

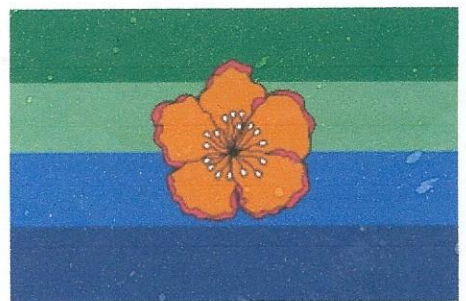
**Angaur State Protected Areas Network
Iuaiu Marine Conservation Area
Management Plan
2020 – 2024**



April 2019

**Angaur State Government
Republic of Palau**

P.O. Box 9065
Koror, Palau 96940
Phone: (680) 488-5282
Fax: (680) 488-3858
E-mail: angaurstate@palaunet.com



Vision Statement:

We the people of Angaur want to protect and maintain a healthy marine and forest ecosystem that is free of threats to help sustain people's livelihood and economic prosperity of Angaur State.

Kemam a rechad era Beluu ra Ngeaur a somam el mengeluolue e mengeriomel a debel ma chetemel, e merrob a telemall meng mougil a klengar rarechad ma keizai a mougil el kiram a rechad ra Ngeaur.



Acknowledgements:

Special thanks to the Leadership of Angaur State and all the people of Angaur for their support and contribution to the adoption of Angaur Public Law 19-02 which resulted in the development of this plan.

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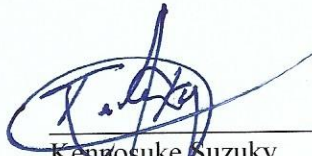
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Foreword

I would like to express my sincere gratitude to all of our State Leadership (traditional and elected), the people of Angaur, all our partners and our friends for all their invaluable efforts and contributions into completing this management plan. This management plan was prepared referencing the hard work done by the Angaur Management Planning Team and the Hatohobei Organization for People and Environment (HOPE) during the development of the previous management plan. I very much appreciate the efforts of the people and organizations involved in the earlier planning process that laid the groundwork for this revised management plan. This plan will guide our community's efforts in managing our limited resources and advancing our community's conservation efforts for the next five years. I look forward to the successful implementation of this plan.

Sincerely,



Kenji Suzuki
Governor
Angaur State Government

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SECTION 1: INTRODUCTION

Background

The island of Angaur also known as Ngeaur is an island located at the southernmost end of the main Palau archipelago, about 60 km southwest of Koror. A raised coralline platform island, Angaur has an area of approximately 8 km² (3 mi²). Its population was 130 in 2012 (2013 ROP Statistical Yearbook).

With rich phosphate deposits, Germans, then later the Japanese mined the phosphate between 1909 and 1954. Angaur was the site of a major World War II battle and today many American and Japanese battle relics remain scattered throughout the island.

Angaur's coastline boasts spectacular surf spots and scuba diving sites. Avid sports fishers visit to test their skills in Angaur's waters that still hold large and plentiful game fish. Due to its distance from Koror and the often times rough open water crossing, the number of tourists visiting the island has been limited. Angaur is accessible by speed boat operated by the Angaur State Government and by plane operated by Palau Mission Aviation.

Angaur is the only place in Micronesia that has feral monkeys, which were inadvertently introduced during the period of German occupation. The feral macaque monkeys have now become the primary threat to the land resources and the livelihood of those living on Angaur.

Along the southwestern coast of the island lies a large shallow reef flat approximately 0.72 km², which includes an extensive sea grass bed. This area has been a fishing ground for the community for generations and is an important resource during periods of bad weather when fishers cannot venture out into the open sea to fish. Over the years the traditional leaders have come to realize the impacts of the increasing fishing pressure from the community on this area and had employed traditional management (Bul) on the southwestern reef of Angaur as a conservation measure to ensure long term food security of the people. In 2006, the Olbiil Era Ngeaur enacted a measure to formally protect the site for an initial 2 year time frame and extended the measure for an additional 3 year due to the positive results observed. In 2015, the Olbiil Era Ngeaur designated this site as a permanent protected area and nominated it to be part of the Palau Protected Areas Network. In 2019, a new law was enacted by the Angaur leadership to improve the Angaur Protected Areas Network by streamlining its management process and establishing a portion of this shallow reef flat and the surrounding deeper reef slope areas as the Iuaiu Marine Protected Area (see **Appendix 1**).

Purpose of this Plan

The preparation of this management plan for the Angaur State Protected Areas Network is promulgated pursuant to Angaur Public Law No. APL 19-02 (see **Appendix 2**). The overall purpose of "this Act is to protect and conserve the natural resources of Angaur State to the extent necessary to ensure their productivity well into the future, and ensure that the benefits derived from these resources benefit primarily the present and future residents of Angaur State."

This plan is meant to provide meaningful and measurable actions that will guide the management of the State's first protected area. The effective management of the Iuaiu Marine Protected Area will result in

conserving the State's near shore marine resources, and provide additional funding to help support the effort to protect and maintain a healthy ecosystem which the people of the State rely upon.

This preparation of this management plan builds upon previous efforts by others, the Angaur Management Planning Team and the people of Angaur which incorporates results derived by community and leadership meetings, visioning exercises and management planning activities.

Management Authority

The Constitution of the Republic of Palau delegates specific powers to state governments, and reserves all other powers to the national government. The states have been specifically granted "ownership" of its water resources within the water area surrounding its land (to 12 nautical miles). The Constitution specifically and significantly expands the scope of this ownership right by allowing the states to collect revenues with regard to the state's water and land territory. This Plan is given authority by laws of the State.

The management authority for the Angaur State Protected Areas Network Management Plan lies with the Office of the Angaur State Governor. The Governor is authorized under the Angaur State Protected Areas Network Act (APL 19-02) to implement the provisions of the Act. The advice of the Legislature and the Chiefs will be obtained as necessary through consultations. The Governor will provide an annual report on Angaur State Protected Areas Network to the Legislature.

To efficiently implement this Plan, the Angaur Protected Areas Network Program will be responsible daily for administration, enforcement, planning, resourcing, budgeting, and reporting to the Governor and state government, traditional leaders and community.

The Angaur Protected Areas Network Program will be responsible for carrying out the following general duties:

- Develop the Program's annual work plan and budget
- Plan, organize, and conduct program-related community meetings
- Pursue ongoing capacity building and training opportunities for Program's personnel and other assisting state personnel
- Seek and secure new source of funding from activities within the state, the national government, and other granting agencies
- Research issues relating to Iuaiu Marine Protected Area and the Angaur Protected Areas Network Program
- Coordinate law enforcement incidents within the Iuaiu Marine Protected Area with the Bureau of Maritime Security and Fish & Wildlife Protection
- Produce and ensure adequacy of incident reports
- Seek to process and file citations in Court
- Report to the Governor every end of budget year of its expenditures, investments, and progress in advancing objectives of this Management Plan
- Develop and produce reports as required by the Governor and donors
- Lead and coordinate review and update of the Management Plan on an annual basis and fifth year evaluation
- Make policy recommendations to the Governor that will help achieve conservation objectives for the Iuaiu Marine Protected Area and the Angaur Protected Areas Network Program

Successful implementation of this Plan will also require assistance from other State personnel such as the finance and administrative staff, and maintenance and public works staff. Other professional services will also be needed with specific aspects of the Plan such as legal services, technical services, and consultancy.

