenda.

We extend our heartfelt thanks to all partners, funders, volunteers, and community members whose collaboration has made this progress possible. Together, we are building a future where conservation transforms lives and sustains ecosystems for generations to come.

A. INTRODUCTION

a) Purpose and Scope of the Report

This annual technical report presents a detailed account of ABOYERD's activities, achievements, and challenges during the calendar year 2023. It aims to provide stakeholders-including partners, donors, government agencies, community members, and the general public-with a transparent and comprehensive overview of our conservation efforts. The report covers all major programs and projects implemented within the reporting period, highlighting their outcomes, impacts, and lessons learned.

b) About ABOYERD

Officially recognized as an Association with the registration number 96B/ARDA/F.34/SAAJP under the law number 90/053 of 19/12/1990, in the Republic of Cameroon, ABOYERD stands as a beacon of hope in Cameroon's conservation landscape. This grassroots nonprofit is dedicated to bridging the gap between environmental sustainability and community livelihoods, emphasizing the vital role of indigenous populations in preserving the nation's rich biodiversity. By fostering conservation awareness, designing and implementing nature-based solutions to devastating conservation problems such as human-wildlife conflicts and habitat destruction, and providing sustainable livelihood alternatives, ABOYERD empowers local communities to actively participate in protecting their natural resources while improving their socio-economic conditions.

With a mission rooted in scientific research, awareness and behavioural change, community livelihood development and habitat conservation, ABOYERD aims to create a harmonious coexistence between wildlife and human communities. Their innovative approach not only addresses immediate environmental challenges but also promotes long-term sustainable development strategies that benefit both people and ecosystems. Through collaborative efforts, ABOYERD is committed to ensuring that the voices of local communities are heard and that their needs are met in the fight against biodiversity loss.

c) Mission

Our mission is to protect biodiversity and improve human well-being through scientific research, environmental education, livelihood improvement, and climate action for a sustainable human-wildlife coexistence.

d) Timeframe Covered

This report covers activities and results from January 1 to December 31, 2023. It reflects the progress made within this period and sets the stage for future planning and development.

e) Organizational Structure and Governance

ABOYERD is governed by a Board of Directors responsible for strategic oversight and policy guidance, ensuring that the organization remains aligned with its mission and long-term goals. The Board plays a crucial role in steering ABOYERD's direction, maintaining accountability, and fostering transparency across all levels of the organization.

Operational activities at ABOYERD are managed by a dedicated and skilled team comprising conservation scientists, educators, community facilitators, and administrative staff. This diverse team collaboratively implements programs effectively and engage stakeholders meaningfully.

The organizational structure of ABOYERD is designed to promote collaboration, transparency, and accountability, which are essential for delivering impactful conservation and community development initiatives. At the core of this structure is the administration, headed by the Executive Director, who oversees the day-to-day management and coordination of the organization's activities.

ABOYERD is composed of five key departments, each specializing in critical areas to support the organization's mission:

- **Research Department:** Conducts scientific studies and data collection to inform conservation strategies and policy recommendations.
- **Environmental Education and Conservation Awareness Department:** Develops and implements educational programs to raise awareness about environmental stewardship within communities.
- **Livelihoods Department:** Focuses on sustainable livelihood initiatives that empower local communities while promoting conservation goals.
- **Finance Department:** Manages budgeting, financial planning, and resource allocation to ensure the organization's financial health and compliance.
- **Administration:** Oversees overall organizational management, human resources, and coordination among departments, led by the Executive Director.

Together, these departments work under the supervision of the administration to ensure cohesive program delivery, efficient resource utilization, and

strong stakeholder engagement. This structured approach enables ABOYERD to effectively address environmental challenges while fostering community development and resilience.

B. ACKNOWLEDGEMENTS

We gratefully acknowledge the support and collaboration of our partners, donors, government agencies, local communities, and volunteers whose commitment and contributions have been vital to the success of our programs. Special thanks go to [Small Scale Initiatives Program (PPI), Noé, Wildlife Fund for Nature (WWF), New England Biolabs Foundation (NEBF), Prince Bernhard Nature fund (PBNF), Global Diversity Foundation, and Play for Nature, whose financial and technical support have enabled us to expand our impact and reach.

I. BACKGROUND

ABOYERD operates in regions of exceptional biodiversity, including the Mbam Djerem National Park and the Campo Ma'an landscape-areas that provide critical habitats for endangered species such as pangolins, great apes, and elephants. These ecosystems face escalating threats from habitat loss, poaching, and unsustainable resource exploitation, which not only endanger wildlife but also undermine the livelihoods and well-being of local communities.

At the time of ABOYERD's creation, it was evident that many ongoing conservation efforts by various actors in the field were falling short of their intended impact. A key reason for this was the lack of scientific data and research underpinning these interventions. Recognizing this gap, ABOYERD was established to change the narrative by placing scientific research and indigenous communities at the heart of its conservation strategies.



From its inception, ABOYERD has been committed to ensuring that every intervention is guided by robust scientific evidence and informed by the knowledge and priorities of local communities. This approach not only increases the effectiveness and sustainability of conservation actions but also fosters genuine local ownership and participation. By integrating scientific research with community engagement, ABOYERD aims to create innovative, data-driven solutions that address both ecological and socio-economic challenges.

The 2023 reporting period builds upon this foundation, with a strong emphasis on behavioral change campaigns, participatory mapping, youth empowerment, and ongoing research and monitoring. This background underscores the rational and strategic direction of ABOYERD's work, highlighting our commitment to evidence-based, community-centered conservation.

II. OBJECTIVES

2.1. Main goals and corresponding objectives for the reporting period

Goal 1: Generate scientific data and community insights to inform effective conservation planning and interventions.

OBJECTIVES:

- Conduct biomonitoring activities to assess species diversity and distribution in the Mbam Djerem National Park and Campo Ma'an landscape.
- Carry out participatory mapping and household bushmeat consumption surveys to understand community resource use and hunting patterns.
- Conduct needs assessment exercises with indigenous communities to identify priorities and tailor conservation and livelihood programs accordingly.
- Monitor and evaluate the impact of conservation

interventions on forest users and target wildlife species such as pangolins.

Goal 2: Foster conservation knowledge, positive attitudes, and responsible behaviors among youth and local communities.

OBJECTIVES:

- Implement behavioral change campaigns to reduce hunting and consumption of bushmeat.
- Support and expand pangolin conservation clubs in at least three schools, engaging students in indoor and outdoor conservation activities.
- Establish and promote school wildlife clubs in the Campo Ma'an landscape to build future stewards of the forest.
- Conduct sensitization campaigns for forest users on the importance of wildlife conservation and responsible natural resource use.

Goal 3: Enhance the well-being of indigenous communities by promoting sustainable livelihood alternatives that reduce pressure on natural resources.

OBJECTIVES:

- Empower over 200 forest users across seven communities around the Mbam et Djerem National Park with skills and support in the development of nature-based value chains.
- Collaborate with communities adjacent to the Campo Ma'an landscape to develop and implement livelihood activities that complement conservation goals.
- Facilitate capacity-building workshops and provide technical support to improve income-generating activities aligned with environmental sustainability.
- Carry out market identification and empower forest users in the commercialization of their products.

Goal: Restore degraded habitats and implement climate-smart conservation measures to support biodiversity and community resilience.

