

# STRATEGIC ACTION PLAN 2018-2020



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## FOREWORD

Strategic Action Planning is an essential tool for practicing the country's various development sectors. For that, environmental conservation sector is no exception. For broad-based environment the tool should be handled with perfection.

As foreseen by BANCA's predecessors as chairpersons, Strategic Action Plans were prepared with the participation, inspiration and initiation of international experienced personnels, such as Mr. Ian Barber, Royal Society for Protection of Birds (RSPB), Mr. Johnathan C. Eames, Ms Christi Nozawa from BirdLife International and other experts from Organization Development Consultant Mr. Maarten Wensveen of Netherland.

As a result, Strategic Action Plans were developed first and foremost for the period 2002-2010 led by U Uga. The second Action Plan was organized by Dr. Htin Hla for 2010-2012. The third Plan was initiated by Dr. Saw Mon Theint, Chairperson of BANCA for the period 2013-2015.

During a period of 15 years of implementing Action Plans, BANCA has learnt a lot of lessons and actions, which are fruitful and some are in need of modifications. On the success sides, development of a functional Organogram with the inclusion of proper HR policy, Annual Reports, and Finance Policy for wider engagement in both national and international conservation activities were achieved.

So, for this fourth Strategic Action Plan of BANCA for 2018-2020, I strongly hope that, with the organization of united force of young professionals, lessons learnt from the previous plans being digested, weaknesses be mitigated and activities be more realistic, transparent, pragmatic and impacted.

"United we stand, Divided we fall-BANCA"

Saw Tun Khaing  
Executive Director  
Biodiversity and Nature Conservation Association

## 1. BACKGROUND OF BANCA

Biodiversity and Nature Conservation Association (BANCA) is a non-profit, non-political, non-religious and an environmental NGO in Myanmar. Although BANCA was officially recognized by the Ministry of Home Affairs, Union of Myanmar on 18 June 2004, BANCA has been active since 2002. BANCA's registered charity number is 1/Local/0141.

BANCA strongly believes that conservation programs can be accomplished successfully only if it is backed up with community development. BANCA has 7 Board of Governance and 6 members of Senior Management Team. The latter is headed by a Executive Director. The backbone of BANCA is its competent ornithologists along with botanists, foresters, zoologists, social scientists, mammalogists, geologists, environmental scientists, marine biologists and herpetologists among others.

Since its establishment in 2004, BANCA has been in close collaboration with international organizations like BirdLife International Indo-China Program, BirdLife International Asia Program (BLI), Royal Society for the Protection of Birds, UK (RSPB), Instituto Oikos (Italy), Flora and Fauna International (FFI), Arcona Consulting, BBC Wildlife Funds, Darwin Initiative, Wildfowl and Wetland Trust (WWT), World Wildlife Fund (WWF), United Nations Development Program (UNDP), Wildlife Conservation Society (WCS) and Swiss Agency for Development and Cooperation (SDC), World Animal Protection, California Davis University, International Conservation Fund of Canada (ICFC), Ramsar Center Japan (RCJ), Norway Environmental Agency, Ministry of Environment Japan, International Union for Conservation of Nature (IUCN) and Oriental Bird Club (OBC). BANCA also works with Government Ministries like the Ministry of Natural Resources and Environmental Conservation (MONREC), Ministry of Agriculture, Livestock and Irrigation (MOALI). Myanmar, Ministry of Education. BANCA is also looking forward to seeing more close collaboration with other international scientific organizations and local environmental NGOs.

## 2. MAJOR ACHIEVEMENTS

**2003:** Publication of "Birds of Myanmar" (2003) in Myanmar language which serves as a field guide and a reference for Myanmar ornithologists and birdwatchers.

**2005:** Receiving the 'Outstanding Award for Biodiversity Conservation' by Ministry of Environmental Conservation and Forestry, Myanmar in 2005.

**2008:** Rediscovery of the critically endangered Gurney's Pitta in Tanintharyi Region in 2003 in collaboration with BirdLife International. Due to this discovery, its status has been down listed to endangered level in 2008.

**2009:** BANCA was awarded as 'Species Guardian of Spoon-billed Sandpiper' by BirdLife International in 2009.

**2010:** Discovery of the Snub-nosed Monkey in Emawbum in 2010 in collaboration with FFI and PRCF.

**2011:** BANCA was recognized in National Biodiversity Strategic Action Plan (NBSAP, 2011) as the second biggest local NGO in Myanmar.

**2014:** Publication of "Shore Birds in Gulf of Mottama" (2014) in Myanmar language which serves as a field guide and a reference for Myanmar ornithologists and birdwatchers.

**2014:** BANCA's Spoon-billed Sandpiper conservation activities were recognized by Ministry of Natural Resource and Environmental Conservation (MONREC) in Fifth National Report to the United Nations Convention on Biological Diversity (March, 2014).

**2014:** Two new Important Bird and Biodiversity Area, MM056 Gulf of Mottama and MM057 Nanthar Island in 2014 was recognized by BirdLife International and recently recognized by MONREC.

**2016:** Rediscovery of the Baer's Pochard in Pyu Lake and Paleik Inn in 2016 in collaboration with BirdLife International.

**2016:** Establishment of Environmental Educational and Sustainability Center at Their Ngu village, Bilin Township, Mon State.

