



6th International Tropical
Marine Ecosystems
Management Symposium
(ITMEMS)

Ad Hoc committee report (19/12/19)



Australian Government

**Great Barrier Reef
Marine Park Authority**

Table of Contents

Introduction	2
Location	2
Participant selection	3
<i>Brief analysis of the replies received</i>	<i>4</i>
Funding breakdown	4
Regions of work	4
Participants work are involved in	5
Gender	5
.....	5
Topics of interest	6
<i>Timeline for participant selection.....</i>	<i>6</i>
<i>Participants questionnaire</i>	<i>6</i>
Symposium format.....	7
<i>Session style.....</i>	<i>7</i>
<i>Schedule.....</i>	<i>7</i>
<i>Exhibition opportunities + poster session.....</i>	<i>7</i>
Topics and trainers.....	7
<i>Title: Innovative Finance.....</i>	<i>7</i>
<i>Title: Sustainable Tourism</i>	<i>8</i>
<i>Title: Strategic Communication</i>	<i>9</i>
<i>Title: Live Reef Food Fish Trade (LRFFT)</i>	<i>9</i>
<i>Title: Coral Reef Restoration Planning and Practice.....</i>	<i>10</i>
<i>Title: Sustainable tourism and the protection and management of coral reefs</i>	<i>10</i>
<i>Title: Using new mapping technologies to enhance coral reef management and monitoring.....</i>	<i>11</i>
<i>Possible additional topics</i>	<i>12</i>
Region specific sessions.....	12
<i>Proposed first draft agenda</i>	<i>12</i>
Possible outcomes	12
Field trip.....	13
Promotion plan.....	13



Initiative Internationale pour les Récifs Coralliens
International Coral Reef Initiative



ITMEMS 6 website	13
Save the date flyer	13
Ongoing	13
Funding	13
Contact details.....	14
Indonesia	14
ICRI.....	14
Annex.....	14
<i>Annex 1: Terms of Reference and Ad Hoc Committee composition</i>	<i>14</i>
<i>Annex 2: Additional session options.....</i>	<i>14</i>
<i>Annex 3: Golden paragraphs.....</i>	<i>15</i>
Annex 3.1 Yvonne Sadovy	16
Annex 3.2 Samantha Craven	16
Annex 3.3 Dr Helen Fox	17
Annex 3.4 Katy Mathias.....	17
Annex 3.5 Petra MacGowan	18
Annex 3.6 Ximena Escovar-Fadul	19
Annex 3.7 Dr Ian McLeod	19
Annex 3.8 Jason Philibotte	19

Introduction

ITMEMS is a core activity of the International Coral Reef Initiative (ICRI) and has been convened by ICRI Secretariats in 1998 (Australia), 2003 (Philippines), 2006 (Mexico), 2009 (Guadeloupe) and 2016 (Philippines), with the involvement and participation of ICRI members. **It aims to develop and strengthen the capacities of coastal and marine managers and their partners to conserve and promote the sustainable use of coral reefs and related ecosystems.** The 6th ITMEMS will be held in Manado, Indonesia from the 14th-17th of April 2020 under the theme “Healthy Reef, Wealthy Ocean”.

At the last ICRI General Meeting in Monaco, December 2018 an Ad Hoc committee was formed to overview the organisation of ITMEMS 6 (Annex 1). More information is available here:

https://www.icriforum.org/groups/our-committees/ITMEMS6_AHC .

Location

6th ITMEMS will be held in Manado, Indonesia from the 14th-17th of April 2020 under the theme “Healthy Reef, Wealthy Ocean”, at the [Novotel Manado](#).



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Participant selection

It is envisioned around 100 participants will be invited. Participants from developing countries will be supported financially however, they will be encouraged, if possible, to provide some co-financing. The final number of participants will be dependent on the available budget of the sponsor countries and organisations.

Participants will comprise of MPA managers and stakeholders around MPAs including NGOs, fishing communities and tourism businesses. In order to select participants an online questionnaire has been created and widely shared. 141 responses were received which will be reviewed by the *Ad hoc* committee.