OBJECTIVES:

- Restore degraded habitats critical to elephants and other threatened species in the Campo Ma'an landscape.
- Work with indigenous communities to mitigate human-elephant conflicts through innovative deterrent methods such as chili bombs, beehive fences, and citrus fruit fences, reducing retaliatory killings.
- Deploy climate action initiatives, including the establishment of solar-powered learning hubs, to support sustainable development and environmental education.

Goal 5: Contribute to the development of skilled, passionate conservation professionals who can lead future biodiversity protection efforts.

OBJECTIVES:

- Host and mentor at least two interns/volunteers, providing comprehensive training and hands-on experience in field and office conservation activities.
- Support volunteers and interns in achieving their learning and professional development objectives.
- Provide pathways for outstanding volunteers to transition into consultancy or research assistant roles within ongoing projects.

Goal 6: Strengthen ABOYERD's institutional capacity, financial sustainability, and staff well-being to ensure long-term impact.

OBJECTIVES:

- Strengthen partnerships with government agencies, donors, and private sector stakeholders to secure sustainable funding and expand program reach.
- Implement transparent financial management and reporting systems to ensure accountability and build donor confidence.
- Invest in staff capacity-building, welfare, and a supportive work environment to enhance organizational performance and retention.
- Develop strategic plans for organizational growth, including monitoring and evaluation frameworks to track progress and adapt strategies.
- Foster a culture of innovation, collaboration, and continuous learning within the organization.

III. OVERALL APPROACH

ABOYERD's methodology integrates rigorous scientific research with a community-centered approach to ensure effective and sustainable conservation outcomes. We employ participatory ecological surveys and socioeconomic assessments to generate robust data on species diversity, habitat conditions, and local livelihoods, which inform adaptive management and planning. Central to our approach is active engagement and collaboration with indigenous and local communities, recognizing their traditional knowledge and rights as fundamental to conservation success. Through facilitated dialogues, behavioral change campaigns, school conservation clubs, and capacity-building workshops, we foster local stewardship and empower communities to co-design and implement conservation and livelihood initiatives. Conflict mitigation measures, such as chili bombs and beehive fences, are introduced in partnership with communities to address human-wildlife conflicts. Our approach is iterative and flexible, emphasizing transparency, equity, and inclusion—particularly of women and youth—while building multilevel networks among stakeholders to co-produce solutions that enhance both ecological integrity and human well-being. This methodology aligns with the best global practices in community-centered conservation, ensuring that all interventions are scientifically grounded, socially just, and locally led.

IV. Programs

4.1. The Ngouroumoutou Program



The Ngouroumoutou Program is dedicated to supporting the conservation of pangolins, their habitats, and associated wildlife species in and around the Mbam et Djerem National Park (MDNP), while simultaneously improving the livelihoods of indigenous communities living near the

park. MDNP, established in 2000 and spanning over 416,000 hectares, is Cameroon's most biologically diverse protected area, uniquely positioned at the forest-savannah ecotone. This exceptional habitat diversity supports a wide array of species, including endangered pangolins, elephants, chimpanzees, and numerous other mammals and birds. However, the park faces significant threats from poaching, habitat degradation, and unsustainable resource use, largely driven by poverty and limited livelihood alternatives among surrounding communities.

The rationale for the Ngouroumoutou Program stems from the urgent need to address these intertwined conservation and socio-economic challenges through an integrated approach. By placing scientific research and indigenous community engagement at its core, the program aims to generate data-driven conservation strategies that are locally relevant and sustainable. It recognizes that protecting pangolins and their habitats requires not only direct wildlife protection efforts but also empowering communities with alternative livelihoods and fostering behavioral change to reduce hunting pressures. Through this holistic approach, the Ngouroumoutou Program seeks to ensure the long-term survival of pangolins and other wildlife species while enhancing the well-being and stewardship of the indigenous populations that depend on the park's natural resources.

4.1.1. Major initiatives undertaken

In 2023, the Ngouroumoutou Program advanced several key initiatives to support biodiversity conservation and community development around the Mbam et Djerem National Park (MDNP). The AFD-funded BIONAT program, implemented with French partner Noé, focused on developing pro-biodiversity value chains that benefit local communities, demonstrating how economic development can directly support biodiversity protection through private sector and civil society collaboration. The Pangolin Crisis Fund (PCF)-funded project, also in partnership with Noé, continued its behavioral change campaign to reduce pangolin hunting and meat consumption by engaging communities through targeted education and outreach. Additionally, support from the Small-Scale Initiatives Program (PPI) of the French Committee of the IUCN and the Prince Bernhard Nature Fund (PBNF) enabled the creation of school pangolin clubs, promotion of alternative livelihoods, construction of an environmental education center in Ngoum village, and extensive community engagement via radio, debates, cultural events, and workshops. Together, these initiatives highlight ABOY-

ERD's integrated, community-centered approach to conservation in the MDNP landscape.

4.1.2. Major Activities Carried Out

4.1.2.1. Scientific Research

Bushmeat Study: The objective of the bushmeat study was to gather detailed, community-level data on the consumption patterns of bushmeat species in households surrounding the Mbam et Djerem National Park. Targeting 57 households across four villages (Ngoum, Mégang, Léna, and Mbitom-Conseiller), this study aimed to understand the scale and sources of bushmeat use, which is critical for designing effective conservation and livelihood interventions. The study was community-centered, involving local data collectors selected from the target villages.



These collectors were trained to use electronic balances to accurately measure daily bushmeat consumption and to record important information such as species type, origin, and source on standardized data forms. Conducted over four months, this approach ensured reliable, locally grounded data. The significance of this study lies in its potential to inform targeted strategies that reduce unsustainable hunting practices while respecting community needs. Data analysis is ongoing in collaboration with our research advisor from the University of Kent, UK.

Assessment of Natural Resources Governance: Natural resources are essential for sustaining livelihoods and ecosystems, particularly for rural communities in Africa who depend on them for agriculture and pastoralism. Effective governance of these resources is critical for sustainable development, yet the role of traditional institutions in managing resource use remains underexplored.

In 2023, ABOYERD conducted a study across eight communities surrounding the Mbam et Djerem National Park (MDNP) to assess traditional natural resource governance. A total of 180 individuals were interviewed, including 113 men (62.78%) and 67 women (37.22%). The village of Léna had the highest participation (16.67%, N=30), while Gongotoua had the fewest respondents (6.67%, N=12). Using questionnaires and the Natural Resource Governance Tool (NRGT), the study evaluated the authority, capacity, and power of traditional institutions in regulating resource use.

Findings indicate that chiefs and their notables remain key decision-makers, playing a vital role in enforcing community rules and managing forest resources. However, significant gaps exist in institutional capacity and power, limiting effective governance. Strengthening these areas is essential to improve sustainable resource management.

Overall, the study reveals that reinforcing traditional governance systems presents a valuable opportunity to enhance biodiversity conservation while supporting the livelihoods of local communities around MDNP.