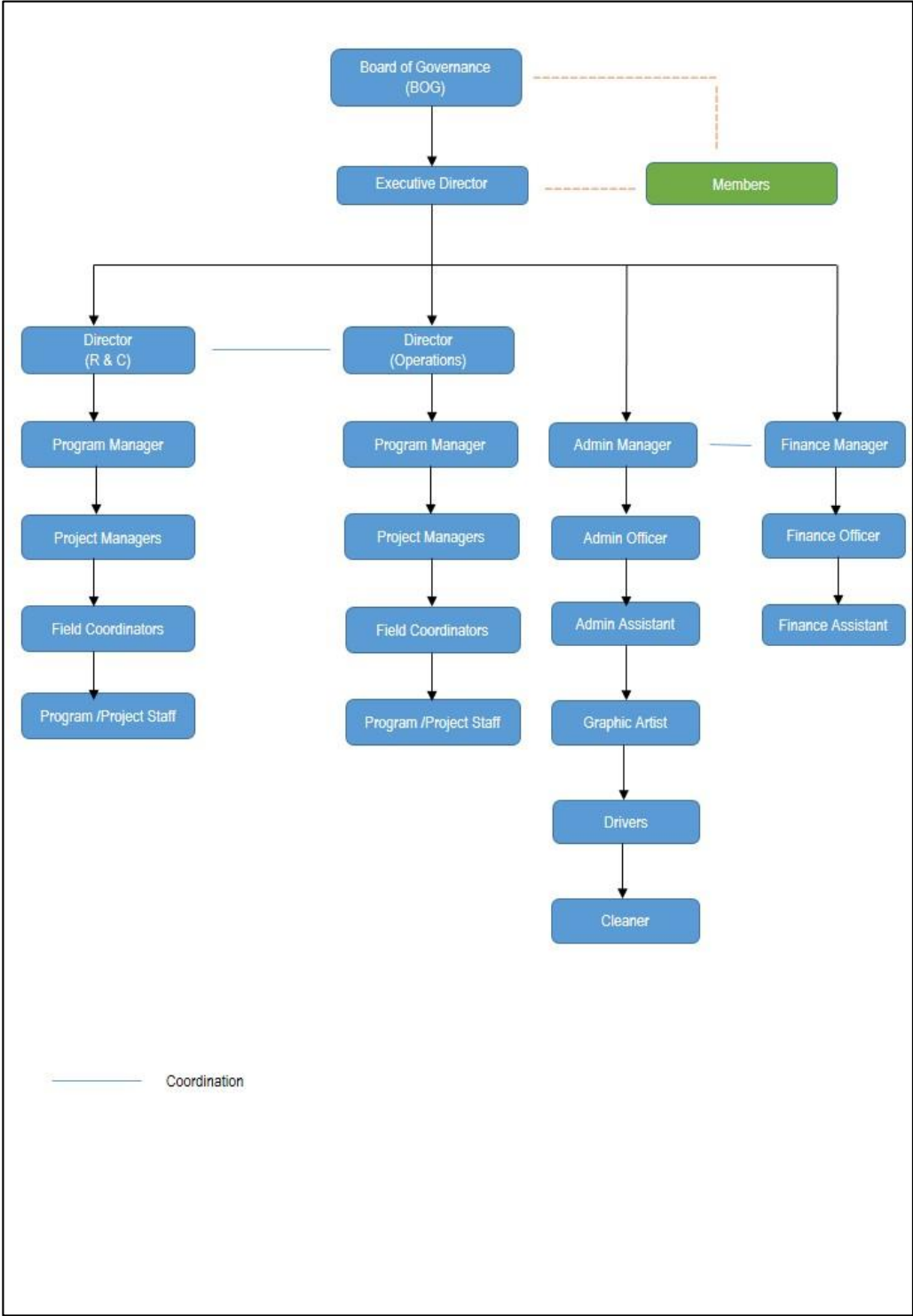
**2017:** BANCA became BirdLife 'Affiliate' in 2005 and full partnership in 2017.

**2017:** Northern part of Gulf of Mottama, Mon State has become 4<sup>th</sup> Ramsar site on 10<sup>th</sup> May 2017.



### 3. ORGANIZATIONAL STRUCTURE

The diagram below shows the organizational structure. Once in two years, an Annual General Meeting is being held. The Board of Governance (BOG) consists of 7 members and the Senior Management Team of 6 members (see Annex 1). The BOG is responsible for general policies and overall financial supervision. The Senior Management Team (SMT) manage day to day activities, including employment of staff according to the work load of activities needed by projects.



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

##### First strategic planning

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

##### Second strategic planning

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

##### Third strategic planning

- Following the changes in the political situation in Myanmar and the rapid development of BANCA, the organization needed to update its strategic plan. The third strategic planning workshop was held from 16<sup>th</sup> to 18<sup>th</sup> January 2014 at BANCA's office in Yangon.
- There were 8 'Objectives' in the new strategic plan.
- The strategic action plan is to last 4 years and will be reviewed and updated every 2 years. The new strategic plan will expire in 2017.
- The workshop was led by Dr. Saw Mon Theint (BANCA chairperson, 2013- 2015) and facilitated by Board of Directors, Executive Committee members and BANCA staff.

##### Fourth strategic planning

- The fourth strategic planning was held on 14<sup>th</sup> and 15<sup>th</sup> March 2018 in BANCA office. It was led by U Saw Tun Khaing, Executive Director and facilitated by Paul. Insu Cao (Royal Society for Protection of Bird, UK) with Board of Governance members and Senior Management Team (SMT).
- The strategic action plan was updated based on guide line of BirdLife International partners on preparing strategic and operational plans.
- There were four Goals and four objectives in this updated strategic plan.

## 5. STRATEGIC FRAMEWORK

BANCA's strategic plan is built upon the under-structured strategic framework.



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

## 6. VISION

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

## 7. MISSION

“Conservation of nature, primarily biological diversity, through action based on research, advocacy, partnership, network building, education, people’s participation, livelihood development and public awareness”

## 8. VALUES

BANCA values are Teamwork, Professional spirit, Integrity and Positive impact.

### Teamwork

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

### Professional spirit

We value multi-disciplinary teams and utilise both local and international expertise. We are committed to have a thorough understanding of Myanmar’s nature and biodiversity. We use this knowledge to address the root



causes of problems and to come up with creative solutions. In all our endeavours we act in a professional way and strive towards excellence.

### Integrity

We practise as mandated by the strategic themes and are committed to do the right things. We are accountable to our members, partners and especially to the communities with which we work. We act transparently and are open about our plans, actions and results.

### Positive impact

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

## 9. WHAT WE WANT TO ACHIEVE BY 2020

The image shows three blue arrow-shaped boxes pointing to the right, arranged vertically. Each box contains a goal on the left and a list of actions on the right.

- Dynamic and respected organization with active members**
  - BANCA will update 'Conservation Strategy' in accordance with the National Biodiversity Strategic Action Plan (NBSAP) and other relevant National Plans.
  - BANCA will participate and contribute in the National Biodiversity Conservation Committee, National Red list Technical Working Group, Technical Advisory Group on Protected Areas (TAGPA) as well as in the implementation of National Biodiversity Strategic Action Plan (NBSAP). BANCA will also promote designated new Protected Areas, Ramsar Site, Indigenous Community Conservation Area (ICCA) and Key Biodiversity Areas through participation.
- Transparent and positive impact on implementation of projects**
  - BANCA will disseminate conservation information to relevant institutions and general public. Moreover, BANCA will host seminars & lectures, promote awareness programs in collaboration with both local & international institutions and organizations.
- Effective conservation through Co-Management System**
  - For community development, BANCA will use multiple approaches 1. Agro-forestry 2. Community forestry 3. Sustainable economy and 4. Livelihood development. This goal will be assessed with awareness status, livelihood status and standards of living (assets) of local community. It is assumed that local people are willing to participate in conservation activities.
  - BANCA will have regular contact with relevant government officials and perform more projects in Protected Areas and National Parks under the authority of the Forest Department of MONREC.