SECTION 2: SITE DESCRIPTION

Biophysical Setting

At the southernmost end of the main Palau archipelago, Angaur is separated from the main group of islands by a 7-mile open ocean channel that is prone to strong currents and rough waters. Travel to and from the island is severely limited during bad weather conditions.

A large portion of the shoreline of the island of Angaur is comprised of steep shoreline cliffs with interspersed sandy beach areas. Along the southwestern side of the island lies the largest shallow reef flat that measures approximately 1,900 meters in length and approximately 700 meters at it widest. The Iuaiu Marine Protected Area encompasses 0.72 square kilometers and takes up approximately 86 percent of the total area of this southwestern reef flat area.

This reef flat area has been managed over the years through traditional management (bul) and by legislation as a protected area in recent years. The protection of this site is largely due to over harvesting as a result of unsustainable fishing practices of the resident community as well as visitors to Angaur.



Socioeconomic and Cultural Setting

Many of the Angaur residents are employed under the State, National and Semi-Government agencies. These full-time residents represent only a small percentage of the overall Angaur population as a majority of the citizens of the State live in Koror and abroad in Guam, Saipan, and U.S. mainland.

To supplement their income, residents rely on their produce such as betel nut, pepper leaf (kebui), land crabs, bananas, and lime (aus) that are shipped to Koror for sale in the markets. People living on Angaur enjoy a laid back lifestyle with modern infrastructure like telephone, internet, electricity and running water. People are very humble and still practice much of their culture and traditions. Tourists come to the island to see the spectacular marine and terrestrial resources and also for its WWII remnants.

As mentioned earlier, Angaur has feral macaque monkeys which were introduced during the German occupation and have now become the primary threat to the island resources. Cultivation of fruits and other agricultural crops is difficult due to the damage caused by the monkeys. Several attempts to eradicate the monkey population have failed. Until the monkey population is reduced, it is difficult for residents to do large scale commercial agricultural activities.

The southwestern reef flat is an important resource for the community. It has provided food for the residents, especially during rough water conditions when boats carrying food supplies from Koror are unable to access the island. Gleaning for invertebrates, spearfishing along the reef slope and gillnetting have been activities done in the past. A traditional practice of spearing needlefish in the shallow reef flat still occurs to this day.

Conservation Status

The Iuaiu Marine Protected Area has a long history of management. In 2006 the Olbiil era Ngeaur established the general area as a protected area for a period of two years in an effort to allow marine life

to recover from the pressure of over harvesting (Angaur Public Law 12-03). In 2008, the Olbiil Era Ngeaur having observed the positive results of the 2-year closure, extended the fishing ban for another three years (APLNo. 13-08).

Then in 2015, the State of Angaur permanently designated the southwestern reef area to be part of the Palau Protected Area Network (APL 17-03). This law that established the area as a PAN site created a conflicting situation between the Governor's office and the Angaur PAN Program that resulted in limited progress of the Program. The 2019 passage of APL 19-02 was aimed at streamlining the Angaur PAN Program framework and allows for a more direct management approach.

Threats and Constraints

During consultations with the community in 2015, five threats and constraints were identified by the planning team.

1. Overfishing and Poaching: This is done by residents and visitors fishing in the protected area mainly due to lack of awareness and enforcement. This was identified as the most urgent threat and is addressed in this plan.
2. Coral Bleaching and other Climate Change Impacts: Coral bleaching has been observed in the past and was reported by the Palau International Coral Reef Center in previous surveys of the site. Coral bleaching events will continue to be a threat as the impacts of global climate change become more prevalent. This plan will establish monitoring protocols to observe changes over time to help the State build capacity in resilience and adaptive management of climate change impacts to the PAN site.
3. Land-based Pollution and Marine Debris: Majority of the debris that enters the Iuaiu Conservation Area is marine debris that is washed up onto the shoreline. This plan will address these problems through community coastal cleanups and awareness.
4. Lack of Financial and Technical Resources: This plan will identify existing and potential State, National and international partners to secure needed technical and financial resources to implement this plan.
5. Limited Economic Opportunities: The remoteness of the island results in the limited capacity to develop economic opportunities for the community and the State itself. This plan will explore potential partnerships with the State and agencies such as the Palau Visitors Authority and the National Development Bank of Palau to develop a better visitor program to the State and potentially stimulates small business ventures to occur in the State.

Role of the Iuaiu Marine Protected Area in the Palau PAN

As part of the Palau Protected Areas Network, the Iuaiu Marine Protected Area plays an important role in adding to the representation of remote, raised-coral island marine ecosystems. The southern fringing reef flat has a large sea grass bed on the shallow reef flat that serves as nursery ground for fish and other marine species. The outer reef slope hosts a variety of reef organisms that are important to the community for food and for maintaining a robust ecosystem. The protected Bump head Parrotfish and the Napoleon Wrasse occur in this area and are important in creating sand that forms the sandy shorelines of Angaur. The area is also a known habitat for green and hawksbill turtles. The Iuaiu Marine Protected Area will add to Palau's protection of its endangered species and their habitat. The protection and effective management of the area will aid in the replenishment of other nearby marine areas and help build resilience into the Palau Network of Protected Areas.

The establishment of the Iuau Marine Protected Area contributes to the Palau's 20% and 30% goals under the Micronesia Challenge and its biodiversity protection goals under the Convention of Biological Diversity.

Angaur PAN Program's Compliance with National Plans, Policies and Goals

PAN System-Wide Strategic Plan

The PAN System-Wide Strategic Plan set forth four goals address present and future challenges so that it will strengthen the network and make it sustainable and widely supported. They are:

1. **Governance** – The Palau Protected Area Network is aligned and transparent and there is accountability at all levels of governance.
2. **Capacity** – The entire PAN system is operating under effective and efficient management
3. **Community Engagement and Communication** – The PAN is valued and supported at all levels of stakeholders and government, including communities around protected areas
4. **Revenue** – The PAN is sustainably financed and responsive to changes affecting the network

The Angaur PAN Program is very much in line with these goals in the System-Wide Strategic Plan. In regards to governance, the passage of APL 19-02 was a response to a previous law that resulted in a misaligned governance structure that prevented the State's PAN program to move forward. The new law has streamlined the management and performance of the Angaur PAN Program and provides the authority of the Governor to promulgate regulations to effectively manage the Angaur State Protected Area Network.