Biomonitoring: The biomonitoring activities aimed to assess wildlife diversity and distribution within the southwestern corner of the MDNP, with a particular focus on pangolins and other key species. Using camera traps and recce surveys, this research provides essential baseline data to track population trends and habitat use over time. Preliminary results have already enhanced our understanding of species presence and spatial patterns in the area. The significance of this work is twofold: it supports evidence-based conservation planning and enables the evaluation of the effectiveness of ongoing interventions, particularly in monitoring pangolin populations to gauge the impact of our conservation efforts





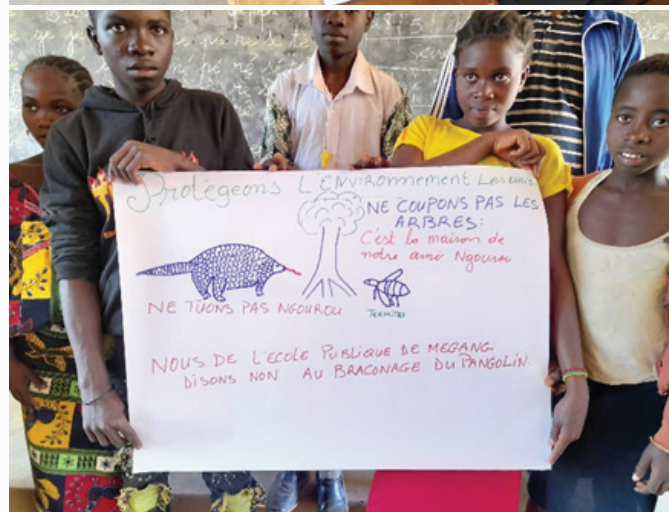
Results Dissemination: A key milestone during this period was the publication of our research on pangolin habitat use in the MDNP in the peer-reviewed journal *Global Ecology and Conservation*. The objective of disseminating these findings is to contribute to the global scientific community’s understanding of pangolin ecology, which remains limited due to the species’ elusive nature. This publication not only validates our research approach but also raises awareness of pangolin conservation needs at both local and international levels. The study can be accessed here, serving as a valuable resource for researchers, policymakers, and conservation practitioners.

- A manuscript titled “Availability of Two Basic Non-Timber Forest Products (*Ricinodendron heudelotii* (Baill.) and *Xylopia aethiopica* (Dun) A. Rich) in the Periphery of the Mbam and Djerem National Park, Cameroon” has been submitted to *Tropical Conservation Science* for publication.
- Another one titled “Trade dynamics of *R. heudelotii* and *X. aethiopica* in the Mbam Djerem National Park Landscape” and is under review by various co-authors in preparation for submission to a peer review journal.
- Together with our advisor Dr. Ingram from the University of Kent, we are currently drafting two other papers on the two bushmeat studies which were conducted. It is hoped that the manuscripts will be submitted by April 2024 latest for publication.

4.1.2.2. Environmental Education and Conservation Awareness

School Pangolin Clubs: During this reporting period, over 150 students from three schools—Lycée de Yoko, École Publique Group I Yoko, and École Publique Mègang—actively participated in both indoor and outdoor activities aimed at fostering a strong sense of wildlife stewardship, particularly for

pangolins. These clubs, established by ABOYERD to ensure long-term sustainability, involved training one local science teacher per school to lead and sustain club activities. Each teacher was equipped with comprehensive teaching aids, including annual plans, comic books, guides, posters,



classroom engagement, the students conducted sensitization campaigns that successfully reached over 167 community members, including restaurant owners, educating them on the importance of pangolin conservation and discouraging hunting and consumption of pangolin meat.

On Cameroon’s National Youth Day (February 11), the clubs participated in a march-past, carrying posters advocating for pangolin and wildlife protection. They also celebrated Pangolin Day with traditional dances, community events involving local stakeholders, and door-to-door awareness campaigns. This initiative has proven highly effective, with parents reporting that children now see pangolins as friends and actively resist pangolin meat consumption at home.



campaign aimed at curbing the consumption of pangolin meat and fostering stronger conservation values among local communities surrounding the Mbam and Djerem National Park. Launched on **World Pangolin Day (Feb 18, 2023)**, the campaign engaged over **2,250** people through a range of tools: community workshops, door-to-door sensitization, video screenings, religious outreach, and visual materials such as brochures, stickers, banners, calendars, and roadboards.

Celebration of World Pangolin Day: The 2023 World Pangolin Day was commemorated at the Yoko Council Hall with a vibrant program that brought together key stakeholders and community members. The event featured speeches from prominent figures including the Mayor, the Divisional Officer, the Park Conservator, the Director of ABOYERD, as well as religious and traditional leaders.



These addresses emphasized the urgent need to protect pangolins, their habitats, and other threatened wildlife species. The celebration also included traditional dances and poetic presentations that conveyed powerful conservation messages, fostering community awareness and reinforcing the cultural significance of wildlife protection. This event served as a crucial platform to unite diverse actors in support of pangolin conservation and to inspire collective action within the region.

Behavioral Change Campaigns: In 2023, ABOYERD implemented the Ngouroumoutou Campaign, the first behavioral change initiative of its kind in the region, targeting seven villages around the Mbam and Djerem National Park. Designed using insights from a 2022 situation analysis, the cam-

A pre- and post-campaign survey among 211 participants showed measurable shifts in knowledge and behavior:

- Agreement that pangolin meat contributes to population decline increased by **8.89% (strongly agree) and 12.94% (agree)**.
- **8.35% and 5.33%** more people now believe consumption could lead to local extinction.
- Strong agreement that pangolins have a right to live rose by **10.58%**.
- Agreement to **abstain from consumption** increased by **30.73%**, and actual reductions in consumption by **24.75%**.
- 21.28% more people committed to stop offering pangolin meat to others.
- Use of meat substitutes rose by **18.26%**.

Campaign recall was high: **79%** remembered the campaign name, and **58.07%** recalled at least one key message. The slogan “Pangolins belong to the wild and not in our pots” was recalled by **55%**, with most confirming they read and understood the materials provided.



The campaign significantly advanced conservation awareness and behavior change in the target communities, setting a strong foundation for future interventions.

Radio programs: From January to July 2023, ABOYERD implemented a series of radio programs on Pangnere FM 95.0 MHz to educate and engage local communities around the Mbam et Djerem Na-

tional Park (MDNP) in pangolin and wildlife conservation. The programs included five scripted radio plays, originally produced in English and translated into French, then recorded in French and three local languages (Gbaya, Vute, and Ffulde). Each play was broadcast weekly in all languages, ensuring broad community reach and cultural relevance. Additionally, monthly live radio debates featured panelists from ABOYERD, the MDNP conservation service, local community representatives, local administration, and a journalist moderator. These broadcasts fostered dialogue, reinforced community-led conservation actions, and enhanced awareness of pangolins and other threatened species. By delivering content in local languages and involving community voices directly, the radio programs strengthened community ownership and participation, making the project truly community-based and expanding its impact across the region.

Construction of Environmental Education Center: In 2021, ABOYERD initiated the construction of an environmental education center in Ngoum, one of the key villages surrounding the Mbam et Djerem National Park (MDNP). Despite the absence of basic amenities like electricity and water, we chose this location to foster close integration with the local community. This project forms part of ABOYERD's Eco-Campaign program, which envisions a future where MDNP is both ecologically sustainable and economically vibrant. The center is designed to serve as a permanent community hub for conservation education, economic empowerment, advocacy, and collaboration—shaping the long-term stewardship of the park.



Construction has progressed steadily, supported by incremental resource mobilization. During the 2023 reporting period, significant improvements were made, including plastering the walls and completing the roof, marking important milestones toward the center's completion.

4.1.2.3. Community Livelihoods

To promote sustainable development alongside biodiversity conservation, ABOYERD conducted comprehensive socioeconomic and market surveys, as well as botanical inventories, to identify promising green value chains for local communities around the Mbam et Djerem National Park (MDNP). Based on these findings, the 2023 reporting period focused on developing two key value chains: commercial beekeeping and the sustainable exploitation and commercialization of njansang. Over 131 forest users (82 women and 49 men) were empowered through hands-on training in beekeeping, covering hive construction, site selection, installation, inspection, honey collection, processing, storage, and marketing. Additionally, 77 forest users (22 women and 55 men) received training in njansang fruit collection, processing for high-quality nut production, storage, and sales.