Brief analysis of the replies received

Funding breakdown

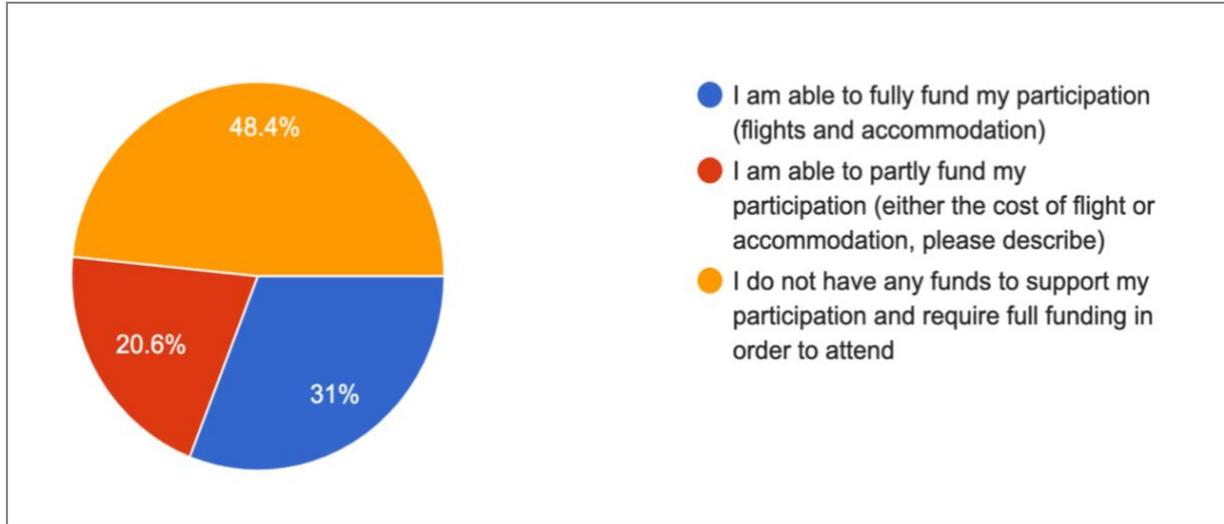


Figure 1 Percentage breakdown of participant funding situation (majority do not have funding)

Regions of work

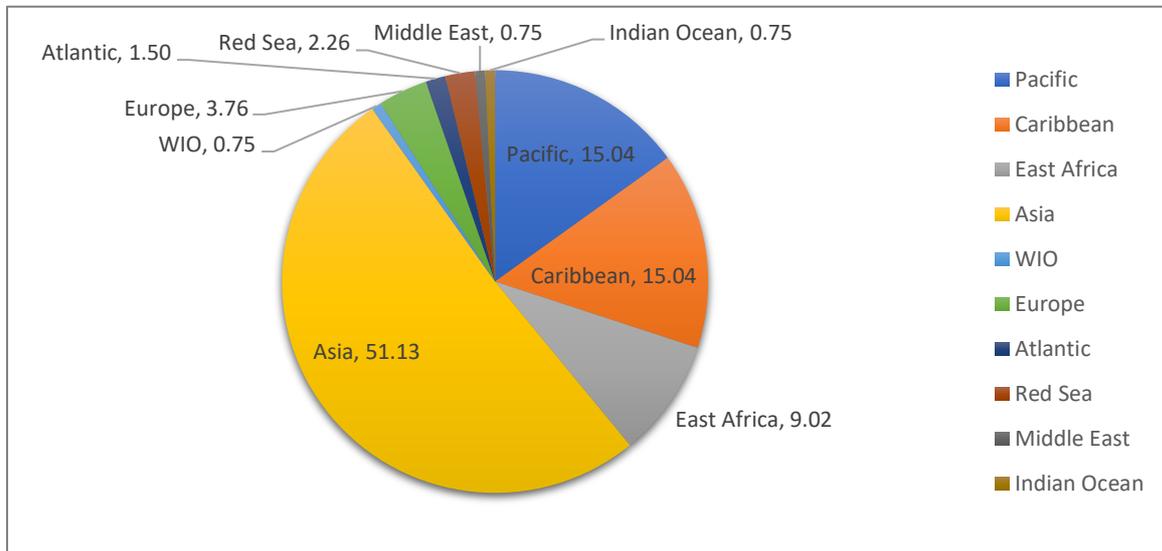


Figure 2 Percentage breakdown of region of work (predominantly based in Asia)

Participants work are involved in

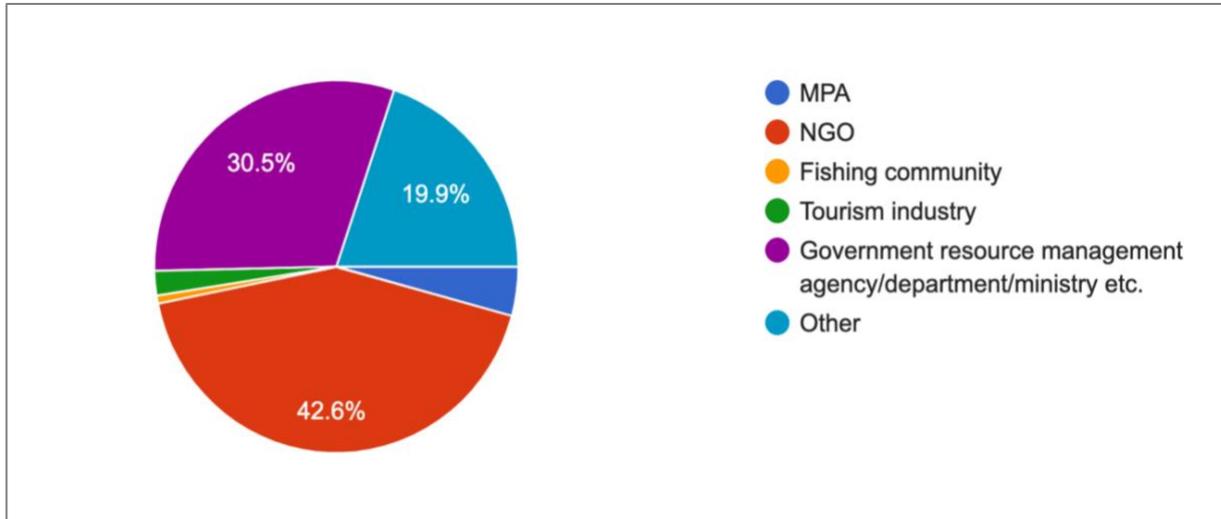


Figure 3 Type of work (predominantly NGO based)

