

LION GUARDIANS

CONSERVING LIONS & PRESERVING CULTURES



STRATEGIC PLAN

2013-2017

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1 EXECUTIVE SUMMARY

For almost a decade, Lion Guardians has protected lions and preserved tradition within the Amboseli ecosystem in Kenya. Our unique approach to participatory conservation, built on the strong foundation of science and traditional ecological knowledge, has made us one of the foremost lion conservation organizations in East Africa today. Lion Guardians' work has become even more critical, as human populations rapidly increase and lion range and habitat dramatically disappear. In order to position ourselves to expand our work and impacts and meet the growing challenges lions face today, we have developed this strategic plan to guide our growth during 2013-2017.

Lion Guardians bases its conservation work on local cultural values and economic interests, working with local communities to reduce predation by lions on livestock and enlisting community members in monitoring and protecting lions. The methods for reducing human-lion conflict and improving lion survival that we have developed in southern Kenya over the past seven years have recorded considerable success. In recent years, we have documented a near cessation of previously high levels of lion killing by local pastoralist communities, and a recovery of the lion population of the Amboseli ecosystem, with the total population nearly tripling since 2008. Since our inception, we have helped communities avoid millions of dollars in potential losses through the recovery of lost livestock and we now employ over 70 Kenyans and Tanzanians.

Over the next five years, we plan to expand our geographic coverage to enhance the movement and survival of lions throughout the trans-boundary Maasailand ecosystem of southern Kenya and northern Tanzania. By expanding Lion Guardians' coverage in key community lands in this wider wildlife-rich region, we can help assure the connectivity of some of Africa's largest lion populations¹ and thereby their survival. We will do this by working with key strategic partners as well as some limited expansion of our own field presence in the Amboseli-Tsavo system.

We will also extend our reach beyond Kenya and Tanzania by developing a training and support program that will allow us to transfer our methods and knowledge to other projects and organizations working on similar lion conservation issues in landscapes and communities in other parts of Africa. By working with partners to expand to new areas in East Africa and transferring our knowledge to others, we hope to scale up our reach and impact considerably during the next five years.

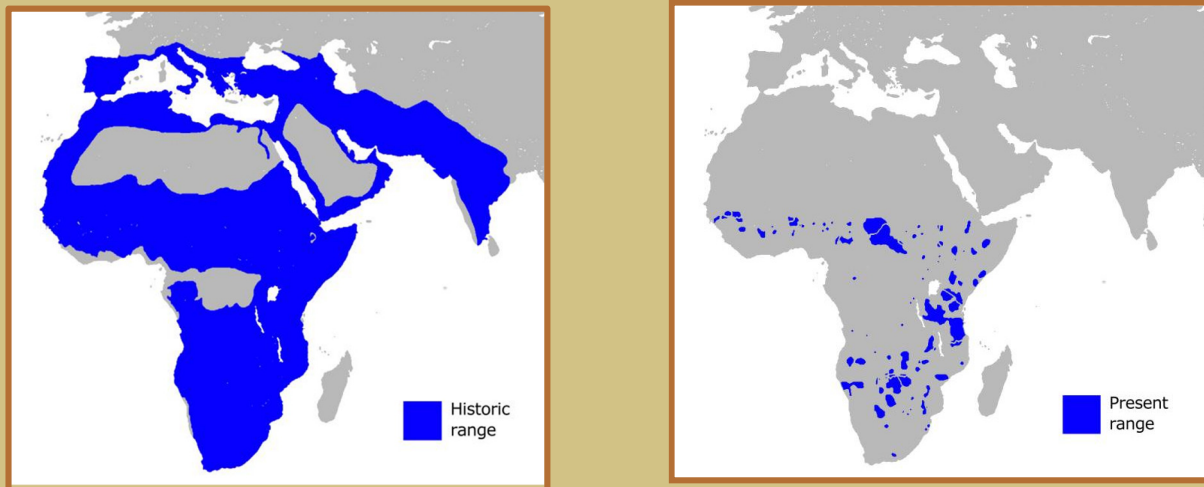
In order to achieve this increased impact, we will build our own organizational systems and capacity along multiple fronts. We will expand and diversify our funding sources, even while continuing to rely on a committed set of core supporters and funders. We will expand our staffing, and build the capacity of existing field staff and junior management, in order to enable the senior leadership and management team to prioritize partnership development, quality assurance, oversight, and fundraising.

¹ These comprise the roughly 3,000 lions of the Greater Serengeti ecosystem, and several hundred lions in both the Maasai Steppe/Tarangire system and in the Tsavo-Amboseli ecosystem.