To ensure sustainability, participants in each of the seven target communities were organized into structured groups with elected leadership, responsible for managing activities and onboarding new members. These groups received essential materials and equipment, fostering a participatory approach that strengthens both community organization and long-term livelihood benefits.

As part of efforts to provide alternative protein sources and reduce reliance on bushmeat, ABOYERD introduced fish farming in one pilot community. Starting small to build local experience and capacity, a natural pond was established at the ABOYERD environmental center in Ngoum village and stocked with over 1,500 fingerlings. Although still in its early stages by the end of the reporting period, the pond showed strong signs of success and health, offering a promising model for future expansion to other communities. It is hoped that this initiative will not only

diversify local diets but will also support broader conservation goals by decreasing hunting pressure on wildlife.



4.1.2.4. Habitat Restoration and Climate Action

As a critical first step toward effective habitat restoration, ABOYERD undertook a comprehensive mapping exercise to identify and prioritize degraded areas within the Mbam et Djerem National Park (MDNP) landscape that either currently have the potential to support wildlife or are historically known to have done so.



To ensure our restoration efforts are both targeted and scientifically grounded, we developed a robust protocol involving data collection along 79 randomly arranged transects covering a total of 114.64 km across the microzoning areas of Makoury-Guéré, Mba'am, Mégang, and Ngoum-Léna. This approach enabled us to systematically assess habitat conditions and catalog native plant species that originally thrived in these zones. As a result, we now possess detailed, site-specific knowledge of priority areas for restoration and the optimal native plant species for reintroduction. This foundational work positions ABOYERD to implement habitat restoration activities that are not only ecologically appropriate but also capable of supporting long-term wildlife recovery and climate resilience in the MDNP landscape.

4.1.3. Outcomes and impact (include case studies or success stories where relevant)

Based on the comprehensive activities undertaken by ABOYERD in 2023, the following outcomes can be anticipated as a result of the integrated conservation, research, community engagement, and livelihood improvement efforts:

4.1.3.1. Enhanced Biodiversity Conservation and Wildlife Protection:

Through targeted research such as bushmeat consumption studies, biomonitoring, and traditional resource governance assessments, ABOYERD has generated critical data to inform adaptive management. This will lead to more effective protection of pangolins and other threatened species in and around the Mbam et Djerem National Park (MDNP), as well as improved enforcement of sustainable resource use by local communities.

4.1.3.2. Strengthened Community Stewardship and Awareness:

The establishment and empowerment of school pangolin clubs, alongside broad-reaching radio programs and community sensitization campaigns, have fostered a strong conservation ethic among youth and adults. These initiatives have increased community knowledge, shifted attitudes, and motivated local populations to actively participate in wildlife protection, reducing hunting pressures and promoting sustainable behaviors.

4.1.3.3. Improved Livelihoods Aligned with Conservation Goals:

By developing green value chains such as commercial beekeeping and sustainable njansang harvesting, and piloting fish farming as an alternative protein source, ABOYERD has enhanced economic opportunities for over 200 forest users. Organized into functional groups with leadership and access to resources, these communities are better positioned to reduce dependence on unsustainable hunting and forest exploitation, thereby supporting both their well-being and biodiversity conservation.

4.1.3.4. Informed and Targeted Habitat Restoration Efforts:

The comprehensive habitat mapping and native species assessments provide a scientifically robust foundation for restoration activities. This enables ABOYERD to prioritize degraded areas with high ecological potential and select appropriate native plants for reforestation, setting the stage for long-term ecosystem recovery and increased resilience to climate change.

4.1.3.5. Increased Institutional and Community Capacity:

Training local teachers to sustain school clubs, involving community representatives in radio debates, and organizing community groups for livelihood activities have built local capacity and ownership. This strengthens the sustainability of conservation efforts and fosters collaborative governance between traditional institutions and external partners.

4.1.3.6. Improved Environmental Education Infrastructure:

Progress in constructing the environmental education center in Ngoum creates a permanent hub for conservation education, advocacy, and community empowerment. This facility will serve as a focal point for ongoing learning and collaboration, ampli-

fying ABOYERD's impact in the region.

4.1.4. Challenges encountered and how they were addressed

4.1.4.1. Language and Cultural Barriers in Community Engagement

Reaching diverse communities speaking multiple local languages (Gbaya, Vute, Ffulde) complicated communication and outreach efforts, especially in radio programming and sensitization campaigns. To overcome this, ABOYERD produced radio plays and broadcasts in French and three local languages, ensuring inclusivity and cultural relevance. Additionally, involving local community representatives in live radio debates enhanced trust and participation.

4.1.4.2. Difficult Terrain and Logistical Constraints

The remote and rugged terrain of the MDNP landscape posed logistical challenges for fieldwork, including research activities such as bushmeat studies, biomonitoring, and habitat mapping. Accessing scattered villages and conducting transect surveys over long distances required significant time and resources. ABOYERD addressed these challenges by recruiting and training local data collectors from within the communities where possible, leveraging their knowledge of the terrain and ensuring sustained data collection despite difficult conditions. This local involvement not only improved data quality but also strengthened community ownership of the research process.



4.1.4.3. Limited Financial Resources and Incremental Progress

Financial constraints limited the pace and scale of several key activities, notably the construction of the environmental education center in Ngoum. The absence of basic infrastructure such as electricity and water compounded these difficulties, slowing progress and requiring careful prioritization of expendi-

tures. ABOYERD adopted a phased, resource-efficient approach—focusing on achievable milestones like plastering walls and completing the roof—while continuously mobilizing small-scale resources and maintaining strong community engagement to sustain momentum and ownership.

4.1.4.4. Inflexible Funding and Adaptive Management Challenges

The program's reliance on donor funding with pre-defined budgets and timelines sometimes restricted the ability to adapt quickly to emerging needs or opportunities on the ground. For example, scaling up promising initiatives like fish farming required flexibility in resource allocation and timing. ABOYERD managed this by maintaining close communication with funders, advocating for adaptive project management, and strategically piloting activities on a small scale before expansion. This approach allowed the program to learn and adjust while maximizing impact within funding constraints.

4.2. Overview of CAMGAEPP

The Campo Ma'an Great Apes and Elephants Protection Program (CAMGAEPP), launched in 2018, is committed to conserving great apes and forest elephants within the Campo Ma'an National Park landscape in Cameroon.



This 2,680 km² park, situated in the South Region near the Atlantic coast, is a globally recognized biodiversity hotspot, home to endangered western lowland gorillas, central chimpanzees, forest elephants, and over 300 bird species. Its dense evergreen rainforests, rivers, and mangroves provide essential habitat for these species and many others, underscoring its priority status for conservation. Despite this rich biodiversity, the Campo Ma'an landscape remains highly threatened by human activities, including habitat destruction for timber extraction and agricultural plantations, poaching, and escalating human-wildlife conflicts. These pres-

ures jeopardize the survival of key species and the ecological integrity of the park.

CAMGAEPP's primary mission is to reduce poaching and mitigate human-wildlife conflicts that imperil these iconic animals. The program collaborates closely with local communities, park authorities, and stakeholders to implement habitat restoration, promote coexistence strategies, and foster sustainable livelihoods that decrease reliance on illegal hunting and forest exploitation. By integrating scientific research, community engagement, and law enforcement, CAMGAEPP strives to safeguard the Campo Ma'an ecosystem while enhancing the well-being of surrounding communities.