Gender

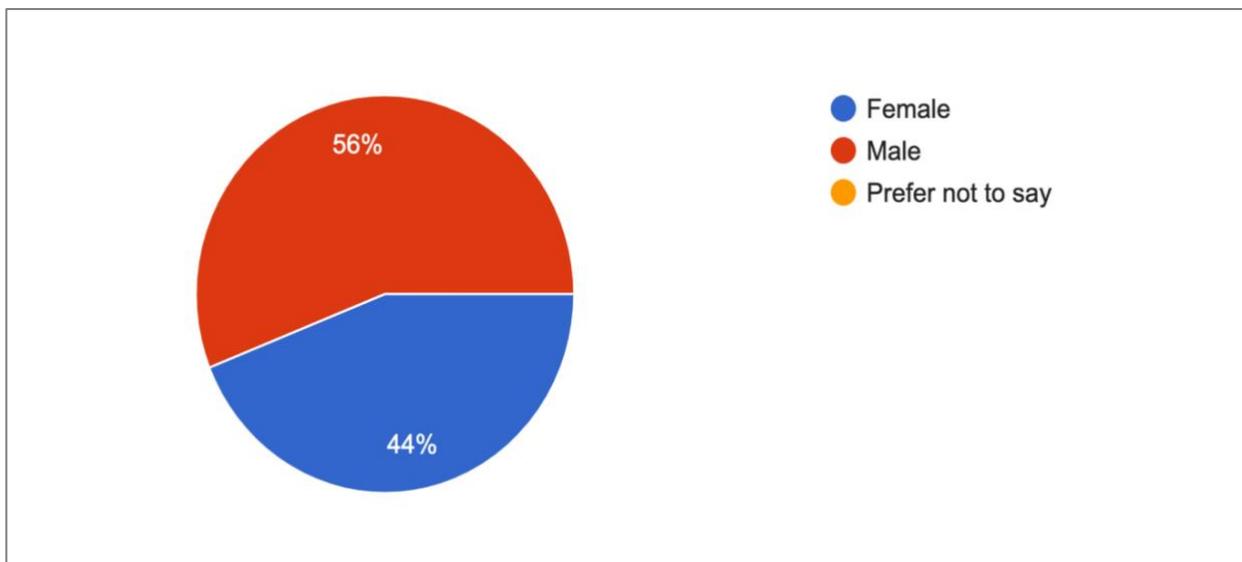


Figure 4 Percentage breakdown of gender

Topics of interest

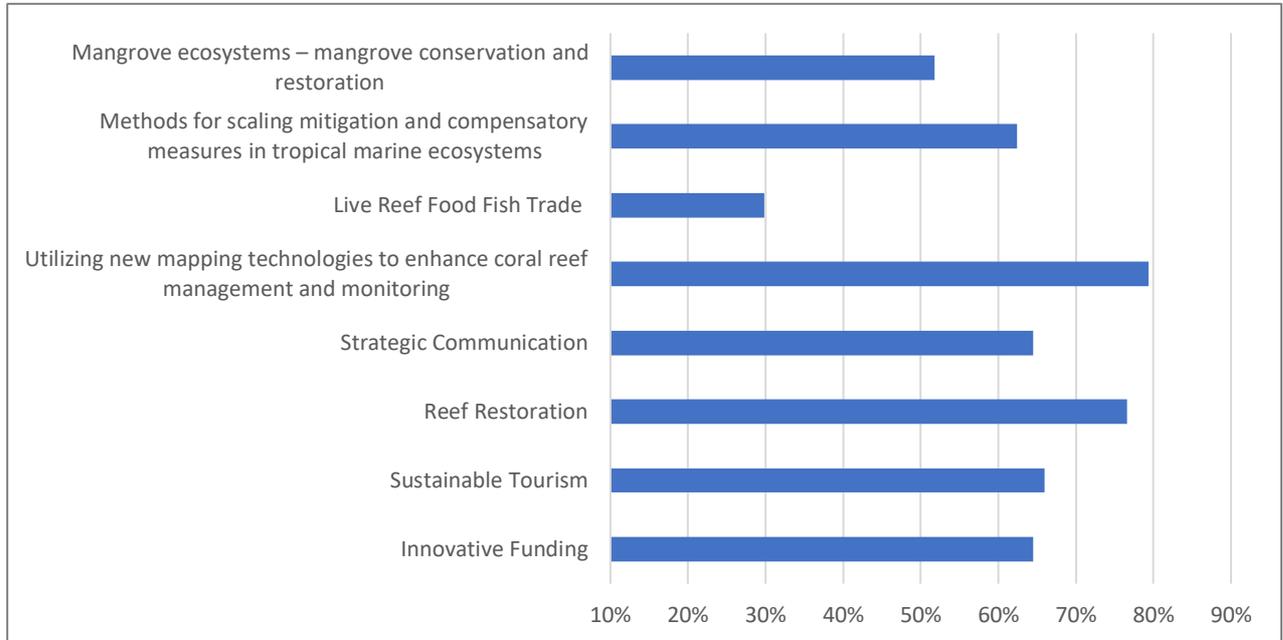


Figure 5 Percentage interest of participants in suggested topics

Timeline for participant selection

- 24/10/2019 - Dissemination of questionnaire as Google Form – done
- 15/11/2019 - Deadline for participant replies - done
- 15-29/11/2019 - Review responses by the AHC – on-going
- 2/12/2019 - Invite participants
- January 2020 - Book accommodation and flights