2 BACKGROUND

2.1 Lion Conservation Priorities and Challenges

Like many of the world's large carnivores, particularly those found in tropical developing countries, lions face urgent and intensifying conservation challenges across their range. Lion range in Africa has contracted by more than 75% in recent decades, with lion populations down to about 30,000, from well over 100,000 just 50 years ago. Lions are extinct in North Africa, virtually extirpated from West Africa and greatly reduced outside large protected areas across much of their remaining stronghold in eastern and southern Africa. Tanzania and Kenya are critical range states for lion conservation, together holding more than 50% of all of Africa's remaining lions.



African lion estimated range pre-1950 and current estimated range – Source: Wildlife Conservation Society and IUCN 2012. *Panthera leo*. IUCN Red List of Threatened Species.

The primary cause of lions' range-wide declines over a long period of time is conflict between people and lions, resulting from lion predation on livestock and subsequent killing of lions by people. Another significant contributing factor is the depletion of prey species due to habitat loss and bushmeat poaching. As Africa's human population increases, it leads to more pressure on lands and natural resources as well as growing expectations of improved living standards. This in turn results in lower tolerance of the costs that lion predation imposes on local people.

As such, **reversing current declines and sustaining lion populations will require finding ways to incentivize local people to tolerate lions.** Central to this is reducing conflicts between people and lions, and enhancing the benefits local communities reap from living with lions in order to offset livestock predation. Ultimately if lions are to persist outside protected areas, alongside human communities and their livestock, it is essential to maximize the benefits local people receive from coexistence - cultural, economic, and otherwise.

It is in these landscapes where lions and people coexist that effective lion conservation strategies are most urgently needed, and current conservation challenges are most pronounced. Most of Africa's large remaining lion populations occur in large protected areas, including a number of trans-boundary protected area complexes.² Although large lion populations no longer exist in

² A handful of large protected areas and protected area complexes that each contain several hundred or more than 1000 lions collectively account for the bulk of Africa's remaining lion populations. These include the

many areas outside such protected areas, smaller populations of lions remain widespread in certain areas on private and communal lands. These lion populations may be relatively insignificant in relation to total range-wide lion numbers, but they are critical to long-term lion conservation by providing connectivity between various protected areas and different lion populations. This connectivity provides for continued genetic exchange between populations and allows for re-colonization of areas where lions may decline or go locally extinct due to disease outbreaks or other factors.

Lion Guardians' conservation model focuses on these community lands where lions continue to exist at relatively low population densities but provide crucial connectivity between larger lion populations located in protected areas. We work to provide solutions to the most urgent challenge facing lion conservation across their African range: **how to foster coexistence between people and lions outside of protected areas, and enable long-term lion conservation on a broad scale.**

2.2 Organizational History

The Lion Guardians program was initiated in January 2007 under the umbrella of the Living with Lions project, and initially funded by Panthera. It was conceived by the local Maasai community and emerged out of Dr. Leela Hazzah's MSc thesis and her time spent living in a small Maasai community in southern Kenya. The goal of the Lion Guardians program is to incorporate the Maasai people, particularly the warrior age class into the conservation of the lions that share their land. The program focused on warriors because they are the main group responsible for killing lions and have the traditional knowledge and skills to monitor lions.

It began with five young men hired to monitor the local lion population on Mbirikani Group Ranch, northeast of Amboseli National Park. Their primary work was to search for lions. But within a few months of tracking the lions, getting to observe and know 'their' lions, they began working closely with their communities, fulfilling the traditional roles of the Maasai warrior in preventing lion attacks on livestock by reinforcing *bomas* and assisting herders to bring their livestock home safely each night. This allowed them to provide for their family through employment while protecting their community and supporting lion conservation efforts. Dr. Stephanie Dolrenry worked very hard with these initial Lion Guardians to create an atmosphere and methodology where warriors and lions can interact in a positive way. Linking scientific methodology and traditional cultural knowledge and values is one of the most innovative and unique elements of the Lion Guardians program.

News of our initial successes spread across the Amboseli ecosystem. Soon, other communities on neighboring group ranches around Amboseli began asking for the program to expand into their area. In response, Lion Guardians expanded over the years to work on three group ranches (Mbirikani, Eselenkei, and Olgulului) covering the heart of the Amboseli ecosystem, with 32 Lion Guardians covering more than 3,500km² by late 2010. In 2012, the Lion Guardians program expanded for the first time outside of Maasailand into southern Tanzania, working with a new pastoralist group, the Barabaig (or Datoga). By the end of 2013 Lion Guardians covered over 4,000 km² outside of protected areas, in two parts of Tanzania (Ruaha and Tarangire) and across the Amboseli ecosystem where people and livestock live alongside wildlife and where conflict is a daily reality.