## 10. STRATEGIC GOALS

In order to achieve BANCA’s mission, BANCA has defined four strategic goals upon which it will focus.

### Goal 1: Save Species

To consider the base line of total, common and rare species in developing this area. Reference to the IUCN Red list and other key data sets is essential.

### Goal 2: Site and Habitat

To consider the base line of protected, unprotected, threatened and other habitats in developing this area. Reference to the Important Bird and Biodiversity Area and the Key Biodiversity Area sites are essential.

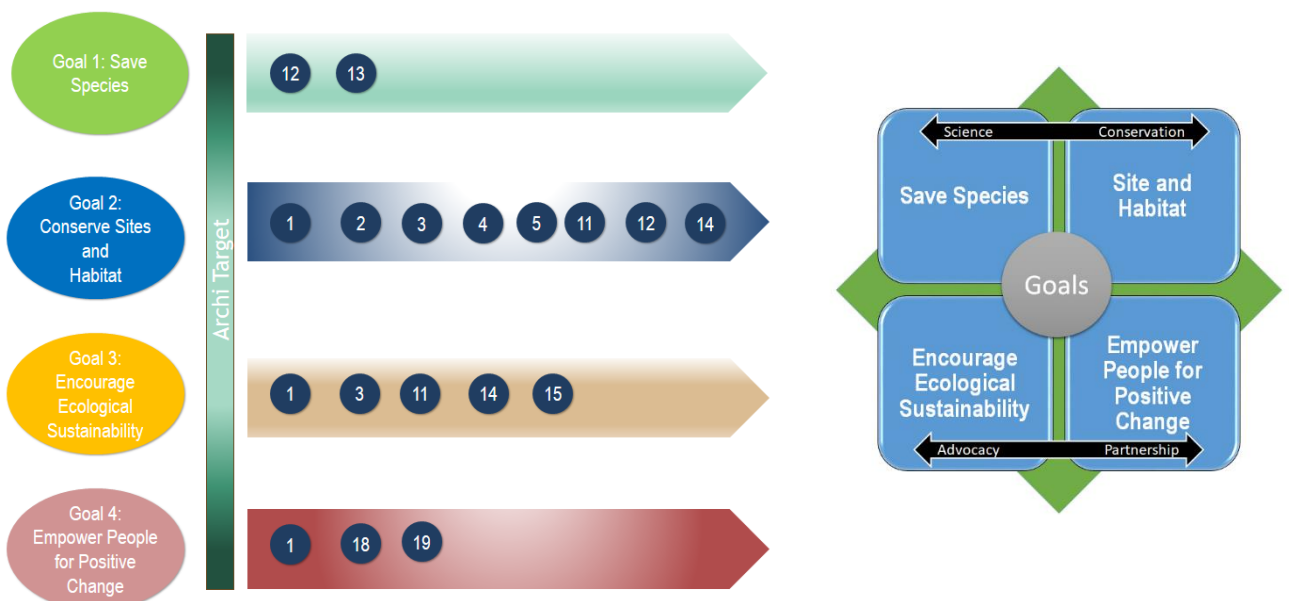
### Goal 3: Encourage Ecological Sustainability

To consider on consumption and protection of resources are at the core of ecological sustainability.

### Goal 4: Empower People for Positive Change

To consider including key communities and stakeholders which support the organisation and the reason for targeting these. Typical communities for engagement and influence include government, funding sources, cooperates, land owners, members and others.

BANCA’s Strategic Action Plan (2018-2020) is contributes to the conservation of Myanmar’s biodiversity to address new and emerging challenges arising from political, economic and social reform in Myanmar, as well as into account new opportunities, and align targets and actions with the Archi Biodiversity Targets National Biodiversity Strategic Action Plan 2015-2020 (NBSAP)



**11. YEARLY ACTIVITIES****Goal 1: Save Species****Objective 1: Improve the conservation status of key species and habitat****Objective 2 :Update the National Red list species**

<b>Activities of 2018</b>
1.1 Monitoring on migratory shore birds population in coastal area of Myanmar. 1.2 Monitoring on population and distribution of Gurney's Pitta in Tanintharyi Region. 1.3 Monitoring on population and distribution of Helmeted Hornbill in Tanintharyi Region. 1.4 Monitoring on seaturtle nesting area in Nanthar Island. 1.5 Monitoring on the status of Vulture in Eastern part Myanmar. 1.6 Gibbon distribution and population status in Northern and Western part of Myanmar. 1.7 Survey on the bird trade in Mandalay and Yangon. 1.8 Asiatic Black Bear conservation (investigation on bear farms) in Eastern Myanmar.
<b>Activities of 2019</b>
1.1 Monitoring on migratory shore birds population in coastal area of Myanmar. 1.2 Monitoring on population and distribution of Gurney's Pitta in Tanintharyi Region. 1.3 Monitoring on population and distribution of Helmeted Hornbill in Tanintharyi Region. 1.4 Monitoring of Sea Turtle nesting area in Nanthar Island, Rakhine State. 1.5 Monitoring on the status of Vulture in Eastern part Myanmar. 1.6 Monitoring on the population of Baer's Pochard in Pyu Lake and Paleik Inn, Mandalay Region. 1.7 Monitoring on distribution and population of Green Peafowl in Shan State. 1.8 Gibbon distribution and population status in Northern and Western part of Myanmar. 1.9 Research on the ecology of Phayre's Leaf Monkey and Rhesus macaque in Popa Mountain Park and Popa volcanic Plug. 1.10 Phayre's Leaf Monkey investigation in Sagaing, Mandalay, Ayeyarwady, Kayin and Tanintharyi Region 1.11 Preliminary survey of distribution of horse shoe crab in coastal area of Myanmar. 1.12 Conservation of extant species of Thaw-Ka-Gyi ( <i>Amherstia nobilis</i> ) in Kelatha WS. 1.13 Research on the distribution of Yellow-breasted Bunting in Ayeyarwaddy Region, Mandalay Region.
<b>Activities of 2020</b>
1.1 Monitoring on migratory shore birds population in coastal area of Myanmar. 1.2 Monitoring on population and distribution of Helmeted Hornbill in Tanintharyi Region. 1.3 Monitoring on the status of Vulture in Eastern part Myanmar. 1.4 Monitoring on the population of Baer's Pochard in Pyu Lake and Paleik Inn, Mandalay Region. 1.5 Monitoring on distribution and population of Green Peafowl in Shan State. 1.6 Population count on Masked Finfoot ( <i>Heliopais personatus</i> ) in Tamanthi Wildlife Sanctuary. 1.7 Research on the distribution of Yellow-breasted Bunting in Ayeyarwaddy Region, Mandalay Region.