Participants questionnaire

The participants questionnaire was initially shared via the ICRI newsletter on the 24th October, and via the [ICRI Twitter account](#). Following this the questionnaire and general news of ITMEMS was then shared via a number of newsletters, including:

- The Reef Resilience Network newsletter on the 25th October.
- The [Gulf and Caribbean Fisheries Institute Listserv](#) audience on the 28th October.
- The UN Environment Programme, Nairobi Convention newsletter on the 1st and 8th November.
- [IW:Learn](#) on the 5th November.
- The Get the newest snapshots from UN Environment Caribbean newsletter on the 12th November.

- The [Open Channels website](#), and will be shared in their Weekly Update that goes out on Fridays.

Symposium format

Session style

In order to allow for and to ensure participants can obtain the most from the symposium the training sessions (workshops) will run concurrently with one-another and on more than one occasion over the three days.

In addition to the “classic” training (workshops), trainers and participants will be encouraged to hold short interactive and informative sessions. Examples of sessions that could be held are (please see Annex 2 for detailed descriptions of the possible sessions):

- Speaker pitches
- Knowledge cafés
- A conversation with...
- Breakfast with...

Schedule

It has been proposed that the field trip take place on the last day:

- Tuesday 14th (Day 1) - Opening ceremony, parallel sessions, welcome dinner and performance
- Wednesday 15th (Day 2) - Parallel sessions
- Thursday 16th (Day 3) - Parallel sessions, development of declaration/ address/ statement/ conclusion/recommendation from ITMEMS, closing ceremony
- Friday 17th (Day 4) - Post-symposium fieldtrip

Exhibition opportunities + poster session

The venue has the capacity for a poster session and exhibition opportunities. Criteria for participants to present and share will be established. Over 76% of the persons who replied to the questionnaire are interested in presenting a poster.

Topics and trainers

Thus far, the following topics have been identified, as well as possible trainers (see Annex 3 for their golden paragraphs):

Title: Innovative Finance



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A significant challenge in biodiversity conservation and protected area management is the lack of adequate funding. While government budgets and philanthropy remain the two largest sources of funding, PA managers and conservationists are increasingly looking to innovative financing tools and mechanisms to increase available funding.

During this half-day workshop, participants will receive a high-level overview of finance mechanisms that can be used to fund coral reef conservation and restoration, and a detailed explanation of 2-3 of these mechanisms. In addition, overall framing of the topic will include an introduction to business planning for MPAs. Through small group work and use of a planning worksheet, participants will have the opportunity to connect the content directly to their specific situation and funding needs. The content will draw heavily on "[Finance Tools for Coral Reef Conservation: A Guide](#)," of which the presenter is a co-author.

By the end of the session, participants will:

- Understand the importance of business planning for MPAs
- Understand the relevance of diversification
- Be familiar with 2-3 innovative finance tools for coral reef conservation
- Have developed a specific action plan for their MPAs or other initiatives

Target Audience: This session is appropriate for anyone engaged in MPA management, coral reef restoration, or other biodiversity conservation initiatives, in the public, private or NGO sector. Prior knowledge of economics, finance or business is not assumed.

Session length: 4 hours

Number of sessions: 2

Trainers: Katy Mathias, Wildlife Conservation Society

Title: Sustainable Tourism

Environmental threats posed by reef tourism activities are well documented and management measures to address those threats are needed. Green Fins, an initiative of the UN Environment and The Reef-World Foundation, sets the only internationally recognised environmental standards for the SCUBA diving and snorkelling tourism industries. The approach encompasses three main elements: 1) certification of dive and snorkel operators based on a code of conduct and robust assessment system, 2) support towards developing or strengthening implementation of relevant regulatory frameworks, and 3) strategic outreach to marine tourism operators, their customers, and government partners.

Launched in 2004, Green Fins has evolved into a proven and replicable management approach to reduce local threats to reefs. It is now active in 12 countries and engages more than 600 marine tourism operators. The demand for expanding Green Fins into new sites and new countries is greater than ever, reflecting a shift towards sustainability from tourists, operators and governments/destination management authorities. As the benchmark of sustainability in the industry, Green Fins is also being used to boost tourism marketing. In addition, Green Fins tools promote compliance to the newly established ISO standard on sustainable diving (ISO 21416) which is driving destinations to implement best environmental practice.



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Through this session, resource managers will learn how to use the Green Fins toolbox to manage marine tourism threats to coral reefs locally. Each participant will receive a Green Fins outreach toolkit (including educational posters, guidelines to best practice and PowerPoint presentations) and guidance on its use. Participants will also be given an opportunity to consider if the full Green Fins approach, including the assessments and regulatory reform, could strengthen coastal ecosystem management in their areas.