The park is surrounded by over 100 villages whose inhabitants' livelihoods are intricately linked to the forest ecosystem. ABOYERD strategically targets key villages based on population size, proximity to the park, local biodiversity impacts, and their potential to influence neighboring communities through knowledge transfer. This targeted approach ensures conservation efforts are efficient, impactful, and sustainable.

By empowering villages with the greatest capacity to drive change, CAMGAEPP not only addresses immediate threats such as poaching and human-wildlife conflicts but also cultivates a network of local conservation champions. These communities act as hubs for disseminating sustainable practices and conservation awareness throughout the broader Campo Ma'an landscape, amplifying the program's long-term positive impact on wildlife and people alike.

4.2.1. Summary of major projects, or initiatives undertaken

In 2023, CAMGAEPP advanced conservation in the Campo Ma'an National Park landscape through targeted initiatives focused on habitat restoration, human-wildlife conflict mitigation, and sustainable livelihoods. Supported by the WWF's Russell E. Train Education for Nature Program, ABOYERD engaged five communities in planting over 16,000 native trees to restore elephant habitats and demarcate park boundaries, while training 60+ forest users in chili pepper cultivation to deter elephants and generate income. Complementary projects with the New England Biolabs Foundation and African Wildlife Foundation trained over 159 forest users in apiculture and chili pepper production, resulting in the construction of 430+ beehives that support livelihoods and ecosystem health. Community group formation, sensitization campaigns, and behavioral

change efforts strengthened local conservation capacity, reduced wildlife conflicts, and increased incomes by 30% for more than 25 households, demonstrating a holistic, community-driven approach to protecting great apes, forest elephants, and biodiversity.

4.2.2. Major Activities Carried Out

4.2.2.1. Scientific Research

During the reporting period, ABOYERD conducted a baseline survey across six riverine communities surrounding Campo Ma'an National Park, engaging over 120 participants (approximately 20 per community) to assess the socio-economic context, prevalence and impacts of human-elephant conflicts, local mitigation strategies, and indigenous knowledge of apiculture as a conflict-mitigation and livelihood tool. Key findings revealed that over 80% of households experienced crop losses due to elephant raids in the past year, with maize and cassava being the most affected crops.



Only 15% of respondents reported using any formal mitigation measures, indicating a significant gap in access to effective conflict prevention tools.

However, more than 70% of community members expressed strong interest in adopting beekeeping, both as a deterrent for elephants and as an alternative source of income. Additionally, the survey identified a lack of technical knowledge and startup resources as major barriers to implementing beekeeping initiatives. These critical data points highlight the need for targeted interventions such as training programs in sustainable apiculture, provision of starter kits, and community sensitization on human-wildlife conflict mitigation, thereby fostering community-driven conservation efforts and improving local livelihoods.



Focus group discussion with Parks technical partners and ecoguards.

5.1.1.1. Environmental education and Conservation Awareness

In 2023, ABOYERD prioritized environmental education and conservation awareness as foundational elements of its human-elephant conflict (HEC) mitigation initiative. Aside school programs, community engagement meetings were conducted across six riverine communities, reaching over 120 participants. These meetings served as platforms for open dialogue, knowledge sharing, and collaborative problem-solving, fostering a sense of ownership and responsibility among community members toward wildlife conservation. Interactive sessions included PowerPoint presentations on the status of HECs, stakeholder commitments, and successful case studies of apiculture as a nature-based solution for both conflict mitigation and livelihood improvement. Participants learned about the root causes of HECs, practical mitigation techniques, and the ecological and economic benefits of sustainable beekeeping. These educational efforts not only addressed misconceptions and skepticism, especially in communities with a history of unfulfilled conservation projects—but also empowered residents with practical knowledge and renewed optimism. The program further emphasized the importance of regular follow-up, transparency, and integrating traditional

knowledge with modern conservation strategies. As a result, community attitudes shifted positively, laying a strong foundation for ongoing conservation actions and long-term coexistence between people and wildlife in the Campo Ma'an landscape.



School and community conservation awareness, Lycee Technique de Campo and Nko'elon village respectively



5.1.1.2. Community Livelihoods Development

In 2023, ABOYERD advanced livelihoods improvement in communities around Campo Ma'an National Park by promoting sustainable apiculture and chili pepper cultivation. Over 59 participants from six riverine communities received hands-on training in both traditional and modern beekeeping techniques, resulting in the construction of 120 traditional and 312 modern Kenyan Top Bar hives. Community group structuring and regular follow-up visits ensured strong local ownership and technical support for beekeeping as a nature-based solution to human-elephant conflict. Simultaneously, chili pepper cultivation and commercialization were introduced as alternative income sources and natural deterrents to elephants, helping to enhance household incomes and food security while reducing crop losses to wildlife.



Training on the construction of both traditional and Kenya Top Bars.



5.1.1.3. Habitat Restoration and Climate Action

Under the agroecology transition program, ABOYERD established a 15,000-capacity community nursery that produced a diverse range of ecological and fruit tree species, including njansang, bush mango, avocado, plum, guava, and sour soup.



Through active community participation, over 6,000 njansang trees were planted across 15 hectares along the park's southern boundaries and in individual farmlands and apiaries, while an additional 2,000 bush mangoes, 1,300 guava, 1,200 plum, over 1,000 avocado, and 1,000 sour soup trees were transplanted. The nursery remains operational, with ongoing efforts to replenish and expand seedling

stocks. These reforestation activities are restoring degraded habitats, supporting biodiversity, and promoting climate resilience, while also providing long-term economic opportunities for indigenous forest users through fruit tree production.

5.2. Outcomes and impact (include case studies or success stories where relevant)

5.2.1. Improved Human-Wildlife Coexistence and Reduced Conflict:

The adoption of apiculture and chili pepper cultivation as nature-based solutions has led to a measurable reduction in human-elephant conflicts (HEC) in targeted communities. The establishment of over 430 beehives and widespread chili pepper planting around farmlands and park boundaries have effectively deterred elephants from crop raiding, safeguarding food security and reducing economic losses for local farmers.

5.2.2. Enhanced Community Livelihoods and Economic Resilience:

Training and empowering over 59 participants in beekeeping, alongside the promotion and commercialization of chili pepper, have diversified income sources for households. These initiatives have resulted in a 30% increase in income for more than 25 beneficiary households, while also fostering group cohesion, technical skills, and entrepreneurship within the communities.

5.2.3. Large-Scale Habitat Restoration and Biodiversity Gains:

Through the establishment of a 15,000-capacity community nursery and active community participation, more than 6,000 njansang trees were planted across 15 hectares, alongside thousands of bush mango, guava, plum, avocado, and sour soup trees. These efforts have restored degraded habitats, improved ecological connectivity, and contributed to the recovery of species previously considered nearly extinct in the landscape.

5.2.4. Strengthened Community Engagement and Ownership:

Extensive community engagement meetings and participatory planning fostered a sense of ownership and responsibility among local residents, rebuilding trust with conservation authorities and ensuring high levels of project acceptance and support. The creation and structuring of community groups have laid the foundation for sustainable, long-term conserva-

tion action.

5.2.5. Increased Capacity for Sustainable Natural Resource Management:

Training in modern and traditional beekeeping, nursery management, and agroecological practices has built local capacity for sustainable land and resource management. The ongoing operation of nurseries and apiaries, coupled with regular follow-up and technical support, ensures the durability of these interventions.