**Goal 2: Conserve Sites and Habitat****Objective 1: Increase Key Biodiversity Areas and strengthening protected area management****Objective 2: Form effective partnerships with community, institutions, national and international organizations**

<b>Activities of 2018</b>
<ul style="list-style-type: none"> <li>2.1 Ramsar sites designation in Bago and Southern part of Mon State.</li> <li>2.2 Establish community conservation plan in Gulf of Mottama.</li> <li>2.3 Designate East Asian- Australasian Flyway Network (EFN) site (Nanthar Island)</li> <li>2.4 Monitoring on status of Important Birds and Biodiversity Areas (IBA) in Myanmar.</li> <li>2.5 Protected Area management planning of Popa Mountain Park.</li> <li>2.6 Involving community in conservation of Gurney's Pitta in Tanintharyi Region.</li> <li>2.7 Maintenance of tree seedling nursery for sustainable distribution of seedlings for restoration of forest covers for 3 coastal villages of Gulf of Mottama.</li> <li>2.8 Monitoring on new potential KBAs in Central Myanmar and Kayan Region.</li> <li>2.9 Promote the development of Lenya Reserve Forest as a National Park.</li> </ul>
<b>Activities of 2019</b>
<ul style="list-style-type: none"> <li>2.1 Ramsar sites designation in Bago Region and Southern part of Mon State (Gulf of Mottama)</li> <li>2.2 Designate East Asian-Australasian Flyway Network (EFN) site (Nanthar Island, Bokeyyin mudflat)</li> <li>2.3 Preliminary biodiversity survey in Yekan-Phulaw Complex of Kayan special Region (3), Pekhon Township, Southern Shan State.</li> <li>2.4 Involve multi-stakeholders in conservation of low land forest in Tanintharyi Region.</li> <li>2.5 Designation of new KBAs (Pyu Lake) in central Myanmar.</li> <li>2.6 Case study on sustainable development of Popa Mountain water-shed area for Kyetmauk Taung Dam in Kyaukpadaung Township, Mandalay Region.</li> <li>2.7 Case study on utilization of Non-Timber Forest Product (NTFP) from Popa Mountain Park by the surrounding local communities of Popa Area.</li> <li>2.8 Development of waste management programme in and around Popa Mountain Park, Kyaukpadaung Township, Mandalay Region.</li> <li>2.9 Propose new Protected Areas (PA) (Rakhine, Ayeyarwaddy and Tanintharyi coastal area).</li> </ul>
<b>Activities of 2020</b>
<ul style="list-style-type: none"> <li>2.1 Ramsar sites designation in Nanthar Island and Tanintharyi coast (Bokeyyin mudflat)</li> <li>2.2 Development of community forest and support to self-reliant Drug Rehabilitation Center at Kadu village, Pekhon Township, Kayan Special Region (3), Southern Shan State.</li> <li>2.3 Propose new protected areas (Rakhine, Ayeyarwaddy and Tanintharyi coastal area).</li> <li>2.4 Development of new Key Biodiversity Area- Pyu Lake, Tadar U Township, central Myanmar.</li> <li>2.5 Involve multi-stakeholders in conservation of low land forest in Tanintharyi Region.</li> </ul>

**Goal 3: Encourage Ecological Sustainability****Objective 1: To secure the livelihood of vulnerable communities and development of their status****Objective 2: Initiate the practice of Co-Management system in ecological sustainability**

<b>Activities of 2018</b>
<ul style="list-style-type: none"> <li>3.1 Protected Area management planning of Popa Mountain Park.</li> <li>3.2 Research on epidemiology of Zoonotic Virus in Forest community in key area of biodiversity in rural Myanmar.</li> <li>3.3 Secure community livelihoods neighbouring around the Protected Areas in Myanmar.(Popa, Alaungdaw Kaphatha,Kelatha WS)</li> <li>3.4 Securing habitat of Yellow-breasted bunting in cultivated areas (Ayarwaddy and Mandalay).</li> <li>3.5 Maintenance of tree seedling nursery for sustainable distribution of seedlings for restoration of forest covers for 3 coastal villages of Gulf of Mottama.</li> </ul>
<b>Activities of 2019</b>
<ul style="list-style-type: none"> <li>3.1 Implementation of Protected Area Management of Popa Mountain Park.</li> <li>3.2 Socio-economic assessment on shifting cultivation culture in 3 villages of Kayan Region.</li> <li>3.3 Clean water supply from spring sources of Kelatha WS to three water-deficient coastal villages of GoM in Mon State.</li> <li>3.4 Secure community livelihoods neighbouring around the Protected Areas in Myanmar. (Popa, Alaungdaw Kaphatha,Kelatha WS)</li> <li>3.5 Securing habitat of Yellow-breasted bunting in cultivated areas of Myanmar.</li> <li>3.6 Involving community in conservation of Gurney's Pitta in Tanintharyi Region.</li> <li>3.7 Evaluation of ecosystem services of Kelatha WS in Bilin Township, Mon State.</li> <li>3.8 Research on long-tailed macaque in Kelatha WS.</li> <li>3.9 Maintenance of tree seedling nursery for sustainable distribution of seedlings for restoration of forest covers for 3 coastal villages of Gulf of Mottama</li> </ul>
<b>Activities 2020</b>
<ul style="list-style-type: none"> <li>3.1 Implementation of Protected Area Management of Popa Mountain Park.</li> <li>3.2 Promote alternative livelihoods for farmers in 3 villages of Kayan Region</li> <li>3.3 Pilot project for organic farming in 3 villages of Kayan Region</li> <li>3.4 Capacity building and ToT training for farmers and Local Conservation Groups.</li> <li>3.5 Secure community livelihoods neighbouring around the Protected Areas in Myanmar. Popa, Alaungdaw Kaphatha,Kelatha WS)</li> <li>3.6 Securing habitat of Yellow-breasted bunting in cultivated areas of Myanmar.</li> <li>3.7 Maintenance of tree seedling nursery for sustainable distribution of seedlings for restoration of forest covers for 3 coastal villages of Gulf of Mottama</li> </ul>