Greater Limpopo transboundary complex centered on Kruger National Park (South Africa, Mozambique, Zimbabwe); Niassa Reserve in northern Mozambique; the Hwange-Chobe-Moremi complex in Zimbabwe and Botswana, as well as neighboring areas in Namibia; the Selous Game Reserve and Ruaha ecosystem in Tanzania; and the Greater Serengeti ecosystem in Tanzania and Kenya.

2.3 Conservation Strategy

Wildlife conservation has traditionally focused on wildlife, not people. This approach overlooks the intricate and interdependent links between societies and nature and ignores the irrefutable reality that, at the end of the day, it is the local people who ultimately make the decision to conserve wildlife. Lion Guardians is the only approach in East Africa that uniquely blends Maasai traditional knowledge of the environment with modern wildlife conservation to protect lions. The model's strength, sustainability and innovation comes from its ability to incorporate indigenous culture and knowledge and develop intuitive methods that empower communities to invest in the protection of *their* lions as a livelihood strategy, now and for future generations.

At Lion Guardians, we aim to foster a greater sense of ownership and stewardship over lions and other wildlife. Through their daily monitoring of the lions, the Guardians and their communities get to know their lions, thereby transforming their former nemesis into an individual with unique and recognizable habits and characteristics (see images below). The employment opportunities are proportionally linked to the presence of lions; more lions leads to more jobs, and as a result the entire community is responsible for conservation decisions.

To date the Lion Guardians program has proved that people and lions can coexist and thrive. Its unique design originates from ancient Maasai customs and traditions based on species conservation. Lion Guardians' collaborative approach to conservation is what makes it sustainable, original, and ultimately successful.



The Lion Guardians have named each lion they monitor. They have cards with pictures and background information on their favorite lions to share with communities to further develop a sense of familiarity with them and a stronger bond between the Guardian and his lion.



Lenkai participating in collaring 'his' lion that he named Selenkay

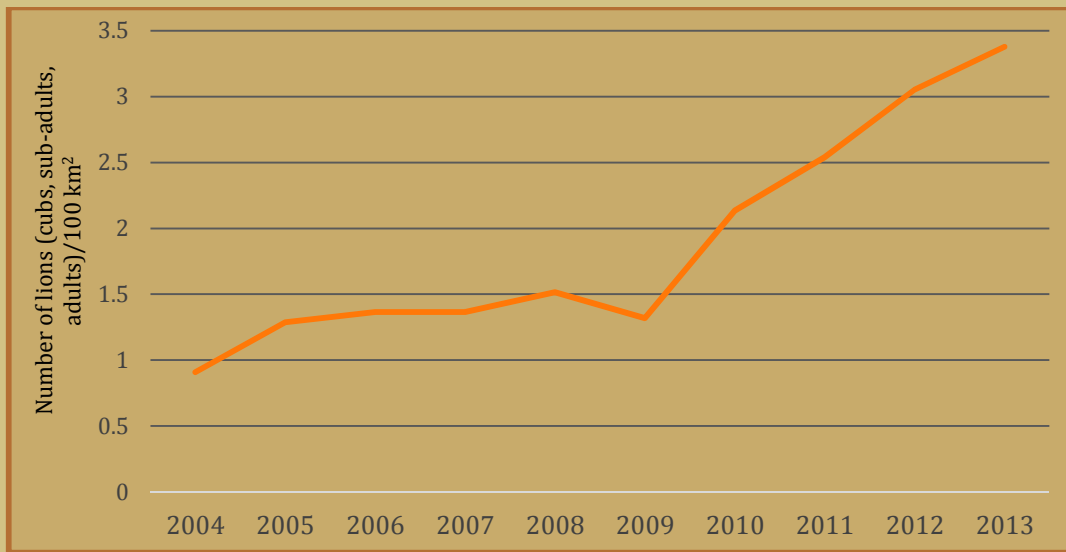
2.4 Track Record & Achievements

Lion Guardians' approach has been highly effective in reducing conflicts between people and lions in the areas where Lion Guardians operates. This is demonstrated by two key interrelated data trends. First, human killing of lions has declined dramatically where Lion Guardians operates. Second, due to the reduction of the number of individual lions killed annually as well as other broader factors such as prey and water availability and demographic factors, we have documented a near tripling of the density of the total lion population in the Amboseli Group Ranches from 2009 to 2013. These conservation impacts have been carefully documented in

two PhD dissertations and are now being published in leading peer-reviewed conservation journals.³

This positive track record has resulted in the following opportunities:

- Lion Guardians' services are increasingly in demand by other organizations working on lion conservation elsewhere in East Africa and in southern Africa. We not only receive frequent requests for advice but also get many inquiries from organizations or individuals wishing to establish local Lion Guardians projects. These requests have in some cases extended beyond East Africa, for example from tiger conservationists in India. Local communities in southern Kenya and northern Tanzania have also requested Lion Guardians to expand operations into their area in order to assist in reducing lion predation on livestock and other conflicts.
- Lion Guardians' conservation strategy and achievements have been widely publicized and recognized by global media and conservation awards. Our work has been featured in *National Geographic*, *Time* magazine, and on the BBC Africa series, among other prominent media coverage. Lion Guardians was awarded the St Andrews Prize for the Environment in 2012, awarded by St Andrews University and ConocoPhillips that includes a \$100,000 cash prize, and the Future for Nature Award in 2014, which includes a \$70,000 award.



Annual densities of lions (all ages) residing in Lion Guardian areas: Mbirikani (1,320sq km; 2004-2008), all group ranches: Mbirikani, Eselenkei and Olgulului group ranches (3,684 km²) of the Amboseli ecosystem, Kenya; 2009-2013.

³Hazzah, L. (2011). Exploring Attitudes, Behaviors, and Potential Solutions to Lion (*Panthera leo*) Killing in Maasailand, Kenya. PhD, University of Wisconsin-Madison, PhD Dissertation, Madison.

Dolrenry, S. (2013). African lion (*Panthera leo*) behavior, monitoring, and survival in human-dominated landscapes. University of Wisconsin-Madison, PhD Dissertation, Madison.

Hazzah, L., Dolrenry, S., Naughton, L., Edwards, C. T., Mwebi, O., Kierney, F., & Frank, L. (in press). Efficacy of two lion conservation programs in Maasailand, Kenya. *Conservation Biology*.

Dolrenry, S., Steinglen J., Hazzah, L., Lutz, S., Frank, L. (2014). A metapopulation approach to African lion (*Panthera leo*) conservation. *PLoS ONE*.

2.5 Transition & Scaling Up Challenges

At this point in our organizational development and evolution, Lion Guardians has achieved the following:

- a) Developed a leading field-level methodology for working with local communities to reduce conflicts with lions and dramatically reduce human-caused lion mortality;
- b) Faces increasing demand for its knowledge, expertise, and services;
- c) Is increasingly recognized globally as a leading organization in the field of carnivore conservation. We have established ourselves as an independent organization, with a strong core set of financial supporters and professional collaborators.

The core challenge facing Lion Guardians is how to scale up reach and impact to new sites without overstressing the organization's resources (human, financial, and technical) and while ensuring the quality and scientific integrity of its programs and interventions are not diminished or diluted.

This Strategic Plan addresses these core challenges and articulates Lion Guardians' plan for scaling up in a sustainable and achievable manner, with specific goals and targets to guide our growth and development over the next five years.



3 MISSION, PRINCIPLES & VALUE PROPOSITION

3.1 Mission Statement

To promote sustainable co-existence between people and lions by using cultural values, community participation and science.

3.2 Core Principles

- **Participation & Community Oriented:** The participation of local communities as full and active partners in all of our work
- **Trust:** Relationships of trust within our organization, with our partners, our donors and supporters, and with all of the communities with whom we work.
- **Science-based:** Conservation programs based on science, and the integration of social and biological sciences, including traditional and indigenous
- **Valuing Coexistence:** Maintaining a strong link between local cultural values and conservation

3.3 Value Proposition

Lion Guardians can deliver proven, scientific, and cost-effective conservation strategies and tools that sustain and recover lion populations outside protected areas on community lands. This is crucial to long-term lion conservation results because it provides for **connectivity** between larger lion populations that reside primarily in protected areas.