By the end of the session, participants will:

- understand the threats to reefs posed by marine tourism (diving and snorkelling);
- understand how Green Fins tools can be used to mitigate those threats in their local context;
- learn to identify mechanisms for allocating resources to promote marine tourism best environmental practice;
- have access to tools and resources to promote environmental best practices that can be implemented within Marine Protected Areas immediately;
- have access to, and understand the tools, resources and guidance to take initial steps towards the launch/piloting the full Green Fins programme within their sites.

Additional info on session:

Target audience - Anyone who is involved in coastal / marine resource management, from the national to the local levels, and is interested in applying an integrated approach to manage environmental impacts associated with diving / snorkelling tourism activities.

Session length: 4 hours

Number of sessions: 2

Trainers: Samantha Craven, The Reef World Foundation

Title: Strategic Communication

Are you looking to influence behavior or raise awareness about an issue to advance your coral conservation efforts? This session can help you communicate effectively to reach your conservation goal! Based on demand from coral reef managers, we've developed the **Strategic Communication for Conservation** workbook. The workbook summarizes cutting edge communication planning materials and is designed to help you develop an effective communication strategy by walking you through key decision points for your project. In this session participants will learn about a recipe for effective messages, develop their own messages specific to their work and target audience and practice sharing messages with other participants for feedback.

Session length: 2 hours

Number of sessions: 3

Trainers: Petra MacGowan, Reef Resilience Network, and one other trainer TBD

Title: Live Reef Food Fish Trade (LRFFT)

The Live Reef Food Fish Trade (LRFFT) would be introduced in terms of main species in trade, how to identify them and the trade history and dynamics (i.e. trade routes) to provide context. The role of the trade in coastal fisheries of International Coral Reef Initiative (ICRI) members would be

introduced discussing the benefits as well as some of the challenges of overfishing and conservation threats for a few of the species. The focus would be on groupers (*Epinephelidae*) and the Napoleon wrasse, as key species in the trade.

To best manage this trade and associated fisheries, baseline information is important on the fishery and also regarding key species traded and those that are of conservation concern. Yet information on reef fishes in general is often poor and only sporadically collected, if collected at all, in the region. Guidelines and instruction will be provided on several key aspects of fish biology and fisheries. These will include simple methods to determine size of sexual maturation (relevant for minimum size management), methods to detect whether fish spawning aggregations are being exploited and how to assess their status (aggregations are very susceptible to overexploitation and should not be fished for the LRFFT), how to track fish lengths and catch rates over time and why these metrics are important for management and to understand fishery condition, how to detect overfishing, and how to assess field abundance of uncommon but readily visible species like the Napoleon wrasse.

Session length: 2 hours

Number of sessions: 3

Trainers: Yvonne Sadovy, University of Hong Kong

Title: Coral Reef Restoration Planning and Practice

Coral reef managers are increasingly turning to restoration as a strategy to combat reef degradation and promote reef recovery. As a result, different techniques are being used across the globe, making it difficult to choose the right approach for the needs and capabilities of a particular location. To assist reef resource managers in planning and designing a restoration project for their local coral reefs, a *Manager's Guide to Coral Reef Restoration Planning & Design* was developed by NOAA's Coral Reef Restoration Program, The Nature Conservancy and the US Environmental Protection Agency. The *Manager's Guide* and accompanying workbook provides a conceptual framework and structured thought process where manager's use information relevant to their specific location and create a restoration strategy that considers the long-term impacts of climate change.

This 1-day workshop will provide participants with information on the latest restoration best practices for coral reef ecosystems, including descriptions of a diversity of current and emerging restoration techniques being employed around the world, and an opportunity to use the *Manager's Guide to Coral Reef Restoration Planning & Design* with expert facilitation. After this workshop, participants will have begun developing a restoration strategy with initial details on proposed project sites, goals and objectives, a list of stakeholders to engage, and restoration-specific treatments.

Session length: Full day

Number of sessions: 1

Trainers: Petra MacGowan, Reef Resilience Network, Jason Philibotte, NOAA's Coral Reef Conservation Program, Ximena Escovar-Fadul and Ian Mcleod, RRAP (TBD)

Title: Sustainable tourism and the protection and management of coral reefs



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Coral reefs around the world are threatened both by natural and anthropogenic factors, and tourism can sometimes contribute to the latter. Direct impacts in coral reefs can be related to poorly managed tourism activities such as snorkelling, diving, and sailing.

Along the coastline of the Great Barrier Reef, tourism is a major industry with just over two million visitors each year contributing greatly to local, regional, and national development. In this World Heritage site, tourism management strategies and strong partnerships for management with the Great Barrier Reef tourism industry have helped minimise potential impacts from tourism and resulted in the tourism industry being a strong conservation ally for the Great Barrier Reef.

This session will workshop some of the initiatives and lessons learnt from the Great Barrier Reef experience, both in terms of management tools for tourism on the Great Barrier Reef, and some of the partnership and engagement programs.

The session will also workshop the challenges faced by tourism managers of coral reefs, as tourism demand increases and expands in response to the desire by tourists to experience wild and pristine places.

Take-aways for participants:

- The win-win mutual benefits that can be derived through a shared purpose between managers and tourism.
- Appropriate effort into planning, management, and partnerships between managers and tourism can provide long-term natural, cultural, and socio-economic return on the investment.