**Goal 4: Empower People for Positive Change****Objective 1: Advocate for improve conservation policies and practices****Objective 2: Strengthening of financial and organizational structure**

<b>Activities of 2018</b>
<p>4.1 Establish new Community-Based Organisations (CBOs) and Local Conservation Groups (LCGs) in (Rakhine, Kayan, Tanintharyi Region)</p> <p>4.2 Promote Communication Education Participation and Awareness (CEPA) activities for wetlands users and managers.</p> <p>4.3 Promote eco-tourism in Mon and Tanintharyi.</p> <p>4.4 Involving community in conservation of Gurney's Pitta in Tanintharyi Region</p> <p>4.5 Develop curriculum of biodiversity conservation for coastal zone management.</p> <p>4.6 Develop guide book for biodiversity conservation.</p> <p>4.7 Empowerment of CBO "Kelatha Forever" in support of the co-management system for conservation of Kelatha WS, in Mon State.</p> <p>4.8 Capacity Building on the conservation of Baer's Pochard in community-based organisation (Shwe Kan-Thar Nature Conservation Association SKNCA and Paleik Lover Association)</p> <p>4.9 Enhancing capacity on the conservation of biodiversity in community based organisation. (Kelatha Forever, Environmental Conservation Network of Kayan Region (ECNKR), Shwe Kan-thayar Nature Conservation Association, Biodiversity and Environmental Conservation Association of Rakhine – BECAR).</p> <p>4.10 Community based-conservation of Baer's Pochard in Paleik Inn and Pyu Lake, central Myanmar.</p> <p>4.11 Develop positions for volunteers and internships of graduate students.</p> <p>4.12 Training (biodiversity conservation)</p> <p>4.13 Recruit qualify staff</p> <p>4.14 Monitoring and Evaluation on staff performance and projects</p> <p>4.15 Bird watching tourism</p> <p>4.16 Development of membership plan and activities with members.</p> <p>4.17 Improving BANCA's communication channels to public awareness through media</p> <p>4.18 Capacity building training for biodiversity conservation to Universities and other institutions.</p>
<b>Activities of 2019</b>
<p>4.1 Promote Communication Education Participation and Awareness (CEPA) activities for wetlands users and managers.</p> <p>4.2 Promote eco-tourism Mon and Kayan and Tanintharyi region.</p> <p>4.3 Develop School curriculum for biodiversity conservation in secondary students and universities level.</p> <p>4.4 Develop positions for volunteers and internships for graduate students.</p> <p>4.5 Training (biodiversity conservation)</p> <p>4.6 Recruit qualify staff</p> <p>4.7 Monitoring and Evaluation on staff performance and projects</p> <p>4.8 Bird watching tourism</p> <p>4.9 Development of membership plan and develop activities with members.</p> <p>4.10 Improving BANCA's communication channels for public outreach.</p>
<b>Activities of 2020</b>
<p>4.1 Promote eco-tourism Mon, Kayan and Tanintharyi Region.</p> <p>4.2 Promote Communication Education Participation and Awareness (CEPA) activities for wetlands users and managers</p>

- 4.3 Develop positions for volunteers and internships for graduate students.
- 4.4 Training (biodiversity conservation)
- 4.5 Recruit qualify staff
- 4.6 Monitoring and Evaluation on staff performance and projects
- 4.7 Bird watching tourism
- 4.8 Development of membership plan and develop activities with members.
- 4.9 Improving BANCA's communication channels for public outreach.

**ANNUAL WORK PLAN (2018)**

Strategic Goal 1:	Actions	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	(Supporting Program)
<b>Save Species</b>	1.1 Monitoring on migratory shore birds population in coastal area of Myanmar													Operations
	1.2 Monitoring on population and distribution of Gurney's Pitta in Tanintharyi Region													R & C
	1.3 Monitoring on population and distribution of Helmeted Hornbill in Tanintharyi Region													R & C
	1.4 Monitoring on seaturtle nesting area in Nanthar Island													Operations
	1.5 Monitoring on the status of Vulture in Eastern part Myanmar													R & C
	1.6 Gibbon distribution and population status in Northern and Western part of Myanmar													Operations
	1.7 Survey on the bird trade in Mandalay and Yangon working together with TRAFFIC													R & C
	1.8 Asiatic Black Bear conservation (investigation on bear farms) in Eastern Myanmar.													Operations

Strategic Goal 2:	Actions	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	(Supporting Program)
<b>Conserve Sites and Habitat</b>	2.1 Ramsar sites designation in Bago and Southern part of Mon State													Operations
	2.2 Establish community conservation plan in Gulf of Mottama.													Operations
	2.3 Designate East Asian- Australasian Flyway Network (EFN) site (Nanthar Island)													Operations
	2.4 Monitoring on status of Important Birds and Biodiversity Areas (IBA) in Myanmar													R & C
	2.5 Protected Area management planning of Popa Mountain Park													R & C



Strategic Goal 2:	Actions	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	(Supporting Program)
	2.6 Involving community in conservation of Gurney's Pitta in Tanintharyi Region.													R & C
	2.7 Maintenance of tree seedling nursery for sustainable distribution of seedlings for restoration of forest covers for 3 coastal villages of Gulf of Mottama													R & C
	2.8 Monitoring on new potential KBAs in Central Myanmar and Kayan Region													R & C
	2.9 Promote the development of Lenya Reserve Forest as a National Park.													R & C

Strategic Goal 3:	Actions	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	(Supporting Program)
<b>Encourage Ecological Sustainability</b>	3.1 Protected Area management planning of Popa Mountain Park													R & C
	3.2 Research on epidemiology of Zoonotic Virus in Forest community in key area of biodiversity in rural Myanmar.													Operations
	3.5 Secure community livelihoods neighboring around the Protected Areas in Myanmar													Operations
	3.6 Securing habitat of Yellow-breasted bunting in cultivated areas of Myanmar													R & C
	3.5 Maintenance of tree seedling nursery for sustainable distribution of seedlings for restoration of forest covers for 3 coastal villages of Gulf of Mottama.													Operations, R & C