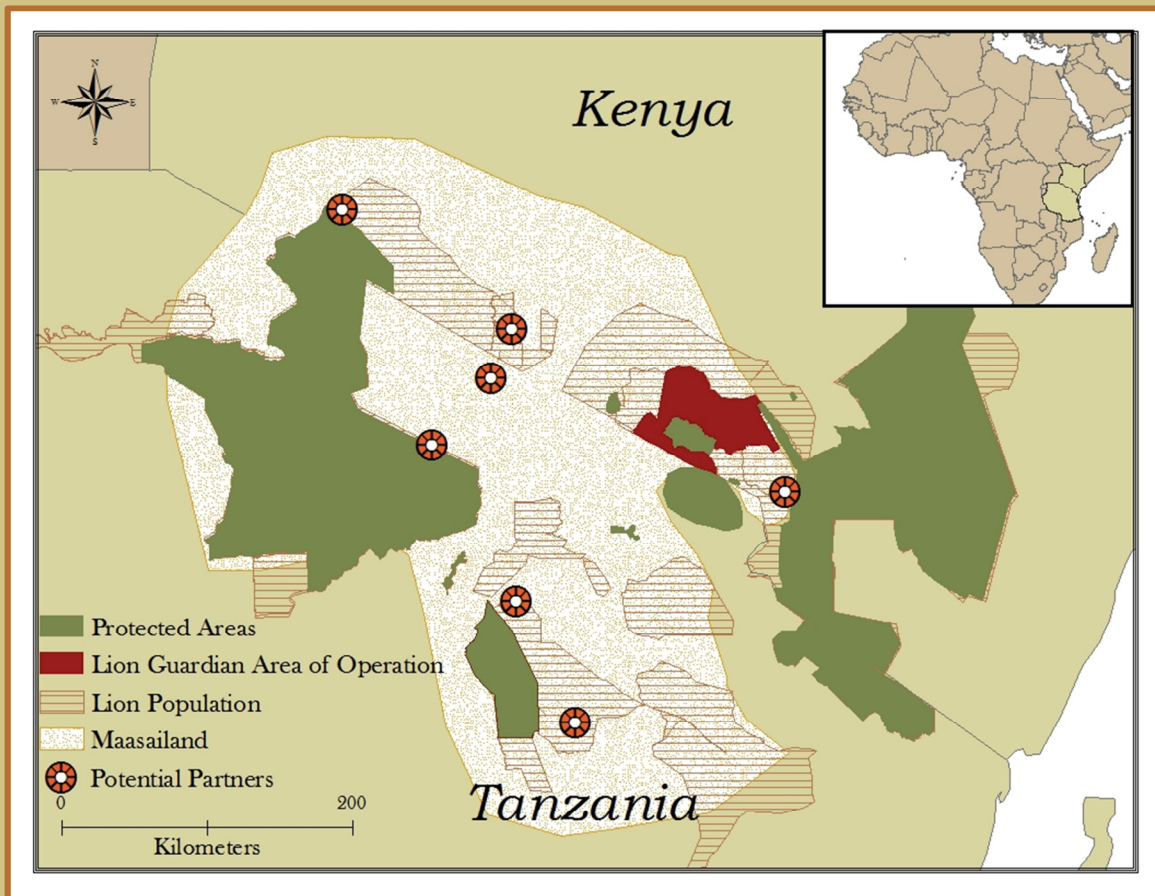
Our model is one of the only empirically demonstrated models for enabling lion conservation and recovery on community lands in Africa. Due to current range-wide lion population declines, such approaches and knowledge are urgently needed.



4 GEOGRAPHIC FOCUS

The core strategic focus and priority for scaling up Lion Guardians' impact over the next five years will be to expand geographic coverage to enhance the movement and survival of lions throughout the trans-boundary Maasailand ecosystem of southern Kenya and northern Tanzania. By expanding Lion Guardians' coverage in key community lands in this wider system, we can help assure the connectivity of some of Africa's largest lion populations.⁴ We will do this by working with key strategic partners as well as some limited expansion of our own field presence in the Amboseli-Tsavo system.

We will reach sites outside of this region, in other parts of eastern and southern Africa, by working with select partners and providing training to organizations that wish to adapt Lion Guardians' model to their own social and environmental context.