Session length: 2 hours

Number of sessions: 3

Trainers: Fiona Merida and Ben Palmer, Great Barrier Reef Marine Park Authority

Title: Using new mapping technologies to enhance coral reef management and monitoring

Coral reef managers and decision makers need timely information to plan for and react to the increasing threats facing reefs, yet more than three quarters of the world's coral reefs have never been mapped and lack monitoring. The Allen Coral Atlas partnership was created to address this knowledge gap by producing the first-ever seamless global mosaic of high-resolution satellite imagery of the world's coral reefs and mapping relevant benthic and geomorphic layers (see allencoralatlas.org).

In this workshop, participants will be introduced to the Allen Coral Atlas and learn how this new tool could be used by managers for site selection of marine protected areas, planning of restoration activities etc. We are also seeking input on how to build a network that can respond to the Atlas's change detection component (e.g., of bleaching or sedimentation events, currently in development). Hands on training will be provided on use of the Atlas and how to generate innovative data visualization products through the platform to reach key audiences and decision-makers.

Session length: ½ day

Number of sessions: 1

Trainers: Helen Fox, TNC TBD, Vulcan Atlas Team TBD

Possible additional topics

Mangrove ecosystems – mangrove conservation and restoration

- Maeve Nightingale, International Union for Conservation of Nature (IUCN) has expressed an interest in hosting this session.

Region specific sessions for participants focusing on how to deal with problems directly impacting their region could be added, for example:

- Caribbean- Stony Coral Tissue Loss Disease or Lionfish management

Proposed first draft agenda

Time	Day 0: 13-Apr-19	Day 1: 14-Apr-19	Day 2: 15-Apr-19	Day 3: 16-Apr-19	Day 4: 17-Apr-19
08.00 – 09.00		Coffee/Registration			
09.00 – 10.00		Opening Ceremony Welcome speeches Family Photo	Topic 4: Coral Reef Restoration Planning and Practice (workshop)	Topic 5: Methods for scaling mitigation and compensatory measures in tropical marine ecosystems	Topic 1: Sustainable Tourism (workshop)
10.00 – 12.00		Topic 1: Sustainable Tourism (workshop)	Topic 3: Live Reef Food Fish Trade	Topic 6: Sustainable tourism and the protection and management of coral reefs	Topic 2: Innovative Finance
12.00 – 13.30		Lunch	Lunch	Lunch	Topic 9: New Mapping tool (Allen Coral Atlas)
13.30 – 15.30		Topic 1: Sustainable Tourism (workshop)	Topic 10: Mangrove Restoration	Topic 8: Strategic Communication	Topic 2: Innovative Finance
15.30-16:15		Tea Break/ Poster Session	Tea Break/ Poster Session	Tea Break/ Poster Session	Topic 3: Live Reef Food Fish Trade
16:15-17:30		Topic 10: Mangrove Restoration	Topic 1: Sustainable Tourism (workshop)	Topic 4: Coral Reef Restoration Planning and Practice (workshop)	Topic 6: Sustainable tourism and the protection and management of coral reefs
17:30 – 18.00			Topic 3: Live Reef Food Fish Trade	Topic 6: Sustainable tourism and the protection and management of coral reefs	Topic 7: Region specific sessions (knowledge cafés)
19:00		Welcoming Dinner and Performance	Dinner	Dinner	Topic 8: Strategic Communication

Possible outcomes

After the completion of each topic, a summary and/or overall outcomes could be created by the trainers, or previously tasked participants. This could include key points that were discussed during the sessions or any main issues impacting participants that were resolved. On the last day these will be presented during the closing plenary, in turn these could be used to form an action statement based on a recommendation developed by the post 2020 Ad hoc committee.

Example of statement from previous ITMEMS:

- ⇒ [Local government leaders’ statement \(ITMEMS 3\)](#)
- ⇒ [Statement on Coral Reefs and Climate Change \(ITMEMS 3\)](#)
- ⇒ [Regional Caucus Statements \(ITMEMS 3\)](#)



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Field trip

The field trip will be to Bunaken National Marine Park, founded in 1991 it covers 89,065 hectares, 97% of which is marine the remaining 3% is terrestrial. It is managed by the Indonesian Ministry of Environment and Forestry.

Promotion plan

ITMEMS 6 website

A website featuring all of the information regarding ITMEMS 6, has been designed and will be updated regularly with information. <https://www.icriforum.org/ITMEMS6>

Save the date flyer

The [ITMEMS 6 save the date flyer](#) and associated information was distributed to the ICRI mailing list on the 23rd of July.

On August 9th and 16th it was shared in the Global Marine Community newsletter.

Ongoing

The ICRI secretariat will continue to disseminate information about the symposium through the ICRI website, the ICRI newsletter and additional marine newsletters

A session will be held at the next ICRI GM to be held in Townsville, Australia between the 2nd-7th of December 2019.

Funding

The symposium is organized by the ICRI Secretariat. The main funding is coming, thus far, from:

- The Government of Indonesia.
- The Australian Department of Foreign Affairs and Trade (DFAT).
- The Government of Sweden.

The funding will cover:

- The venue and all related costs.
- Add the packages
- The participation of the trainers.
- The participation from Official Development Assistance (ODA) eligible countries.
- Participants from Indonesia.