Strategic Goal 4:	Actions	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	(Supporting Program)
<b>Empower People for Positive Change</b>	4.1 Establish new Community-Based Organisations (CBOs) and Local Conservation Groups (LCGs) in (Rakhine, Kayan, Taninthar Region)													Operations, R & C
	4.2 Promote Communication Education Participation and Awareness (CEPA) activities for wetlands users and managers													Operations, R & C
	4.3 Promote eco-tourism in Mon and Tanintharyi.													Operations, R & C
	4.4 Involving community in conservation of Gurney's Pitta in Tanintharyi Region													R & C
	4.5 Develop curriculum of biodiversity conservation for coastal zone management.													Operations, R & C
	4.6 Develop guide book for biodiversity conservation.													Operations, R & C
	4.7 Empowerment of CBO "Kelatha Forever" in support of the co-management system for conservation of Kelatha WS, in Mon State													Operations, R & C
	4.8 Capacity Building on the conservation of Baer's Pochard in community-based organisation (Shwe Kan-Thar Nature Conservation Association SKNCA and Paleik Lover Association)													R & C
	4.9 Enhancing capacity on the conservation of biodiversity in community based organisation. ( Kelatha Forever, Environmental Conservation Network of Kayan Region (ECNKR), Shwe Kan-thayar Nature Conservation Association, Biodiversity and Environmental Conservation Association of Rakhine –BECAR).													Operations, R & C
	4.10 Community based-conservation of Baer's Pochard in Paleik Inn and Pyu Lake, central Myanmar.													R & C
	4.11 Develop positions for volunteers and internships of graduate students													Operations, R & C
	4.12 Training (biodiversity conservation)													Operations, R & C
	4.13 Recruit qualify staff													Operations, R & C

Strategic Goal 4:	Actions	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	(Supporting Program)
	4.14 Monitoring and Evaluation on staff performance and projects													Operations, R & C
	4.15 Bird watching tourism													
	4.16 Development of membership plan and activities with members.													Operations
	4.17 Improving BANCA's communication channels to public awareness through media													Operations
	4.18 Capacity building training for biodiversity conservation to Universities and other institutions													Operations, R & C

## ANNUAL WORK PLAN (2019)

Strategic Goal 1:	Actions	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	(Supporting Program)
Save Species	1.1 Monitoring on migratory shore birds population in coastal area of Myanmar													Operations
	1.2 Monitoring on population and distribution of Gurney's Pitta in Tanintharyi Region.													R & C
	1.3 Monitoring on population and distribution offHelmeted Hornbill in Tanintharyi Region.													R & C
	1.4 Monitoring of Sea Turtle nesting area in Nanthar Island,Rakhine State													Operations
	1.5 Monitoring on the status of Vulture in Eastern part Myanmar.													R & C
	1.6 Monitoring on the population of Baer's Pochard in Pyu Lake and Paleik Inn, Mandalay Region.													R & C
	1.7 Monitoring on distribution and population of Green Peafowl in Shan State.													R & C
	1.8 Gibbon distribution and population status in Northern and Western part of Myanmar.													Operations

	1.9 Research on the ecology of Phayre's Leaf Monkey and Rhesus macaque in Popa Mountain Park and Popa volcanic Plug.														R & C
	1.10 Phayre's Leaf Monkey investigation in Sagaing, Mandalay, Ayeyarwady, Kayin and Tanintharyi Region														R & C
	1.11 Preliminary survey of distribution of horse shoe crab in coastal area of Myanmar.														Operations
	1.12 Conservation of extant species of Thaw-Ka-Gyi ( <i>Amherstia nobilis</i> ) in Kelatha WS														R & C
	1.13 Research on the distribution of Yellow-breasted Bunting in Ayeyarwaddy Region, Mandalay Region.														R & C

Strategic Goal 2:	Actions	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	(Supporting Program)
Conserve Sites and Habitat	2.1 Ramsar sites designation in Bago Region and Southern part of Mon State (Gulf of Mottama)													Operations
	2.2 Designate East Asian-Australasian Flyway Network (EFN) site (Nanthar Island, Bokepyin mudflat)													Operations
	2.3 Preliminary biodiversity survey in Yekan-Phulaw Complex of Kayan special Region (3), Pekhon Township, Southern Shan State .													R & C
	2.4 Involve multi-stakeholders in conservation of low land forest in Tanintharyi Region.													R & C
	2.5 Designation of new KBAs (Pyu Lake) in central Myanmar.													R & C
	2.6 Case study on sustainable development of Popa Mountain watershed area for Kyetmauk Taung Dam in Kyaukpadaung Township, Mandalay Region.													R & C
	2.7 Case study on utilization of Non-Timber Forest Product (NTFP) from Popa Mountain Park by the surrounding local communities of Popa Area.													Operations, R & C
	2.8 Development of waste management programme in and around Popa Mountain Park, Kyaukpadaung Township, Mandalay Region.													R & C
	2.9 Propose new Protected Areas (PA) (Rakhine, Ayeyarwaddy and Tanintharyi coastal area).													Operations, R & C

Strategic Goal 3:	Actions	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	(Supporting Program)
<b>Encourage Ecological Sustainability</b>	3.1 Implementation of Protected Area Management of Popa Mountain Park													R & C
	3.2 Socio-economic assessment on shifting cultivation culture in Kayan Region													Operations, R & C
	3.3 Clean water supply from spring sources of Kelatha WS to three water-deficient coastal villages of GoM in Mon State.													Operations, R & C
	3.4 Secure community livelihoods neighbouring around the Protected Areas in Myanmar. (Popa, Alaungdaw Kaphatha, Kelatha WS)													R & C
	3.5 Securing habitat of Yellow-brested bunting in cultivated areas of Myanmar.													R & C
	3.6 Involving community in conservation of Gurney's Pitta in Tanintharyi Region.													R & C
	3.7 Evaluation of ecosystem services of Kelatha WS in Bilin Township, Mon State													R & C
	3.8 Research on long-tailed macaque in Kelatha WS.													Operations, R & C
	3.9 Maintenance of tree seedling nursery for sustainable distribution of seedlings for restoration of forest covers for 3 coastal villages of Gulf of Mottama													Operations, R & C