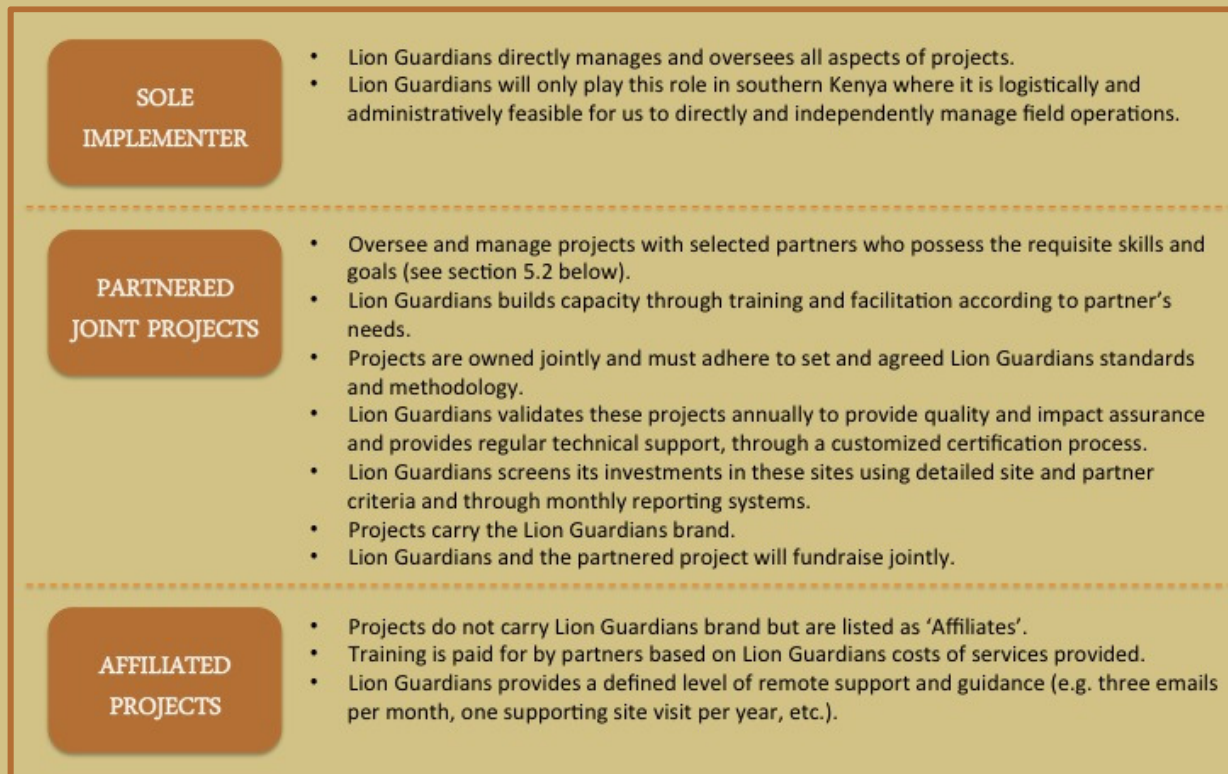
⁴ These comprise the roughly 3,000 lions of the Greater Serengeti ecosystem, and several hundred lions in both the Maasai Steppe/Tarangire system and in the Tsavo-Amboseli ecosystem.

Lion Guardians focal landscape of Kenya-Tanzania Maasailand, showing major protected areas, which serve as sources of lion populations, and lower density lion populations outside of protected areas on community lands.

5 OPERATING MODEL

A key strategic question for Lion Guardians is how to expand our reach and influence in order to protect more lions throughout their range, while avoiding the unmanageable overreach of our young organization or diluting the technical quality of our programs and interventions, which has been fundamental to our success thus far.

To address this, we have developed a three-tiered operating model to balance these challenges and clearly define how we will work in different settings:



5.1 Site Selection Criteria

The following screening criteria will be used to determine which specific areas we will operate and invest time and resources in:



5.2 Partner Selection Criteria

A key element of scaling up our reach and impacts will be, in expanding to sites outside of Lion Guardians' core area, working in much closer partnerships with suitable field-level organizations. Suitability will be based on a mixture of prospective partners' skills, organizational culture, objectives and capacity. Each potential partner will be screened utilizing the following selection criteria:



6 GOALS, PRIORITIES & TARGETS

Lion Guardians work and growth will be organized around the following major goals, which will guide the organization's development over the next five years:

6.1 Operational Goals

- To **maintain** the existing levels of lion population recovery and reduced human-lion conflict in the Amboseli ecosystem.
- To **enhance** connectivity between all major lion populations in Kenyan and Tanzanian Maasailand landscape.
- To **expand** Lion Guardians' reach and impacts beyond southern Kenya and northern Tanzania through strategic partnerships and provision of training and technical knowledge.

6.2 Operational Targets

- In existing project areas in the Amboseli ecosystem, to maintain current levels of lion population density (2-3 lions/100 km²).
- In the Kenya-Tanzania trans-boundary Maasailand ecosystem, to reduce lion killing by an average of at least 75% over at least 2,500 km² over the next five years.
- To train at least 10 other conservation projects operating in key range sites in the Lion Guardians methodology, and to bring at least 2 of those projects up to Lion Guardians' operating standards.

6.3 Organizational Goals

- To **build** Lion Guardians' information tools platforms in order to provide the technical knowledge and skills needed to execute, improve and monitor its programs.
- To **develop** Lion Guardians' organizational capacity in key areas of human resources, management systems, communications, networks and collaborations, and sustainable financing.

6.4 Information & Knowledge Priorities

There are three key areas of activity and investment under our goals:

6.4.1 Improving our model

- We will work to refine, improve, and augment our existing model for reducing human-lion conflict, for example by developing new performance payment tools that can enhance communities' benefits from lions, and developing new techniques for reducing human-lion conflict.