The mere passage of APL 19-02 has enabled for the effective and efficient management of the Angaur PAN Program by streamlining its management and authoritative structure. The passage of APL 19-02 and the preparation of this management plan stems from previous planning work that involved numerous community and leadership meetings. As a testament to the support of the community and leadership, the passage of APL 19-02 in the Olbiil Era Ngeaur was unanimous. In terms of revenue and sustainable financing, the State leadership included in the law that all user permit fees collected from the PAN site will go onto the State PAN Program. Furthermore, 50% of the fine assessed from violations of the established laws and regulations will also go into the Program. Angaur State is one of the first, if not the first State to establish this system to provide additional funding into its PAN program.

Climate Change Policy

The main objective of this Policy is to build the resilience of Palau to climate change and disasters. Additional sub-objectives of the Palau Climate Change Policy are to:

- Enhance adaptation and resilience to the expected impacts of global climate change across all sectors,
- Improve Palau's ability to manage unexpected disasters and minimize disaster risk, and
- Mitigate global climate change by working towards low carbon emission development, maximizing energy efficiency, protecting carbon sinks, and minimizing greenhouse gas emissions.

Sector: Agriculture and Fisheries

Objective: By 2020, the Palau agriculture and fisheries enabling framework is established to sustainably manage and support local food production and consumption.

Intervention: #2. Build resilience to temperature change and ocean acidification in marine ecosystems/fisheries by protecting and improving coral sites

Sector: Biodiversity Conservation and Natural Resources

Objective: By 2020, the enabling framework is established to build ecosystem resilience and sustainably manage carbon sinks using holistic and synergistic management approaches

Intervention: #2. Improve management frameworks to strengthen the resilience of marine and terrestrial ecosystems and sustainably manage carbon sinks

Angaur has committed a majority of its limited reef flat area as a Marine Protected Area with the goal of protecting and conserving the marine resources within its boundary. Managing the use of the area allows corals and other marine species to flourish in the absence of unregulated harvest pressure. The resulting healthier reef system will be more likely to better withstand the effects of global climate change.

The creation of a streamlined management program to enable effective management of the State's resources plays a role in building ecosystem resilience in the State's near shore waters and contributes to the sustainable management of carbon sinks using holistic and synergistic management approaches.

Palau's Sustainable Fisheries Efforts

Palau's government has made great strides in protecting its marine environment and fisheries resources. Beginning with the Marine Protection Act, Palau has continued its efforts throughout the years to include the establishment of the Protected Areas Network, the Micronesia Challenge, and the Palau National Marine Sanctuary. The Iuiau Marine Protected Area coincides with this effort with the intention of protecting and sustainably managing the limited near shore marine resources of Angaur State.

Ridge-to-Reef Principle of Connectivity

The Ridge-to-Reef concept refers to integrated approaches to freshwater and coastal area management emphasizing the inter-connections between the natural and social systems from the mountain 'ridges' of islands, through coastal watersheds habitats, and across coastal lagoons to the fringing 'reef' environments.

The fringing reef along the southwest shoreline of Angaur is the largest reef flat on the island. This area includes the sandy shoreline, a large sea grass bed, inner reef, reef crest and reef slope. While the Iuiau Marine Protected Area does not include terrestrial areas, it does protect the connected marine habitats and the organisms within them.

SECTION 3: PLANNING PROCESS AND PRELIMINARY RESULTS

Management Planning Process

This management plan references the work of the Planning Team established in 2015. The Planning Team held several meetings with the community and the Olbiil era Ngeaur to get input into the preparation of a previous management plan and the planning process. This previous work was involved in the legislative process that resulted in passage of the APL No. 17-003.

The planning process worked on strategies, prioritizing targets and actions, and created the vision statement for the initial draft management plan which this current management plan references.

Vision Statement

The vision statement below is what the people of Angaur are striving for themselves and their island.

“The people of Angaur want to protect and maintain a healthy marine and forest ecosystem that is free of threats to help sustain people’s livelihood and economic prosperity of Angaur State.”

Strengths, Weakness, Opportunities and Threats(SWOT)Analysis

To ensure strategic prioritization of the potential actions, the Planning Team analyzed in general the potential strengths, weaknesses, opportunities, and threats that will help the management objectives. This process helped outline specific strategies that could be used and identify areas of improvement or where synergies potentially exist for greater achievement or success. The results from the 2015 SWOT exercise related to the management of the Iuiau marine area are presented below.

STRENGTH	WEAKNESS
<ol style="list-style-type: none"> 1. Long history of management of site with State and traditional support through traditional management (<i>Bul</i>) and State legislations. 2. One full time Conservation Officer with good training and experience in conservation law enforcement. 3. Community is aware of site management efforts. 4. State Leadership has nominated the permanent protected area into the Palau PAN. 5. Baseline data on biological monitoring completed. 	<ol style="list-style-type: none"> 1. Limited community members with capacity and skills to implement objectives of this plan. 2. Potential disagreement between stakeholders. 3. Distance of site from Koror make logistics more complex and increases cost of site management. 4. Site of protected area is exposed which makes the establishment of demarcation buoys difficult.
OPPORTUNITIES	THREATS
<ol style="list-style-type: none"> 1. Palau Protected Areas Network as a source of technical and financial support to the protected area management. 2. Existing NGOs in Palau can be potential partners in technical resources and long term sustainable financing 3. Association of State PAN Coordinators (ASPC) as a source of information on best practices. 4. Alliance of Palau Conservation Officers (APCO) as a source of information on 	<ol style="list-style-type: none"> 1. Impacts of coral bleaching from climate change 2. Pollution from imported materials 3. Increase fishing pressure from markets especially food for tourist in Palau 4. Invasive species on land may increase pressure on marine resources

<p>enforcement best practices and capacity building for conservation officers.</p> <p>5. Palau International Coral Reef Center has strong team in biological and socioeconomic monitoring that could assist with monitoring over time.</p> <p>6. Northern Reef Project lessons learned on fisheries research as a source of information for adaptive management at this site.</p>	
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SECTION 4: MANAGEMENT GOALS AND OBJECTIVES

Iuaiu Marine Protected Area Management Goals
<p>I. Biological Goal: To restore, maintain, and understand the biological resources of the Iuaiu Marine Protected Area, including ecosystem health, key species, habitats, and biodiversity.</p> <p>II. Socio-economic Goal: For the people of Angaur and their guests to enjoy social and economic benefits of the Iuaiu Marine Protected Area through various activities that are compatible with the goals of this management plan.</p> <p>III. Program Management Goal: Management and administration of the Iuaiu Marine Protected Area will be efficient, credible, transparent, effective, and adaptive.</p> <p>IV. Financing Goal: The Management of the Iuaiu Marine Protected Area will be financially independent and sustainable by 2024.</p> <p>V. Enforcement and Compliance Goal: To ensure 100% compliance of Iuaiu Marine Protected Area from infractions of laws and regulations.</p> <p>VI. Education and Awareness Goal: The Angaur community, stakeholders, and supporters are familiar with and supportive of the goals and objectives of the Iuaiu Marine Protected Area and its management.</p> <p>VII. Expanding Resource Management Efforts: Beginning with the Iuaiu Marine Protected Area, resource management efforts for sustainability, food security, and resilience to the impacts of invasive species and climate change will continue to expand.</p>

Management Objectives and Activities

Objectives and activities for each management goal are listed below and will serve as bench mark for management effectiveness.