Strategic Goal 4:	Actions	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	(Supporting Program)
<b>Empower People for Positive Change</b>	4.1 Promote Communication Education Participation and Awareness (CEPA) activities for wetlands users and managers													Operations, R & C
	4.2 Promote eco-tourism Mon, Kayan and Tanintharyi Region.													Operations, R & C
	4.3 Develop School curriculum for biodiversity conservation in secondary students and universities level.													Operations, R & C

Strategic Goal 4:	Actions	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	(Supporting Program)
	4.4 Develop positions for volunteers and internships for graduate students.													Operations
	4.5 Training (Biodiversity Conservation )													Operations, R &C
	4.6 Recruit qualify staff													Operations, R &C
	4.7 Monitoring and Evaluation on staff performance and projects													Operations, R &C
	4.8 Bird watching tourism													Operations, R &C
	4.9 Development of membership plan and develop activities with members.													Operations
	4.10 Improving BANCA's communication channels for public outreach.													Operations, R &C

## ANNUAL WORK PLAN (2020)

Strategic Goal 1:	Actions	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	(Supporting Program)
Save Species	1.1 Monitoring on migratory shore birds population in coastal area of Myanmar.													Operations
	1.2 Monitoring on population and distribution of Helmeted Hornbill in Tanintharyi Region													R & C
	1.3 Monitoring on the status of Vulture in Eastern part Myanmar.													R & C
	1.4 Monitoring on the population of Baer's Pochard in Pyu Lake and Paleik Inn, Mandalay Region.													R & C
	1.5 Monitoring on distribution and population of Green Peafowl in Shan State.													R & C
	1.6 Research on the distribution of Yellow-breasted Bunting in Ayeyarwaddy Region, Mandalay Region													R & C

Strategic Goal 2:	Actions	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	(Supporting Program)
<b>Conserve Sites and Habitat</b>	2.1 Ramsar sites designation in Nanthar Island and Tanintharyi coast (Bokepyin mudflat)													Operations
	2.2 Development of community forest and support to self-reliant Drug Rehabilitation Center at Kadu village, Pekhoh Township, Kayan Special Region (3), Southern Shan State.													Operations, R & C
	2.3 Propose new protected areas (Rakhine, Ayeyarwaddy and Tanintharyi coastal area).													Operations, R & C
	2.4 Development of new Key Biodiversity Area- Pyu Lake, Tadar U Township, central Myanmar.													R & C
	2.5 Involve multi-stakeholders in conservation of low land forest in Tanintharyi Region.													R & C

Strategic Goal 3:	Actions	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	(Supporting Program)
<b>Encourage Ecological Sustainability</b>	3.1 Implementation of Protected Area Management of Popa Mountain Park													R & C
	3.2 Promote alternative livelihoods for farmers in Kayan Region													R & C
	3.3 Pilot project for organic farming in Kayan Region													R & C
	3.4 Capacity building and ToT training for farmers and Local Conservation Groups.													Operations, R & C
	3.5 Secure community livelihoods neighbouring around the Protected Areas in Myanmar.Popa, Alaungdaw Kaphatha,Kelatha WS)													R & C
	3.6 Securing habitat of Yellow-breasted bunting in cultivated areas of Myanmar.													R & C
	3.7 Maintenance of tree seedling nursery for sustainable distribution of seedlings for restoration of forest covers for 3 coastal villages of Gulf of Mottama													Operations, R & C

Strategic Goal 4:	Actions	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	(Supporting Program)
<b>Empower People for Positive Change</b>	4.1 Promote eco-tourism Mon, Kayan and Tanintharyi Region.													Operations, R &C
	4.2 Promote Communication Education Participation and Awareness (CEPA) activities for wetlands users and managers													Operations
	4.3 Develop positions for volunteers and internships for graduate students													Operations, R &C
	4.4 Training (Biodiversity Conservation)													Operations, R &C
	4.5 Recruit qualify staff													Operations, R &C
	4.6 Monitoring and Evaluation on staff performance and projects													Operations, R &C
	4.7 Bird watching tourism													Operations, R &C
	4.8 Development of membership plan and develop activities with members.													Operations
	4.9 Improving BANCA's communication channels for public outreach.													Operations



## 12. ACKNOWLEDGEMENTS

This Strategic Action Plan couldn't be accomplished without the learned suggestions and participation of the following experienced persons for which we would like to express our appreciation:

- For all seven members of Board of Governance U Tin Aye is headed as Chairperson.
- Members of Senior Management Team of BANCA who has laboriously crafted the comprehensive functional plan of BANCA.
- Valuable contributions of Dr. Thinzar Kywe (Assistant Director) from Nature and Wildlife Conservation Division, Forest Department.
- And finally to Mr.Paul.Insua-Cao of RSPB, whose presence, advice and guidance still paves the way for expansion in networking of BANCA with other international conservation organisations.



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**SAVE BIODIVERSITY FOR YOUR LIFE**

## ANNEX 1: BOARD OF GOVERNANCE AND SENIOR MANAGEMENT TEAM

Updated: March 2018

### Composition of Board of Governance

Position	Name
Chairperson	U Tin Aye
Treasurer	U Saw Win
Member	U Mehm Ko Ko Gyi
Member	Dr. Saw Lwin
Member	Dr. Nay Soe Maung
Member	U Than Myint
Member	U Myint Swe

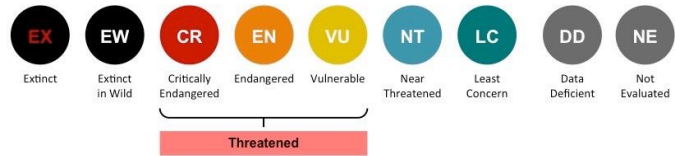
### Composition of Senior Management Team

Position	Name
Executive Director	U Saw Tun Khaing
General Secretary	U Pyae Phyo Aung
Member	U Aung Kyaw Nyunt
Member	U Thaw Phyo Shwe
Member	Daw Zun Khaing Thin
Member	Dr.Thiri Dae We Aung

**ANNEX 2: DEFINITIONS OF STRATEGIC FRAMEWORK**

Element	Definition
Vision	Statement of what the organization wants to achieve or accomplish in the future. It is an image of the future created on the assumption that the organization will achieve its purpose.
Mission	The mission is a meaningful statement of the fundamental purpose of the organization. It describes precisely what an organization does.
Values	Values are the beliefs of an organization. What do we stand for and how does the organization conduct itself? Values are what you believe is the right way to do things and to deal with people, and what you believe about the way that, ideally, the world ought to be organised.
Strategic Purpose until 2020	The organization's overall goal until 2020.
Strategic Goals	A specific area in which we will work.
Activities	Activities which should lead to reaching our objectives.