5.2.6. Positive Attitudinal and Behavioral Change:

Behavioral change campaigns and knowledge-sharing sessions have increased awareness of the value of biodiversity and the importance of coexistence with wildlife. This has led to greater community participation in conservation, a shift in attitudes towards wildlife, and the adoption of sustainable practices.

5.2.7. Climate Action and Ecosystem Resilience:

The large-scale planting of native and fruit trees contributes to carbon sequestration, climate change mitigation, and improved ecosystem resilience. The integration of agroecological practices supports both conservation and sustainable livelihoods, aligning with broader climate action goals.

5.3. Challenges encountered and how they were addressed

5.3.1. Community Skepticism and Trust Deficit

At the outset, many community members viewed CAMGAEPP as just another in a long line of projects that would fail to deliver lasting benefits. Years of broken promises and a perceived bias toward wildlife over human needs had eroded trust, particularly towards the conservation service. To overcome this, ABOYERD prioritized genuine community engagement—organizing open dialogue sessions, incorporating traditional knowledge, and ensuring that community voices shaped project activities. By consistently following up, transparently sharing progress, and demonstrating tangible benefits (such as increased incomes and reduced crop losses), the project rebuilt trust and fostered a sense of ownership and optimism among local residents.

5.3.2. Logistical and Environmental Barriers

Implementing activities across remote, riverine communities presented significant logistical hurdles, including difficult terrain, limited transportation options, and unpredictable weather. These factors com-

plicated the delivery of materials, the establishment of nurseries and apiaries, and timely follow-up. ABOYERD addressed these challenges by leveraging local knowledge—recruiting and training community members as focal points for each site, using locally available materials for hive construction, and planning activities around seasonal accessibility. This approach not only improved efficiency but also strengthened local capacity and resilience.

5.3.3. Initial Reluctance to Adopt New Practices

Some community members were hesitant to embrace new techniques in apiculture and agroecology, fearing failure or loss of traditional livelihoods. ABOYERD overcame this by blending modern and traditional knowledge in training sessions, highlighting successful case studies from similar contexts, and encouraging peer-to-peer learning. Early adopters who achieved quick wins—such as successful honey harvests or effective chili pepper sales—became local champions, inspiring wider participation.

5.3.4. Financial and Resource Constraints

Limited and sometimes inflexible funding posed a challenge, especially for scaling up successful initiatives or responding to urgent needs (such as immediate support for HEC victims). ABOYERD managed this by prioritizing high-impact, low-cost interventions, seeking in-kind contributions from partners, and maintaining transparent communication with donors to advocate for adaptive management. Where possible, project teams pooled resources and coordinated with other local initiatives to maximize impact.

5.3.5. Technical and Biological Setbacks

Nursery management faced issues such as low germination rates for certain species (e.g., bush mangoes at 34%) and fluctuating survival rates of transplanted seedlings. To address this, ABOYERD implemented ongoing monitoring, adapted nursery protocols, and diversified the range of species grown. Technical support visits and refresher trainings helped communities troubleshoot problems and improve outcomes over time.

5.3.6. Sustaining Motivation and Group Cohesion

Maintaining enthusiasm and effective group functioning over the project lifecycle was a challenge, particularly as initial excitement waned or when external pressures (like crop raids or market fluctu-

ations) arose. ABOYERD addressed this by facilitating regular group meetings, recognizing achievements, and linking groups to broader networks for knowledge exchange and market access. The visible success of apiaries and chili farms, alongside improved incomes, reinforced long-term commitment.

5.4. Overview of the Field Conservation Heroes Program (FCHP)



From its inception, ABOYERD has been a magnet for aspiring conservationists, especially students – seeking guidance, mentorship, and hands-on experience. Time and again, we’ve been approached by passionate individuals from across Cameroon and beyond, all sharing a common challenge: a gap between academic learning and practical skills needed to drive real conservation impact.

Having studied within the Cameroonian university system ourselves, we deeply understand these struggles. While theoretical knowledge is abundant, practical training in critical areas such as proposal writing, field data collection, project design, fundraising, and scientific reporting is often lacking. As a result, many brilliant ideas from young conservationists remain just that—ideas—unable to take flight due to a lack of resources or support. We’ve also witnessed well-intentioned conservation strategies recommended by experts from the Global North fall short, simply because they weren’t grounded in the realities of our local environments. These insights inspired us to launch the **Field Conservation Heroes Program (FCHP)**, a bold initiative to bridge this gap.

The FCHP is more than just a training program; it’s a launchpad for a new generation of conservation leaders. Through immersive, field-based experiences, we equip participants with the skills, tools, and confidence to tackle real-world conservation challenges head-on. Whether it’s refining a research proposal, conducting rigorous fieldwork, or writing

compelling scientific reports, our goal is to empower young minds to turn their conservation visions into tangible, impactful action.

5.4.1. Summary of major projects, or initiatives undertaken

During the reporting period, the Field Conservation Heroes Program (FCHP) served as a transformative platform for five students from national and international universities, equipping them with practical skills, mentorship, and real-world exposure that far exceeded what traditional academic settings could offer. For Miss Ndekweni Alison, a Master's graduate in Environmental Law from the University of Dschang, the program was her first opportunity to apply legal knowledge to actual conservation challenges, guiding her through the design and delivery of sensitization workshops and providing hands-on experience in implementing wildlife law interventions.



Miss Ngapket Njoya Stephanie, with a background in applied ecology and wildlife management, benefited from comprehensive training in research planning, biomonitoring, scientific writing, and data analysis—gaining skills and confidence that would have been difficult to acquire independently. Miss Fon Louisa, a PhD student in English and Commonwealth Studies, was able to channel her academic expertise into addressing cultural and linguistic barriers in conservation, with the program supporting her in designing and piloting engagement strategies for indigenous communities. Miss Chiamoh Blandine, a postgraduate from the University of Buea, was given leadership roles in school wildlife clubs, allowing her to develop public speaking, educational program design, and community engagement skills in a supportive environment. The program also provided Mr. Awamba Alex with not only financial and material support for his Master's research but also personalized guidance in thesis writing and field-

work. International

participant Samuel Rees from the University of Kent, UK, was immersed in the realities of conservation in Cameroon—receiving mentorship in project design, data collection, and scientific reporting, and gaining life-changing insights that shaped his academic and professional trajectory. In all cases, the FCHP offered these emerging conservationists a unique springboard to turn their academic knowledge into practical impact, nurturing their growth into confident, field-ready professionals.

5.5. Outcomes and impact (include case studies or success stories where relevant)

□ **Support for Academic Research:** Financial and material support for fieldwork and thesis writing (as with Mr. Awamba Alex) enabled high-quality research that might otherwise have been impossible, contributing valuable data for conservation planning and policy.

□ **International Collaboration and Exchange:** Hosting international students like Samuel Rees fostered cross-cultural exchange, broadened perspectives, and built networks that can facilitate future collaborative projects and global conservation efforts

□ **Confidence and Career Direction:** The mentorship and real-world exposure provided by FCHP were described as “life-changing,” helping participants clarify their career paths and build the confidence needed to pursue ambitious conservation goals.

□ **Role Models and Mentors:** Graduates of the program are likely to become mentors and role models for others, creating a ripple effect as they share their knowledge and experiences within their communities and professional circles.

□ **Integration of Non-traditional Disciplines:** The inclusion of participants like Miss Fon Louisa, a PhD student in English and Commonwealth Studies, highlights the program's commitment to multidisciplinary approaches—addressing cultural and linguistic barriers that are often overlooked in conservation.