I. Biological Goal: To restore, maintain, and understand the biological resources of the Iuaiu Marine Protected Area, including ecosystem health, key species, habitats, and biodiversity.

Biological Objectives:

1. Monitor and understand changes in populations of key species and changes in the ecosystem, to be performed at least once every 2 years.

2. Develop and implement a research plan to understand key biological processes that are important to the effective management of the Protected Area by the end of 2020.

II. Socio-economic Goal: For the people of Angaur and their guests to enjoy social and economic benefits of the Iuaiu Marine Protected Area through various activities that are compatible with the goals of this management plan.

Socio-economic Objectives:

1. Over the next five years the majority of the residents of Angaur and their guest benefit from the subsistence, cultural, and recreational use of the Iuaiu Marine Protected Area and areas around it.
2. The majority of the residents of Angaur are satisfied with the management strategies that have been put in place to allow for socio-economic benefits from the Iuaiu Marine Protected Area.
3. Understand the level of use of the reef and how its management impacts the socioeconomic status of the Angaur community.

III. Program Management Goal: Management and Administration of the Iuaiu Marine Protected Area will be efficient, credible, transparent, effective, and adaptive.

Program Management Objectives

1. Annually, majority of Angaur residents attend community meetings and have access to program information and as a means by which to provide input to the program.
2. Develop strategic alliances with key State, National, and international partners that can help advance the goals of this plan by 2020.
3. Develop and implement transparent and effective management operational procedures with measurable indicators that will be developed for the program by the end of 2019.
4. Develop and implement a monitoring and evaluation program that measures the effectiveness of the management activities and enables adaptive management by 2020.

IV. Financing Goal: The Management of the Iuaiu Marine Protected Area will be financially independent and sustainable by 2024.

Financing Objectives

1. On an annual basis, the Governor and staff are able to raise the needed financial support to operate and manage the Iuaiu Marine Protected Area.
2. The Angaur Protected Areas Network Program has developed and practiced clear financial policies and procedures by the end of 2019.
3. The Angaur Protected Areas Network Program continues to access State and National sources of funding for the operation of the Iuaiu Marine Protected Area.

4. By 2021, the Angaur Protected Areas Network Office has developed income generation activities for the community.
5. By 2021, the Angaur Protected Areas Network Office has explored options for establishing a reserve and endowment fund.

V. Enforcement and Compliance Goal: To ensure 100% compliance of Iuaiu Marine Protected Area from Infractions of laws and regulations.

Enforcement and Compliance Objectives

1. Continually maintain an enforcement program that ensures all illegal activities in the Iuaiu Marine Protected Area are intercepted as quickly as possible.
2. Ensure 100% compliance of regulations by visitors to Iuaiu Marine Protected Area.
3. Improve officer and visitor safety by ensuring regular safety trainings, and emergency plans are in place with adequate equipment and maintenance.

VI. Education and Awareness Goal: The Angaur community, stakeholders, and supporters are familiar with and supportive of the goals and objective of the Iuaiu Marine Protected Area and its Management.

Education and Awareness Objectives:

1. All Angaur citizens have an opportunity to visit and learn about Iuaiu Marine Protected Area at least once every year.
2. Ensure that majority of the Angaur residents, community members, users, and supporters have received information on the Iuaiu Marine Protected Area program at least twice annually.
3. Ensure that all visitors to the area are made aware of the fragility of the ecosystem and regulations of the area through awareness materials and/or presentations, annually.
4. Ensure State and National leaders are aware of the management progress of the Iuaiu Marine Protected Area.

VII. Expanding Resource Management Efforts: Beginning with the Iuaiu Marine Protected Area, resource management efforts for sustainability, food security, and resilience to the impacts of invasive species and climate change will continue to expand.

Expanding Resource Management Efforts Objective

1. Increase populations of key species and improve ecosystem health by establishing marine and terrestrial management areas that are sufficiently large, representative, and resilient by 2024.

SECTION 5: MANAGEMENT APPROACH

Iuaiu Marine Protected Area Rules and Regulations and Exceptions

The Iuaiu Marine Protected Area encompasses 0.72 square kilometers of the southwestern reef flat area and roughly lies between an area known as blil a Bikmak and the beach at Pkul a Medorm. Refer to the boundary map (Figure X) below.

A fifty (50) meter buffer zone along the seaward boundary is also present to prevent any human activities from crossing into the Marine Protected Area. This buffer zone does not apply along the land side boundary.

Prohibitions

APL 19-02 states that, “[I]t shall be unlawful for any person to fish for with spear gun and/or bait, capture, net, take, molest, destroy, alter, move, remove, touch or otherwise disturb any form of marine flora or fauna in the Iuaiu Marine Protected Area without proper authorization from the State of Angaur”.

Exceptions

This act specifically allows only four types of activities in the Iuaiu Marine Protected Area and are:

- Catch and take reherached (juvenile bigeye trevally), limited to five (5) fish per person per day,
- Spearing with throw spear (taod) of sekos (garfish or needlefish), limited to five (5) fish per person per day,
- Cheschol (Baby clam) harvesting, limited to two (2) pounds per person per day. Harvested Cheschol shall have a minimum size of 0.5 inch across the longest part of its shell.
- Spear fishing of no more than fifty (50) pounds of fish per day along the reef slope fronting the Marine Protected Area.

All of these types of fishing and harvesting activities will be regulated by the Angaur PAN office as specified below under a permit system.

APL 19-02 also allows for the harvest of fish to feed the community during times when regular food supply from Koror is unavailable (i.e. during extreme storm events or rough water conditions). The law states, “[D]uring times when there scarcity of food due to severe weather conditions that prevent normal fishing activities and transport of food from Koror, the Governor with the consent of the President of the the Olbiil Era Ngeaur shall allow the taking of a limited amount of fish for the community. The harvest shall be performed by fishers selected by the Governor and closely supervised by the Conservation Officers. The amount of fish shall be predetermined and only in the amount necessary to meet the immediate needs of the community”.

This regulated extraction activity will only be allowed under extreme circumstance and only fishermen appointed by the Governor may extract fish from the Marine Protected Area. The amount of fish will be predetermined and the fishermen will not be allowed to take more than what was specified.

User Permit System

Section 8.E. of APL 19-02 specifies that the Governor with the Coordinator shall develop a user permit system with the approval of the Olbiil Era Ngeaur for implementation.