6.4.2 Training

- We will codify and package our technical expertise and methodologies and develop a training program utilizing various written, oral, and field-based materials so that we can effectively share our skills and knowledge with other organizations.

6.4.3 Monitoring

- We will maintain our expertise and data sets on lion monitoring in order to provide the scientific foundations of our programs.

- We will refine and adapt new monitoring methods in order to develop lower-cost and more practicable options for monitoring key variables in partner sites.

6.5 Organizational Development Priorities

6.5.1 Human Resources

Our foremost organizational capacity challenge lies in human resources-- recruiting and retaining staff with the necessary combination of skills and personal qualities and building the capacity of our existing personnel. This will be a major focus and area of investment for our organizational development over the next five years.

For example, initial priority human resource needs identified during the process of developing this strategic plan were improved capacity in administration (including financial management) and communications. These needs were addressed in late 2013, with a new Communications Manager and the outsourcing of basic administrative and financial management services to a third-party provider based in Nairobi. The addition of these senior positions/services will greatly reduce the existing management and administrative work load on the existing leadership team and allow greater attention to leadership, programmatic development and oversight, partnership-building, data analysis and publication, and fundraising activities.

In addition to adding staffing capacity through new positions as required to meet Lion Guardians' growing operational needs, greater investment will be made in existing staff in order to facilitate internal promotion, improved performance, and the cohesiveness of the team. A goal for human resources is to enable an increasing level of basic management and oversight of Lion Guardians' programs to be done by East African nationals on staff during the next five years. We will also seek to recruit and build up young East African talent, as an element of this goal. We will also search for opportunities to recruit more East African national women to staff; at present nearly all East African staff are male.

6.5.2 Communications

We will work to improve our communications capacity in a strategic manner, targeting key audiences with the appropriate messaging and products. We will improve knowledge amongst all audiences about how our program works and our achievements. Key audiences that will be targeted as the basis for a communications strategy include:

- Existing and potential individual donors and family foundations, who provide the bulk of Lion Guardians' annual operating budget;
- Potential partner organizations or prospective users of Lion Guardians' training services, located throughout eastern and southern Africa;
- Local communities in areas where Lion Guardians seeks to expand its programs.

6.5.3 Financial Resources

Lion Guardians budget was \$383,000 in 2013, having grown from \$50,000 in 2009. Continued growth in resourcing will be needed to achieve the operational goals described in this plan, and as a result fundraising must become a greater priority for the senior management team, supported by enhanced communications capacity.

Our fundraising efforts will focus on maintaining and expanding our base of core and committed supporters, comprising of dedicated individuals and family foundations, based primarily in the United States. We will, however, diversify and expand our base of private individual funders, through targeted fundraising events, networking, and strategic deployment of board members and other supporters. At present Lion Guardians receives roughly 40% of its budget from one individual funder; a primary goal over the next five years will be to significantly reduce this dependence on any one single funding source. This will be done by increasing the number of medium-scale funders and diversifying overall funding sources. A specific goal under this strategic plan will be to secure at least five funders at the level of \$25,000 and above in annual contributions to Lion Guardians, thus securing our core operating budget and providing a strong base of core funding.

Additional goals for fundraising will be to strengthen linkages with private tour operators and other private companies investing in conservation in East Africa, to secure sponsorship of Lion Guardians as our operational reach expands. The Lion Guardians Training Center will be developed as a self-sustaining program, with fees charged to organizations that wish to receive the training program that Lion Guardians will offer.

6.5.4 Governance

Lion Guardians will recruit additional skills and talent, and different types of supporters, to its governing board and will strengthen the role of the board in the organization's development.

6.6 Implementation

This Strategic Plan will be implemented through annual work plans based on the major goals and specific priorities and targets articulated in this plan. Monitoring and evaluation, and reporting (e.g. annual reports) will be based on these goals and targets and will feed into any necessary revisions of this plan as required from time to time.



Annex 1

Organizational Leadership and Senior Management Team

Dr. Leela Hazzah, Executive Director: Leela has been working in East Africa for 14 years and is responsible for ensuring that the Lion Guardian mission and standards are well executed. Leela oversees the general operations of the Lion Guardian core program and expansion projects. She has spent the past seven years developing the Lion Guardians program and trialing expansions and have, through success and failures been able to identify the core requirements to running a successful Lion Guardian program. Leela will continue to build local capacity, ensuring that the coordinators who will eventually be responsible for running their programs independently receive all the training that they need in order for them to succeed. Furthermore, she will scout for additional potential expansion sites and partners as well as work with all the other individuals and organizations that have requested the Lion Guardian program in their area to determine the suitability, feasibility and eventual execution of any expansions. Leela also spends a substantial amount of time fundraising in the US, Europe and in East Africa to raise awareness and increase publicity.