5.6. Challenges encountered and how they were addressed

The implementation of the Field Conservation Heroes Program (FCHP) in 2023 was not without significant challenges. First, securing adequate funding proved difficult, as most of ABOYERD's regular donors do not prioritize capacity-building

initiatives for young conservationists. This financial constraint limited the scale and continuity of the program. To address this, ABOYERD leveraged internal resources, sought small grants, and prioritized in-kind support—such as providing research equipment and mentorship—to ensure that selected students still received meaningful opportunities despite the funding gap.

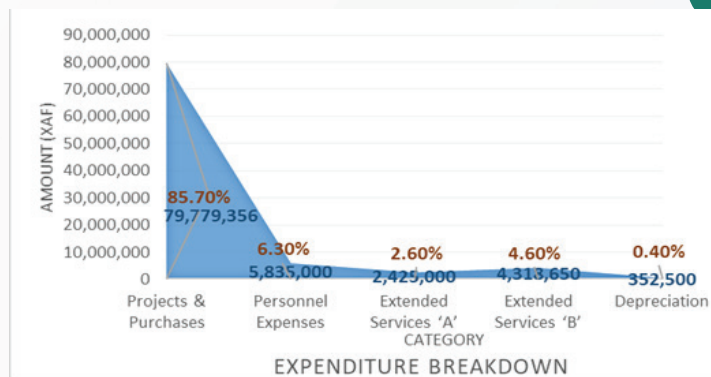
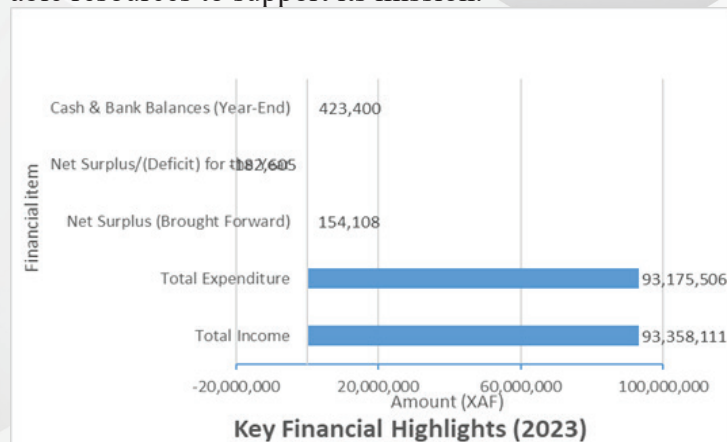
Second, language barriers posed a real obstacle, particularly for international participants. For example, Samuel Rees from the University of Kent, UK, faced considerable difficulties working in project sites that were predominantly French-speaking. This challenge was mitigated by pairing Sam with bilingual mentors and local team members who facilitated communication and helped him navigate both fieldwork and community engagement, ensuring his experience remained productive and immersive.

Finally, the absence of a clear *modus operandi* for the FCHP initially led to uncertainty in program delivery and participant expectations. This lack of structured guidelines was addressed through adaptive learning: ABOYERD gathered feedback from early participants, refined its approach in real time, and gradually developed more formalized procedures for student selection, mentorship, and project integration. These iterative improvements allowed the program to become more organized and responsive, ultimately enhancing the experience and impact for all involved.

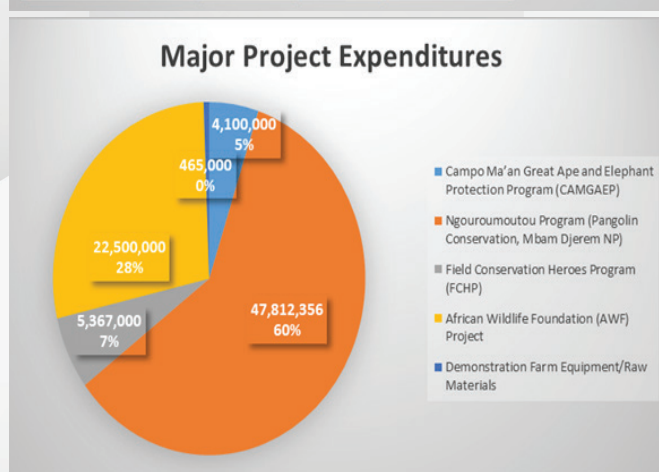
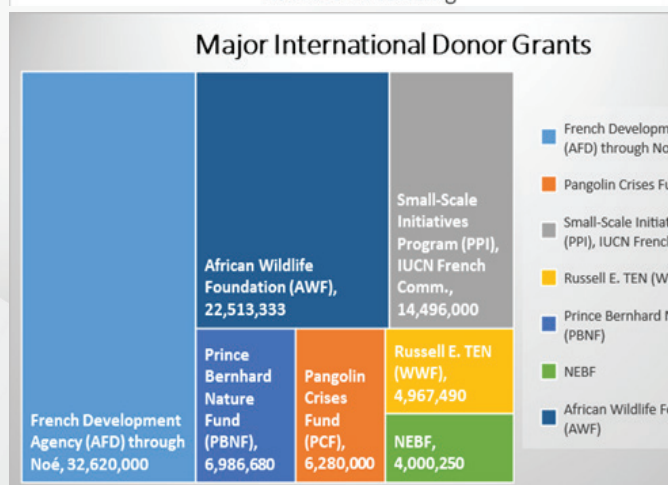
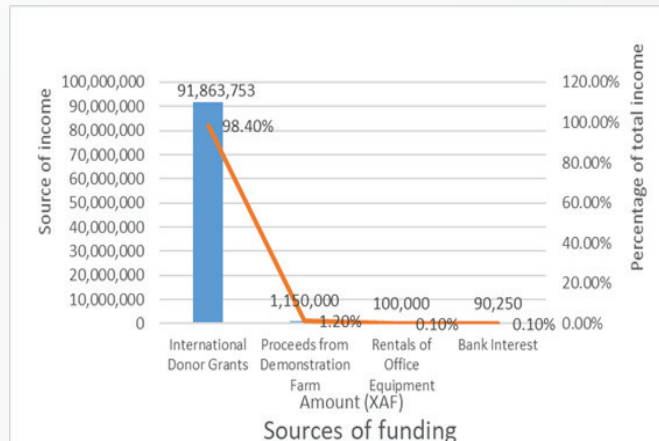
Vi. Financial Overview

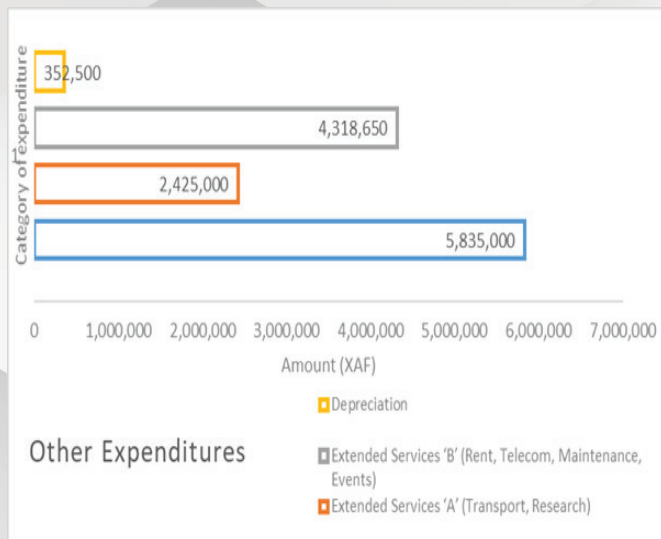
6.1. Summary of Financial Performance for the Year

ABOYERD's audited financial statements for 2023 reflect a year of prudent financial management, with total income closely matching expenditures. The organization ended the year with a minor net deficit, demonstrating effective utilization of available resources to support its mission.