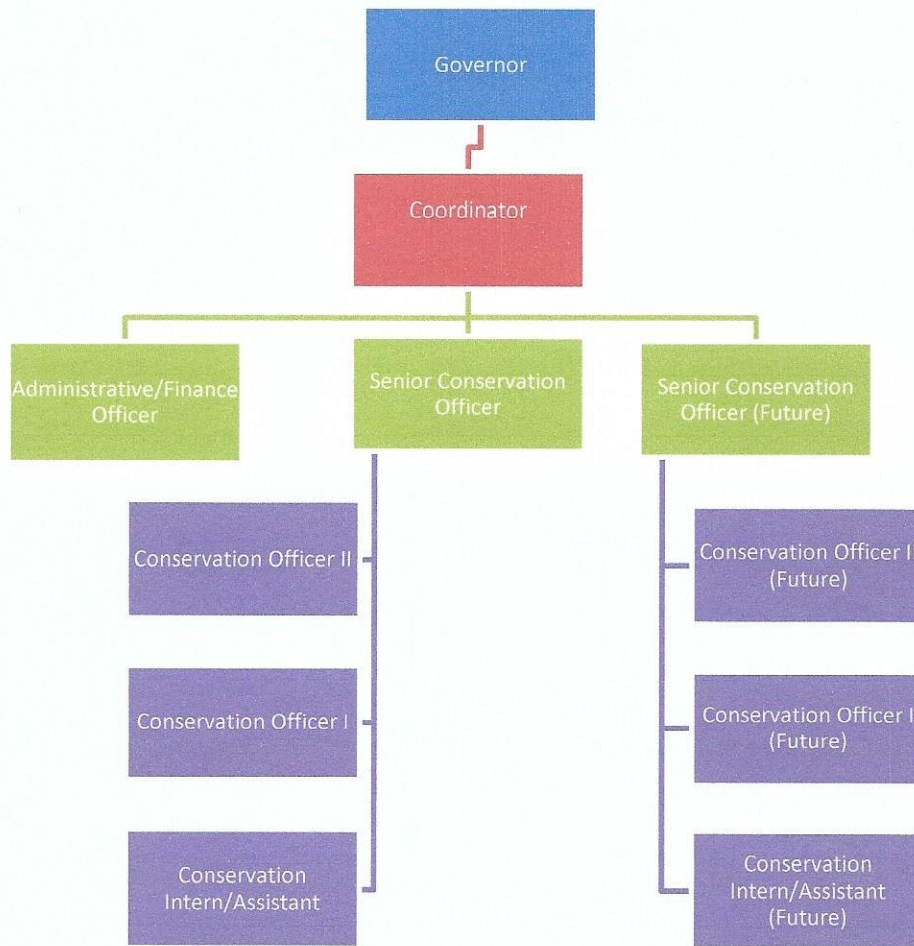
All activities taking place within the PAN site (i.e. visiting, camping, fishing, diving, tourism-related activities, etc.) will be managed by the Angaur PAN Office. A user permit will be required for all activities occurring within the PAN site. User must acquire a permit by visiting the Angaur PAN Office, filling out the appropriate form and paying the user fee. Once the permit is issued, the user will be required to have in his/her possession the permit while inside the PAN site.

Penalties

Section 6 of APL 19-02 states that Any person who violates any provisions of this Act shall, upon conviction of a first offense, be guilty of a misdemeanor, and shall be sentenced to thirty (30) days in jail and fined no less than Two Hundred And Fifty Dollars (\$250.00) for each offense. Each subsequent offense after the first shall be punished by the imposition of a fine no less than Five Hundred Dollars (\$500.00) and an increased period of jail time.

Each individual item of marine flora fauna that is fished for, captured, netted, taken, molested, destroyed, altered, moved, removed, touched, or otherwise disturbed shall be deemed a separate offense and may be punished separately.

SECTION 6: ORGANIZATIONAL CHART



SECTION 7:STAFF ROLES AND RESPONSIBILITIES

Governor Duties and Responsibilities

- a) The Governor shall hire and supervise a Coordinator whom shall be responsible in the implementation of this Act.
- b) The Governor shall establish a separate account to administer funds allocated towards the management of the Angaur Protected Areas Network Program and related activities. This account shall be managed with compliance with all National and State laws and policies on procurement and shall be audited with all State audits.
- c) On an annual basis, the Governor shall:
 - 1) Report the progress of the management of the Angaur State Protected Areas Network to include: all its revenue and expenditures, summary of surveillance and enforcement violations, results of any monitoring conducted, and any management activities which shall be both oral and written report to the Olbiil Era Ngeaur no later than September 1st of each year.
 - 2) Present plan of activities for the management and budget for the next fiscal year.
 - 3) Perform an annual review of the management plan and present to the Olbiil Era Ngeaur recommendations for changes to this Act or the Management Plan.
 - 4) The Governor with the Coordinator shall review the progress of the overall management of the Angaur State Protected Areas Network on a quarterly basis and submit the required programmatic and financial reporting to the Protected Areas Network Office.
 - 5) Twelve (12) months prior to the end of any Protected Areas Network-approved Angaur State Protected Areas Network Management Plans, the Governor with the Coordinator shall publish its findings and recommendations to Olbiil Era Ngeaur and make necessary preparations to prepare the next long term Management Plan.
- d) The Governor with the Coordinator shall develop a user permit system with the approval of the Olbiil Era Ngeaur for implementation. All permit fees collected from the use permits shall be deposited into the Angaur State Protected Areas Network account.
- e) Within sixty (60) days of the effective date of this Act, the Governor with the Coordinator shall prepare and adopt a long-term management plan for the Angaur State Protected Areas Network. The Governor with the Coordinator shall seek the assistance of appropriate agencies and organizations in the preparation of a five (5) year management plan. The plan shall include, but not limited to the following elements:
 - 1) An overall goal and specific management objectives for the Angaur State Protected Areas Network;

- 2) Regulations governing the uses and users of and entry into the Iuaiu Marine Protected Area, such as visiting, camping, fishing, diving, tourism activities, establishment of different use zones and any physical development necessary for management purposes within the Protected Area;
- 3) A strategy for enforcing the provisions of this Act;
- 4) A strategy for soliciting outside donor support.
- 5) A strategy for increasing public awareness of the Iuaiu Marine Protected Area;
- 6) A strategy for creating collaborative opportunities with national and other state government agencies and non-government organizations;
- 7) A strategy for the long term financing of the Iuaiu Marine Protected Area including alternative income generation activities.

This is that Management Plan.

Coordinator Duties and Responsibilities

- a) The Coordinator shall hire the necessary full time and part time persons as Angaur State Conservation Officers as per the organizational chart in **Section 6**. Persons hired as Angaur State Conservation Officer (ACO) shall have a contract approved by the Coordinator and signed by both the ACO and the Governor.

The Coordinator shall provide all ACO with appropriate training in enforcement methods and needed skills. The Governor will deputize ACO that has gone through these appropriate trainings. ACO shall be compensated at a rate to be determined by the Governor and the Angaur PAN Program. The Coordinator may hire additional supporting staff.