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The ICRI Secretariat is currently looking for additional sources of funding.

Contact details

Indonesia

The key contacts for Indonesia are:

Fegi Nurhabni - f.nurhabni@gmail.com

Imam Fitrianto- imam.fitrianto11@gmail.com

ICRI

The key contact point for ICRI is:

Claire Rumsey Claire.rumsey@icriforum.org

Annex

Annex 1: Terms of Reference and Ad Hoc Committee composition

The ITMEMS 6 Ad Hoc Committee is composed of the following members:

- Chair: Indonesia - [Fegi Nurhabni](#)
- Representatives from previous and present ICRI Secretariat: Australia- [Ben Palmer](#)

Members from the ICRI Membership:

- Japan - [Tadashi Kimura](#)
- Monaco - [Wilfrid Deri](#)
- UNEP - [Gabriel Grimsditch](#)
- SPREP - [Akiko Hamada-Ano](#), [Franck Connan](#)
- TNC - [Petra MacGowan](#), [Elizabeth Mcleod](#)
- UNDP - [Penny Stock](#)
- NOAA - [Jason Philibotte](#)
- Two representatives of the ITMEMS 6 host location (Indonesia).

The *ad hoc* Committee is tasked with the following activities:

- Confirm location and dates for convening ITMEMS 6.
- Identify main activities which require funding and provide an indicative budget for ITMEMS 6.
- Provide and propose an outline of the ITMEMS 6 programme with potential themes and content.

Annex 2: Additional session options



– **Workshop**

A workshop is an interactive session that could include presentations and panel discussions on a specific topic followed by a hands-on exercise to prioritize and develop solutions.

– **Speaker pitches**

Speaker Pitches will allow participants to showcase conservation work and achievements (for example innovations and solutions), community and local level initiatives, policy and governance reforms, traditional and indigenous knowledge, new and more sustainable business models, initiatives that inspire ethical behaviour, latest technologies, and emerging multi-sector partnerships, etc.

– **Knowledge cafés**

Knowledge Cafés aim to generate new partnerships and/or joint projects to collect pledges for concrete action on the ground. This format will enable different stakeholders to come together and jointly create the momentum that will help them advance in their specific subject area or region/country.

– **A conversation with...**

"A Conversation With..." brings together 2 or 3 charismatic leaders for intimate, off-the-cuff discussions, around a theme of global significance. These short sessions can be similar in format to interviews of top-level CEOs, scientists, conservationists, elected officials, etc. and conducted by a professional journalist or moderator.

– **Breakfast with...**

The "Breakfast With..." sessions are limited to groups of 15-20 with specific interest and / or expertise in the various Congress themes. These sessions will offer the opportunity to informally discuss conservation issues with renowned experts and leaders in the field.

Annex 3: Golden paragraphs

Annex 3.1 Yvonne Sadovy



Professor Yvonne Sadovy

School of Biological Sciences and Swire Institute of Marine Science, The University of Hong Kong

Yvonne Sadovy was a Professor at the University of Hong Kong School of Biological Sciences and Swire Institute of Marine Sciences for 25 years and a marine biologist for over 30 years. Before 1993 she worked in Puerto Rico, Caribbean, as Director of the government Fishery Laboratory. She is interested in the interaction between species' life history and exploitation patterns and their relevance for the conservation and management of fish species that are particularly vulnerable to overexploitation, like the groupers and Napoleon Fish. She works in both source and destination countries, and with fishers, biologists, traders and government officials for legal and sustainable trade in coral reef fishes. She is co-founder and Director of an NGO (www.SCRFA) to safeguard fish spawning aggregations and founder and co-chair of the IUCN Groupers & Wrasses Specialist Group.

Annex 3.2 Samantha Craven



Samantha Craven

The Reef-World Foundation

Sam is the Programmes Manager for The Reef-World Foundation; the UK charity which coordinates the Green Fins initiative internationally in partnership with the UN Environment Programme. She graduated with a First-class honour in Marine Biology, achieving a distinction in her Masters in Applied Marine Science and gained extensive field biology and conservation education experience in Asia. Sam joined Reef-World full-time in 2014 and, since then, has helped take Green Fins' grassroots work to new heights. Sam has also worked to coach and mentor early-career conservationists through professional development programmes and was selected as a Kinship Conservation Fellow in 2016.

An avid diver herself, Sam heads up Reef-World's implementation team across 11 countries (and counting!) around the world. Having witnessed first-hand the degradation of marine resources and dived some of the best coral reefs in the Asia-Pacific, she believes the right information and tools can empower communities around the world to have a significant, positive impact on their natural ecosystems and coastal habitats. Sam has been pivotal to establishing Green Fins as a proven conservation approach for managing local threats posed by marine tourism.