## ANNEX 3: PRIORITY SPECIES

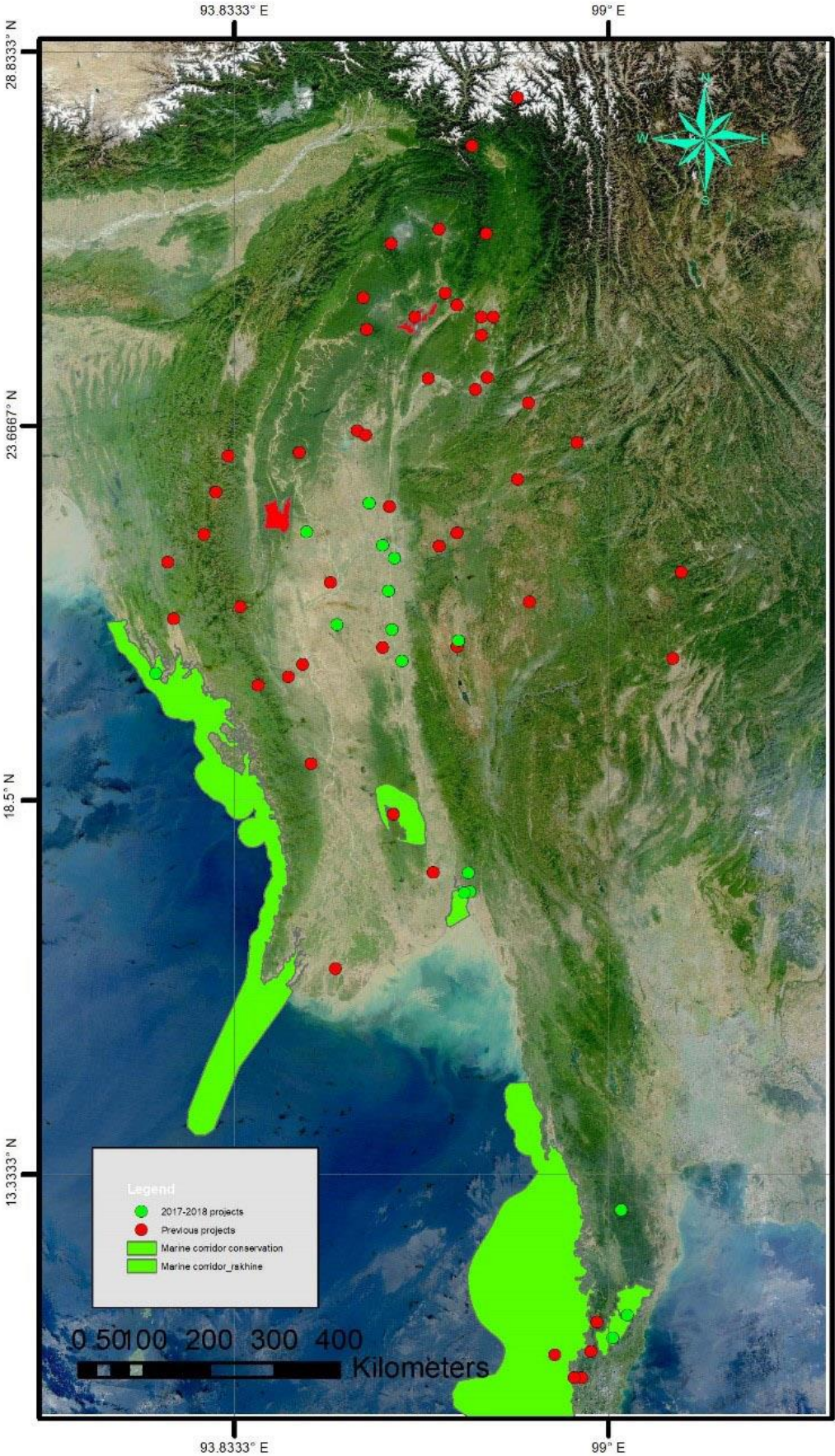


Sr.No	Common Name	Scientific Name	Type	IUCN status
1	Spoon-billed Sandpiper	<i>Calidris pygmaea</i>	Bird	CR
2	Baer's Pochard	<i>Aythya baeri</i>	Bird	CR
3	Helmeted Hornbill	<i>Rhinoplax vigil</i>	Bird	CR
4	Yellow-breasted bunting	<i>Emberiza aureola</i>	Bird	CR
5	Slender-billed vulture	<i>Gyps tenuirostris</i>	Bird	CR
6	White-rumped Vulture	<i>Gyps bengalensis</i>	Bird	CR
7	Red-headed Vulture	<i>Sarcogyps calvus</i>	Bird	CR
8	Gurney's Pitta	<i>Pitta gurneyi</i>	Bird	EN
9	Green Peafowl	<i>Pavo muticus</i>	Bird	EN
10	Spotted Greenshank	<i>Tringa guttifer</i>	Bird	EN
11	Great Knot	<i>Calidris tenuirostris</i>	Bird	EN
12	Lesser Adjutant	<i>Leptoptilos javanicus</i>	Bird	VU
13	Ferruginous pochard	<i>Aythya nyroca</i>	Bird	NT
14	Hoolock Gibbon	<i>Hoolock hoolock</i>	Mammal	EN
15	Phayer's Leaf Monkey	<i>Trachypithecus phayrei</i>	Mammal	EN
16	Green Sea turtle	<i>Chelonia mydas</i>	Turtle	EN
17	Horseshoe crabs	<i>Rhinoplax vigil</i>	Marine Arthropods	DD
18	Thaw-Ka-Gyi	<i>Amherstia nobilis</i>	Plant	Endemic

**ANNEX 4: PRIORITY SITES**

1. Kachin State
2. Chin State
3. Sagaing Region
4. Mandalay Region
5. Mt.Popa
6. Shan State
7. Kayan Special Region
8. Kayin State
9. Ayawaddy Region
10. Mon State
11. Lenya and Ngawon (Tanintharyi)
12. Coastal (Rakhine,Ayawaddy,Gulf of Mottama,Tanintharyi)

ANNEX 5: MAP OF PAST AND CURRENT PROJECTS IMPLEMENTATION







## **Biodiversity And Nature Conservation Association (BANCA)**

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