- b) The Coordinator shall work with the Governor to develop a user permit system with the approval of the Olbiil Era Ngeaur for implementation. The Coordinator shall review all applications for entry/use into the Iuaiu Marine Protected Area (and any other managed sites) and coordinate with the Governor on the approval of such applications.
- c) The Coordinator shall design and implement a resource monitoring program within hundred eighty (180) days after the effective date of this Act to monitor the status of the resources within the Iuaiu Marine Protected Area. The Coordinator may enlist outside assistance of appropriate agencies, organizations, and others in the design and implementations of this monitoring program. The Coordinator shall also design and implement resource monitoring programs for any subsequent sites that are included on the Angaur Protected Areas Network.
- d) The Coordinator shall design and implement surveillance and enforcement program within sixty (60) days after the effective date of this Act to monitor and enforce this Act. The Coordinator may enlist outside assistance of appropriate agencies, organizations, and others in the design and implementation of this surveillance and enforcement program. The Coordinator shall also design

and implement surveillance and enforcement programs for any subsequent sites that are included on the Angaur Protected Areas Network.

- e) The Coordinator shall design and implement an Education and Outreach program within sixty (60) days after the effective date this Act to ensure the awareness by all Angaur citizens and their visitors of the laws and regulations pertaining to this Act. The Coordinator may enlist outside assistance of appropriate agencies, organizations, and others in the design and implementation of this Awareness and Outreach program. The Coordinator shall also design and implement Education and Outreach programs for any subsequent sites that are included on the Angaur Protected Areas Network.
- f) The Coordinator shall implement any related activities requested by the Governor.

Qualifications

Must be 21 years of age and over. Must be Palauan National from Angaur State. At least two years experience in the related field

Angaur Conservation Officer Duties and Responsibilities

The Angaur Conservation Officers (ACO) will uphold all laws and regulations of the Iuiau Marine Protected Area and Angaur State. The duties of the ACO shall include, but not limited to:

- 1) Patrolling the Angaur State PAN site(s),
- 2) Issuing citations to violators,
- 3) Conducting the resource monitoring program,
- 4) Conducting educational awareness activities with students, visitors and community members,
- 5) Other activities related to the enforcement of Angaur State Laws,
- 6) Other activities related to the management and maintenance of Angaur State PAN site(s)

In addition to the tasks required of the ACO, the duties and responsibilities of the Senior Conservation Officer(s) will also include:

- a) Supervising the activities and actions of subordinate conservation officer(s) under their supervision.
- b) Assuming responsibility for timely and accurate reporting and adequate maintenance of records regarding all aspects of law enforcement, particularly with regards to management regulation violations, vessel sightings, boarding, arrests, evidence seizure, case handling.
- c) Assist in the management activities and biological monitoring of the Iuiau Marine Protected Area and other State-managed sites.
- d) Maintain efficient and coordinated daily operation and surveillance.
- e) Assist in conducting trainings for subordinate officers.
- f) Report and liaise between the Coordinator and conservation officer(s).

All Conservation Officers once hired need to enrol in and graduate from the Police Academy to be able to be promoted into higher positions within the Program.

Qualifications

Must be 21 years of age or over. Must be Palauan National from Angaur State. At least two years experience in the related field

SECTION 8: ROLE OF PARTNERS

The Angaur Protected Areas Network Office may develop strategic partnerships with the key organizations below. The list below is meant to guide the management with potential partners and suggested potential area of support or collaboration.

Local partner:	Expertise and possible areas of collaboration
National Museum, Natural History Section	-assistance in mosquito eradication and control.
Palau International Coral Reef Center (PICRC)	- participation in monitoring and in research on key questions - usage of the research center facility - Training in biological and socio economic monitoring and coral taxonomy
Office of Environmental Response and Coordination	-assistance in climate change impact awareness and mitigation -assistance in fundraising for climate change impact projects
Palau Conservation Society (PCS)	- assistance in fundraising and education and awareness
Bureau of Marine Resources (BMR)	- assistance turtle monitoring - development of hatchery - development of aquaculture
Palau Community College – Community Research Extension	- training in management and monitoring -assistance in researching key questions
Palau Ministry of Justice (Bureau of Maritime Security and Fish & Wildlife Protection (BMSFWP) and National Police Academy	-training in enforcement -assistance in surveillance and enforcement
Palau Protected Areas Network	-financial and technical assistance.

SECTION 9: EDUCATION AND AWARENESS

Increasing education and raising awareness of all stakeholders is essential in achieving the management goals and objectives of this Management Plan. The AngaurPAN Program shall develop a communications plan to provide a schedule and types of educational awareness information to the community and the general public. Refer to the Proposed 2019-2020 Annual Workplan in **Appendix 3**. The priority audience for awareness raising and education is the local community. Other important audiences include, the Angaur State leadership, National decision makers, donors, the Protected Areas Network Office, the PAN Fund, and other national and international partners.

For the Angaur community, education and awareness activities will be focused on ensuring that key stakeholder groups are aware of and supportive of the management activities Iuau Marine Protected Area (and other sites). These educational efforts include regular meetings with the community, publishing

articles and reports in the media, and presentations to schools, youth, and leadership of Angaur State and the Republic of Palau. Educational efforts are focused on the targeted audiences in the hopes of generating the following:

1. Appreciation for the Importance of Managing the Resources in Angaur: Angaur Island is an extremely important place both to the people of Angaur and the Republic of Palau in terms of its bio-diversity. However, there is still limited critical information regarding Angaur's marine and terrestrial resources. The awareness raising efforts in this Plan is aimed at bringing attention to this lack of information and exploring ways to collect this important information to be able to effectively manage the island's fragile resources.
2. Support for the State's Resource Management Effort: This support includes community and government support to help ensure effort sustainability, financial support from donors and in-kind support.
3. Participation in Management Activities: Participation in management activities provides benefits both to the program and to the participant. Our highest priority in terms of participation is to provide opportunities for community members (particularly youth) to become actively involved in the PAN Program's management activities. In addition to continuing the management efforts of the Program, it also provides educational opportunities and important life experience for the participants. Participation opportunities include: Assisting with biological monitoring, cleanup activities and educational campaigns.
4. Compliance with the Regulations: Visitors to Angaur need to be aware of the regulations in order to comply. Education and outreach efforts will focus on ensuring that information of Angaur's PAN site, including allowed activities and restrictions, are clear and easy to understand by residents and visitors. This will include signage at proper locations, pamphlets and other written material and the availability of staff to inform visitors of the rules and regulations.

SECTION 10: COMPLIANCE AND ENFORCEMENT PLAN

The Angaur PAN Program shall implement a compliance and enforcement plan that shall include the following:

1. Outreach and Awareness program for community on the rules and regulations of the Luaiu Marine Protected Area. This shall include community presentations, airing announcements of rules and regulations on the public radio, conducting school presentations for children and teachers, establishing signage at proper locations in Koror and Angaur, and demarcating the boundary of the protected area.
2. Establish the Angaur PAN Program Office in Angaur State with the dedicated man power having the necessary training and equipment to carry out effective surveillance of the protected area.
3. Establish needed regulations, permitting system, and citation forms needed to effectively manage and enforce the Angaur PAN Program.

4. Work with the PAN Office to establish a working relationship with the Bureau of Maritime Security and Fish & Wildlife Protection (BMSFWP) under the Ministry of Justice for assistance with surveillance, training and enforcement.