6.2. Sources of Funding, Grants, and Expenditures





CONCLUSION

ABOYERD's 2023 financial year was marked by strong support from international donors, careful management of operational income, and effective deployment of resources toward project implementation and organizational sustainability. The close alignment of income and expenditure underscores the organization's commitment to transparency and accountability in fulfilling its mission.

6.3. Lessons learned and recommendations for future work

Lessons Learned:

- **Community Ownership is Key:** ABOYERD's most impactful initiatives were those co-designed with communities. From the success of pangolin clubs to habitat restoration and livelihood development, participatory planning and local leadership proved essential in building trust, ensuring relevance, and sustaining action.
- **Cultural and Linguistic Adaptation Drives Engagement:** The use of local languages and culturally sensitive communication tools in radio programs and behavioral change campaigns significantly enhanced message retention and behavioral impact.
- **Small-Scale Pilots Build Foundations for Scale:** Initiatives like fish farming and chili pepper-based conflict mitigation benefited from starting small. These pilot efforts allowed ABOYERD to refine approaches before wider implementation.
- **Youth Engagement Has Multigenerational Impact:** School-based programs not only influenced children but also changed behaviors within families and communities, showcasing the multiplier effect of youth-targeted education.

• **Adaptive Management is Crucial:** Flexible implementation—adjusting to funding limitations, logistical constraints, and shifting community dynamics—was instrumental in sustaining project momentum despite unpredictable field realities. Recommendations for Future Work:

• **Strengthen Core Funding and Flexibility:** Seek multi-year, unrestricted donor funding or build a reserve to improve adaptability and sustainability, allowing for more strategic responses to emerging opportunities and challenges.

• **Institutionalize the Field Conservation Heroes Program (FCHP):** Formalize the program structure, develop a clear curriculum and mentorship model, and secure dedicated funding to scale up its impact in building local conservation capacity.

• **Expand Income-Generating Value Chains:** Building on the success of beekeeping and njansang commercialization, explore new livelihood pathways like ecotourism and additional non-timber forest products, ensuring comprehensive market support.

• **Leverage Technology in Monitoring and Education:** Broaden the use of tools like camera traps, GIS mapping, and digital education platforms to improve conservation planning, impact tracking, and outreach in remote areas.

• **Build on Behavioral Change Momentum:** Deepen and replicate the behavioral change campaigns in new communities, supported by continuous education, follow-up, and locally embedded champions.

• **Enhance Institutional Resilience:** Prioritize staff development, cross-training, and organizational learning systems to maintain high performance, especially in the face of staffing or funding transitions.

6.4. Conclusion

Recap of the Year's Main Outcomes:

In 2023, ABOYERD achieved significant milestones across its conservation programs. Highlights include:

- Reached over 2,250 individuals through the pioneering behavioral change campaign against pangolin meat consumption, with measurable shifts in attitudes and behaviors.

- Trained over 200 forest users in sustainable livelihoods, such as beekeeping and njansang processing, boosting local incomes and reducing pressure on wildlife.
- Restored degraded elephant habitats through the planting of 16,000+ trees and innovative deterrents like chili bombs and beehive fences.
- Established and supported school wildlife clubs and an environmental education center, laying a foundation for long-term conservation awareness and youth engagement.
- Mentored local and international conservation interns, providing hands-on training and facilitating career growth in biodiversity protection.

Reflection on Progress Toward Organizational Goals:

ABOYERD made marked progress in achieving its 2023 goals. The integration of scientific research with community empowerment led to data-driven, locally relevant conservation strategies. Programs demonstrated tangible progress in biodiversity protection, human-wildlife conflict mitigation, youth involvement, and institutional capacity building. However, the year also underscored systemic challenges—such as rigid funding streams and remote access limitations—which tested the organization’s adaptability and resilience.

Nonetheless, the organization’s unwavering commitment to co-creating solutions with indigenous populations, coupled with effective use of partnerships and strategic piloting, reaffirmed ABOYERD’s role as a key actor in community-centered conservation in Cameroon.

Next Steps and Outlook for the Coming Year:

In 2024, ABOYERD aims to:

- Scale up successful livelihood initiatives and extend the behavioral change campaign to new communities.
- Complete and operationalize the environmental education center in Ngoum as a hub for conservation learning and local innovation.
- Expand the FCHP to support more young conservationists, with structured mentorship and greater outreach to national universities.

- Publish pending scientific research to strengthen knowledge exchange and influence policy.
- Advance habitat restoration activities using data from the 2023 mapping exercises.
- Deepen strategic partnerships and diversify funding sources to enhance operational flexibility and long-term impact.

ABOYERD remains steadfast in its mission to bridge biodiversity conservation with community well-being. The coming year will be dedicated to building on hard-earned gains, scaling what works, and exploring innovative pathways toward a sustainable, inclusive conservation future.

vii. Governance and Organizational Structure

BOARD OF DIRECTORS



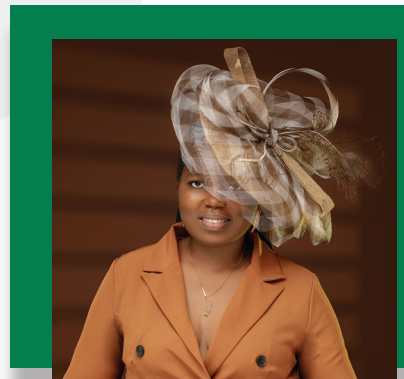
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BOARD CHAIR



**MRS. AWENEG
BELIBRANDY ANWI**
BOARD MEMBER



MRS NDAM AMIEH LIZZY
BOARD MEMBER



MRS NENGANG CLAUDETTE NGUM
BOARD MEMBER



MR AWENEG JOEL ANDOH
FINANCE MANAGER



**MR. WIHKOCHO NSESIH
CHRISTIAN**
BOARD MEMBER



MR ATEGHE BONAVENTURE MBENYE
BOARD MEMBER



MR. AGHAH VALERY BINDA
EXECUTIVE DIRECTOR

DEPARTMENTAL HEADS



MR. TANTOH BAZIL TUME
LIVELIHOODS COORDINATOR



DR. NTAIMA MALYSE KENDEH
*COMMUNICATIONS AND
ENVIRONMENTAL EDUCATION OFFICER*



MR. ALAIN D.T. MOUAFO
RESEARCH COORDINATOR



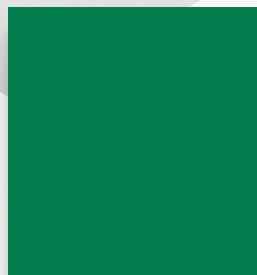
MR. AWENEG JOEL ANDOH
FINANCE MANAGER



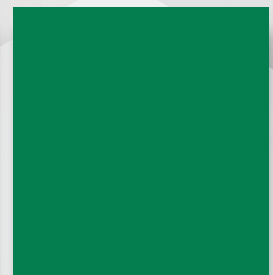
DR. NFOR BRIAN
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**MR. NYANGANJI
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ADMINISTRATIVE ASSISTANT



MR. ASEKA LANCE BINDA
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