Dr. Stephanie Dolrenry, Director of Science: Stephanie oversees all aspects of scientific research which includes the development and implementation of tradition-based field methodologies to monitor the lion and other wildlife populations in addition to developing and testing new conflict mitigation strategies. She also directs the systematic training of the biologists and the Lion Guardians on all field methodologies (radio telemetry, tracking, spoor counting, the lion photographic database, etc.) and the subsequent data analysis and dissemination of all biological data which provides lion population counts, wildlife population trends, lion population demographics and movements. Stephanie advises and helps Lion Guardians' partners, affiliates, and collaborators to implement sound monitoring protocols for persecuted lion populations. She is certified for capture and immobilization procedures. Stephanie is responsible for overseeing the development of the Lion Guardians Training Program. Lastly, as one of the Directors of Lion Guardians, she devotes a large portion of her time to fundraising and overseeing the communications sector of Lion Guardians program.

Luke Maamai, Program Manager: Luke has a certificate in Natural Resource Management from Nairobi College and been working with us for five years. Luke plays an invaluable role in the Lion Guardian program due to his incredible work ethic, analytical and organizational skills. His main duties include: Lion Guardian literacy and GPS training, data entry and monthly reporting, paying all Lion Guardians' salaries, and monthly maintenance of all LG equipment and motorbikes. Luke not only ensures the smooth running of the Amboseli project, he has also been responsible for the training of all new Lion Guardians as well as overseeing and assisting in expansions to new sites. Luke is currently obtaining a degree from the Kenya Wildlife Service School of Wildlife Conservation.

Philip J. Briggs, Lion Monitoring and Media Manager: Philip works primarily in the Amboseli Ecosystem. He was born and raised in the Amboseli region and has been working with Lion Guardians for six years. Philip is in charge of responding to the Lion Guardian reports, verifying lion reports, compiling lion population data and together with the Lion Guardians, identifying individual lions located by the Guardians. He is responsible for ensuring that proper scientific methodologies are being followed as well as overseeing many of the everyday logistics of vehicle and camp maintenance. He has assisted in several LG expansions to new sites. Philip is a talented photographer and videographer and works with the numerous media crews that visit the Lion

Guardian program to film and learn about the Lion Guardian model.

Eric Ole Kesoi, Community Manager: Eric spends his days attending meetings, working with collaborators, and facilitating the program within the Maasai community. Eric has played a critical role in assisting several of the Lion Guardians expansions, both within the Amboseli region as well as our other sites in Tanzania. With a college diploma in Conflict Mitigation and Development, and a plethora of leadership experience, Eric knows the ins and outs of community conservation. He is a born leader and avid writer and is responsible for writing the Lion Guardian blogs as well as other materials.

Maria Saruni, Trainer and Camp Chef: Working in the Amboseli Ecosystem, Maria is a Maasai woman who has worked with us for over six years and understands the nuances and complexities involved in doing conservation in Maasailand. Maria works with new Lion Guardians on literacy training and also helps with accurate recording of phone reports. Maria works in the LG Training Center and oversees many of the daily camp operations including being responsible for the camp kitchen.

Faith Kimiti, Phone operator: Faith is a Maasai woman from the Amboseli Ecosystem who is responsible for responding and documenting every phone report received 24 hours a day.

Richard Morinke, Assistant Program Manager: Richard has been working with Lion Guardians for 8 months and had taken on many of our office duties—data entry, printing data forms, frequently communicating with the Lion Guardians and Coordinators, and helping with any other logistical programmatic issues that may arise. He has a background in accounting but is very excited and passionate about wildlife conservation.

Lyzann Sutton, Program Administrator: Lyzann fulfills a critical niche in our project. She has over 20 years of experience in finance and accounting. She is responsible for the administration, accounting, tax, regulatory and audit requirements for our Kenyan operating entities, as well as all organizational needs (meetings, car repairs, equipment purchases, etc.).

Salisha Chandra, Communication Manager: Salisha was born and raised in Kenya but has traveled and worked both in the UK and the US. She is responsible for developing our communication strategy and writing frequent updates from the field using social media and other platforms.

Lion Guardians and Local Staff: Currently we have over 50 Lion Guardians and local staff operating in our project sites across East Africa.

Annex 2

Lion Guardians Organogram

New positions to be added as a component of building organizational capacity under this strategic plan are shown in light brown.