These actions mentioned above are critical in the first year of the implementation of this plan. Refer to the Proposed 2019-2020 Annual Workplan in **Appendix 3**. Successful implementation of these actions will ensure increased community compliance and support.

SECTION 11: CAPACITY BUILDING PLAN

The development of basic technical, conservation and management skills is crucial to the successful implementation of this plan. Capacity building required for Angaur State PAN Program personnel will include planned and opportunistic training activities. Trainings can come in the form of voluntary fieldwork to assist an agency or another state program, workshops, or through fee for services. From time to time, regional trainings are offered and will incur cost the State. For this reason, the Plan's budget line items include Capacity Building & Training, Travel, and Per diem / Subsistence. The training program will be a long term effort and will require the Coordinator to be vigilant in finding and creating opportunities to train the Program staff.

Knowledge and Technical Skills Necessary

Technical Skills	Administrative Skills	General Knowledge and Understanding
Law Enforcement Academy	Integrated Strategic and Financial Work Plan	Understanding Biodiversity
CPR Certification	Quarterly and Annual Reports	Understanding Ecosystems and Ecosystems Services
Open Water SCUBA Certification	Basic Facilitation Skills	Understanding Climate Change
Search and Rescue	Organization and Time Management Skills	Cost of Protecting Biodiversity and Sustainable Financing
Oil/Chemical Spill Response EQPB Certification	Monitoring Management Effectiveness	Species Management: Fish, Birds, turtles
Writing Incident Reports in English and Palauan	Knowledge of Palau Environment Legal Framework National & State	
Coral Reef Survey and Monitoring Methods		
Fish Monitoring Methods		
Bird Survey Methods		

Additional Plans Necessary

The Angaur State PAN Program will require additional plans, procedures and manuals to be developed to standardize and streamline basic operations. These plans, procedures and manuals will be developed by

the Coordinator with assistance from relevant partners and government agencies. They include but not be limited to the following:

1. Employee Manual
2. Standard Operating Procedures
3. Operations Plan
4. Communication/Education Plan
5. Surveillance and Enforcement Plan
6. Biological Monitoring Plan
7. Socioeconomic Monitoring Plan
8. Fundraising and/or Institutional Sustainability Plan

The plans, policies and procedures should also cover reporting procedures, adaptive management, development plan, accounting system, training needs assessment orientation, recruiting, succession, evaluation of staff. Once these plans, policies and procedures are reviewed and approved by the Governor, they will be used to implement the goals, objectives and activities prescribed in this management plan.

SECTION 12: MONITORING PROTOCOLS

Biological and socioeconomic monitoring methods to be used by the Angaur State PAN Program will follow the established national monitoring protocol. The national monitoring protocol is found in **APPENDIX 4**.

SECTION 13: REVIEW AND AMENDMENTS TO THIS PLAN

For amendments to this management plan to be valid, the Angaur PAN Coordinator shall:

- a. Provide at least 30 days' public notice of the proposed amendments by posting notice of the amendments in the Angaur State Office or the Angaur State Liaison Office in Koror. Such notice shall be in English and Palauan and shall include: a short statement of the substance of the proposed amendment; reference this plan and when, where, and how interested persons may present their views regarding the proposed amendments;
- b. Copies of the proposed amendments to the plan will be made available for reading at the Angaur State office or the Angaur State Liaison Office in Koror;
- c. For at least 30 days after providing notice under this section, provide all interested persons the opportunity to submit data, views, or arguments, in writing. The Coordinator and the Governor's Office shall conduct a public hearing on the proposed amendment and shall consider fully all written and verbal submissions concerning the proposed amendments.
- d. At least twice in the five-year duration of this plan (one mid-term and prior to the closing period of the plan), the Coordinator and the Governor shall conduct a full review of the management plan and its implementation, and may propose amendments at these times or as stated by law.

- e. Copies of the approved management plan and any adopted amendments shall be made available for public inspection at the offices of the Angaur State Governor.

SECTION 14: CONFLICT RESOLUTION

This management plan is intended to be implemented in the spirit of team work and cooperation. However, as the Program moves forward in initiating its mandate, there will be potential for disagreements or conflicts. Conflicts that may arise from the implementation of this plan will be resolved by the Governor's Office in consultation with relevant entities/stakeholders through a mechanism that is deemed culturally and legally appropriate by all. Conflict arising from the incompatibility of the contents of this plan with any national or state plans will require a revision to the specific section/s of this plan. Such revisions will be similarly adopted and incorporated.

SECTION 15: BUDGET, BUDGET NOTES, FUNDRAISING AND SUSTAINABILITY PLAN

Budget

Below is a recommended budget for the implementation of this management plan on an annual basis.

Angaur Budget Request to PAN Fung Board for FY 2020		
Budget Category		PAN Request FY 2020
Salaries		
	Coordinator	\$ 23,000.00
	Admin Assistant / Finance Officer	\$ 18,000.00
	Senior Conservation Officer	\$ 13,000.00
	Senior Conservation Officer	\$ -
	Conservation Officer II	\$ 11,000.00
	Conservation Officer II	\$ -
	Conservation Officer I	\$ 10,000.00
	Conservation Officer I	\$ -
	Conservation Intern	\$ 10,000.00
	Conservation Intern	\$ -
		\$ 85,000.00
Fringe Benefit (Health Care, Pension, S.S @ 14.5 %		\$ 12,325.00
<i>Subtotal of Salaries and Fringe Benefits</i>		\$ 97,325.00
Office Operational Cost		
	Office Supplies and Equipments maintenance / Repair	\$ 7,000.00
	Utilities (Electricity & Water)	\$ 2,500.00
	Phone(landline, fax&volume plan)	\$ 3,900.00
	Rentals	\$ 2,000.00
	Advertisements / Signage / Billboards	\$ 3,000.00
	Internet	\$ 2,600.00
	Subtotal	\$ 21,000.00
Enforcement Program		
	Fuel , Oil for patrol Daily	\$ 11,000.00
	Conservation Officers Equipment	\$ 4,000.00
	Maintenance Supplies (including Buoys and Building Mater	\$ 5,000.00
	Conservation Officers Trainings	\$ 3,000.00
	Subtotal	\$ 23,000.00
Biological & Socio economic Monitoring Program		
	Contract (PICRC or other possible partners)	\$ 10,000.00
	Supplies and Equipments (Local community participation)	\$ 3,000.00
	Subtotal	\$ 13,000.00
Education and Awareness Program		
	Supplies and Equipments	\$ 4,000.00
	Summer Program & Community Meetings	\$ 5,000.00
	Subtotal	\$ 9,000.00
Contingency Fund		\$ 2,000.00
Annual Financial Audit		\$ 5,000.00
Total Budget Request		\$ 170,325.00

One Time Cost for major infrastructure (Guardhouse and surveillance vessel with trailer and truck)