Annex 3.3 Dr Helen Fox

Dr. Helen E. Fox
National Geographic Society



Dr. Helen E. Fox is a Senior Director at the National Geographic Society, leading Field Engagement for the Allen Coral Atlas. A coral reef ecologist by training, she has > 20 years' experience working at the boundary of science and conservation, > 10 of those as Director of Marine Science at WWF-US. Her areas of expertise include links between marine protected area (MPA) management and governance, ecological impacts, sustainable fishing, and human well-being; monitoring, evaluation, and learning (MEL); grant-making, strategic planning, communication, and capacity development, with geographic focus in Indonesia and the Coral Triangle. Helen received her Ph.D. in Integrative Biology from UC Berkeley in 2002, investigating coral reef recovery and rehabilitation from blast fishing. She has received numerous grants and awards, authored >40 scientific publications, logged > 1,000 dives, and once lived underwater for 10 days in the Aquarius habitat.

Annex 3.4 Katy Mathias

Katy Mathias

Wildlife Conservation Society



Katy Mathias combines experience in finance, non-profit management, resource mobilization, performance measurement, and governance in her role as Conservation Finance Project Manager for the Wildlife Conservation Society. She is the co-author of the annual Conservation Trust Investment Survey (CTIS) study of the investment management practices of Conservation Trust Funds (CTFs), project manager of the educational programs related to the CTIS, and serves as a consultant to conservation trust funds on governance, resource mobilization, organizational effectiveness and risk management. She also focuses on broader conservation finance efforts to increase available funding to biodiversity conservation and protected areas, and to build capacity in conservation finance, for both WCS field programs around the world and outside organizations. From 2015-2017 she led the Secretariat of the Conservation Finance Alliance through an institutional transition.

Katy earned a Master’s in Public and Private Management from the Yale School of Management, with concentrations in Strategy and Finance, and a Bachelor’s Degree in Political Science from Tufts University. She has over 20 years of experience in management and finance, having served as a consultant to for- and not-for-profit organizations in organizational effectiveness, executive compensation, performance measurement & analysis, and project effectiveness. She lives in the State of Washington (US) and currently serves on two non-profit Boards of Trustees.

Annex 3.5 Petra MacGowan

Petra MacGowan

The Nature Conservancy



Petra is responsible for leading the global capacity building efforts of the Network and managing implementation of the NOAA-Coral Reef Conservation Program/TNC partnership to support the efforts of coral reef managers and conservation partners in Florida, the U.S. Virgin Islands, Puerto Rico, Hawai’i, American Samoa, the Commonwealth of the Northern Mariana Islands, and Guam to protect and sustainably manage their coral reefs. Previously, Petra worked for the State of Hawai’i Division of Aquatic Resources (DAR) where she managed the State’s coral reef conservation strategies including the planning and implementation of marine managed areas in the Main Hawaiian Islands and the development of community-based management initiatives to enhance enforcement efforts statewide.

Annex 3.6 Ximena Escovar-Fadul

Ximena Escovar-Fadul
The Nature Conservancy



Ximena Escovar-Fadul is The Nature Conservancy -TNC’s Cuba Program Manager. With several years implementing conservation projects and ocean research in Cuba, the Dominican Republic and Colombia, Ximena has extensive experience working closely with local partners to contribute to regional-scale conservation efforts. Ximena has extensive experience leading multidisciplinary projects particularly in coral conservation and restoration, environmental economics valuation, and fisheries management in the Caribbean. She is an interdisciplinary scientist with a B.S. in ocean sciences from Universidad de los Andes - Bogotá, Colombia and a M.S. in Environmental Policy from University of Pennsylvania. Currently Ximena leads TNC’s coral restoration and conservation work in Cuba and supports the Dominican Republic coral program. Ximena has led several citizen science expeditions to Cuba and the Caribbean, is a PADI diving instructor and AAUS scientific diver.

Annex 3.7 Dr Ian McLeod



Dr Ian McLeod
Centre for Tropical Water and Aquatic Ecosystem Research

Dr Ian McLeod is the Assistant Director for the Centre for Tropical Water and Aquatic Ecosystem Research and a Principal Research Scientist at James Cook University. His research focuses on marine and coastal habitat restoration, ecotourism, coral reef ecology, climate change impacts on the marine environment, and land-based effects on coastal waters. Ian is a theme leader in the Reef Restoration and Adaptation Program and leads the Federally-funded project ‘Best practice coral restoration for the Great Barrier Reef’. He is passionate about science communication and owns a media company called Cinematic Science.

Annex 3.8 Jason Philibotte

Jason Philibotte

National Oceanic and Atmospheric Administration



Jason Philibotte is a Certified Project Management Professional and Program Evaluator with 20+ years of experience managing multi-disciplinary science-based international and national conservation programs. He has 10+ years working globally with NOAA's Coral Reef Conservation Program including the Coral Triangle and Pacific regions and the U.S. Coral Reef Task Force. He has extensive experience developing and implementing strategic plans, tracking budgets, fund raising, grant writing, and evaluating projects in coastal resource management. Jason has strong interpersonal and cross-cultural communication skills, developed through extensive international and domestic project experience. He has led capacity building trainings global for leadership development, strategic planning, climate change assessment, stakeholder engagement, consensus building, coral reef management and monitoring, and marine spatial planning. Experience promoting international coral reef conservation efforts through multinational and partnership approaches with federal agencies and foreign governments, including coral resilience and climate change strategies, and has international project experience in Micronesia/Freely Associated States, Coral Triangle, Samoan Archipelago, Vietnam, wider Caribbean, Ecuador, Costa Rica, Colombia, Fiji, Belize, and the Pacific.