Budget Category	Qty	Unit Cost	Total
Guard House Station Constuction Materials	1	\$ 20,000.00	\$ 20,000.00
Boat with Center Console and Tent	1	\$ 34,000.00	\$ 34,000.00
Four Stroke Engines	2	\$ 25,000.00	\$ 50,000.00
Flatbed	1	\$ 8,000.00	\$ 8,000.00
Trailer for Boat	1	\$ 12,000.00	\$ 12,000.00
Subtotal			\$ 124,000.00

Salaries & Benefits - The Governor will hire a full time Coordinator that has the capacity and skills to manage and supervise a team of conservation officers, successfully raise funds, develop and implement programs, and communicate with a wide audience the needs and the progress of the work of the Angaur PAN Program. The Coordinator will ultimately hire two Senior Conservation Officers who are capable of supervising and carrying out surveillance and other activities specified in this management plan. The Coordinator will also hire Conservation Officers to assist the Senior Conservation Officers in the implementation of this management plan. Conservation Interns or Assistants will be hired on a part time basis to support the planned activities. The Program intends to hire an Administrative Assistant/Finance Officer to assist the Coordinator in office support and management of documentation and monitor, maintain, and report accounting of program expenditures and activities. The budget includes fringe benefits to cover for Social Security, Health Care Insurance and Pension Plan.

Enforcement Program – At a minimum the Program should schedule resupply trips to Koror every month. These trips can utilize the State speedboat that brings people and supplies back and forth between Angaur and Koror. The program will set aside funds for approximately 2190 gallons of fuel for use by the State boat for surveillance purposes, until the Program can acquire its own enforcement boat. Equipment in this category includes uniforms, flashlights, binoculars, snorkeling gear, GPS units, VHF radio equipment and other essential supplies. Supplies for maintenance purposes include buoys, rope, limited building supplies (i.e. concrete, lumber, etc.) and other related items. For Conservation Officer trainings, funding would cover travel, supplies, stipend, housing (while in Koror) and other related expenses.

Office Operational Costs – The Angaur PAN Program is expected to share office space with the State Office on Angaur. While the office space is considered an in-kind contribution by the State, the Program will still have to share costs of utility, phone and internet. The Program will need to purchase its own supplies and equipment and pay for regular equipment maintenance/repair costs.

Biological & Socio-economic Monitoring Program – In partnership with PICRC and possible partners to conduct biological/socio-economic monitoring and assessing the effectiveness of management of the program, the needed funds will be used for supplies, materials and food and beverages while partners and volunteers are conducting work in Angaur.

Education and Awareness Program–Given that this will be the focus of the Program in its initial year, majority of the funds will be used for community meetings, school visits, a summer educational program, signage, printed material and other related activities aimed at increasing awareness of the Iuiau Marine Protected Area and the Angaur PAN Program.

SECTION 16: FUNDRAISING AND SUSTAINABILITY PLAN

Fundraising Plan

Once this plan is approved, the Office of the Governor and the Coordinator will work with relevant partners to develop a plan to secure the funding resources needed to implement this plan. Local and international fundraising opportunities will be explored. This fundraising plan may include these potential donors.

Name of Donor	Type of Funding
The David and Lucille Packard Foundation	Conservation Projects
Micronesia Conservation Trust	Conservation Projects
National Fish and Wildlife Foundation	Conservation Projects
US Fish and Wildlife Service	Conservation Projects
Seacology	Conservation Projects (Infrastructure focus)
Global Green Grants	Conservation Projects
GEF Small Grants Program	Conservation Projects
AusAid	Environment Protection Activities
Marisla Foundation	Conservation Projects (Enforcement)
National Oceanic and Atmospheric Administration (Coral Program)	Conservation Projects (Monitoring)
Critical Ecosystem Partnership Fund (CEPF)	Endangered Species (Marine Turtles), invasive species eradication and
Japan Grassroots Grant	Environmental Projects
USDA Rural Development (Community Facility	Community Facilities (can include enforcement

Grant)	boat)
Pacific Islands Marine Protected Area Community (PIMPAC)	Support capacity building
Palau Locally Managed Area Network (PLMA Network)	Support capacity building
Palau Protected Areas Network Fund	Support Management of Protected Areas
Grants Opportunities through Ministry of Foreign Affairs	Support includes all kinds of project that could be relevant to the objectives of this plan.
Business Corporations	Donations for conservation management activities.

Sustainability Plan

The Angaur leadership has taken the first major step in creating the sustainable financing for the Angaur PAN Program. APL 19- 02 authorizes all permit fees collected from the established use permits shall be deposited into the Angaur PAN Program account. Further, fifty percent (50%) of any fines assessed for violations will also be allocated to the Angaur PAN Program account.

The Coordinator shall prepare a sustainability plan that includes a five (5) year detailed management cost and possible ways to finance the Program beyond the funds allocated by the National PAN Office/ PAN Fund. This plan will also include a mechanism to build capacity of the management staff. The establishment of an endowment fund to support the core operating cost of management will be explored.

REFERENCES

Draft Angaur State Permanent Protected Area Five Year Management Plan, Angaur State Government, 2016.

GEF Pacific R2R Programme, <https://www.pacific-r2r.org/>, 2019.

Palau Climate Change Policy,

https://www.pacificclimatechange.net/sites/default/files/documents/PalauCCPolicy_WebVersion-FinanceCorrections_HighQualityUPDATED%2011182015Compressed.pdf .Government of Palau, 2015.

Palau Protected Areas Network System Wide Strategic Plan 2016-2020, Protected Areas Network Office, Ministry of Natural Resources Environment and Tourism, Republic of Palau, 2016.

A RESOLUTION

To confirm the appointments of the Governor for the membership in the Board of Trustees of the Angaur State Public Lands Authority and for other related purposes.

BE IT RESOLVED BY THE OLBIIIL ERA NGEAUR:

1 Whereas, Governor Marvin Ngirutang of the State of Angaur submitted the
2 names of Richard Misech, Arvin Raymond, Kenneth Uyehara, Viviana Pedro and
3 Tricia Obrien to serve as members of the board of Trustees of the Angaur State
4 Public Lands Authority; and

5 Whereas, the Seventeenth Olbiil Era Ngeaur has reviewed the backgrounds
6 and qualifications of these appointees and find them to be most qualified; NOW

7 THERESFORE,

8 BE IT RESOLVED by the Seventeenth Olbiil Era Ngeaur, Second Special
9 Session duly convened this 4th day of May 2015 hereby confirms the appointments to
10 Richard Misech, Arvin Raymond, Kenneth Uyehara, Viviana Pedro and Tricia Obrien
11 to serve as members of the board of Trustees of the Angaur State Public Lands
12 Authority; and

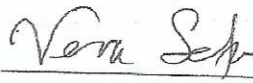
13 BE IT FURTHER RESOLVED that certified copies of this Resolution be
14 transmitted to Honorable Marvin Ngirutang, Governor of the State of Angaur,
15 Chairman of Palau Public Lands Authority, Honorable Angaur Delegate Mario Gulibert
16 and Members of the Angaur State Public Land Authority.

Introduced and Adopted : May 04, 2015

As Certified As Attested :



Flavin Misech, President 17th OEN



Vera Setsuo, Clerk 17th OEN