

Conservation in a changing world

**Palau Conservation Society
2008 to 2009 Achievements and Activities Report
Report on 1999-2009 Goals**

April 2010



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Sunset in Kayangel

Please help us reduce our carbon footprint. This report has been designed for on-screen viewing.

Greetings from the Palau Conservation Society

2008 and 2009 Board of Directors

Clarence Kitalong, Sr.
Delegate Noah Idechong
(from June 2009)

Dr. Caleb Otto

Dr. Minoru Ueki
(to June 2009)

Dr. Stevenson Kuartei
(to December 2009)

Gilbert U. Demei

Kaleb Udui, Jr.

Maura Gordon

Moses Y. Uludong
(to June 2008)

Sandra S. Pierantozzi
(to June 2009)

Surangel Whipps, Jr.
(to June 2009)

Surangel Whipps, Sr.
(from June 2009)

Umiich F. Sengebau
(from June 2008)

Victorio Uherbelau

Yimnang Golbuu
(from June 2008)



2008 and 2009 were busy years for the Palau Conservation Society. PCS was active on many fronts, from our own backyard to the global stage. PCS has consistently worked with states to create and manage protected areas and to empower communities to manage their resources. This continues to be a cornerstone of our work. In the last two years, PCS has also encouraged a more “big picture” approach by working with states in Babeldaob to create sustainable land use plans using solid information generated through multi-agency partnerships.

2009 marked the last year of PCS’s 10-year Strategic Plan (1999-2009) and thus was a time of reflection and transition. In this report, we celebrate our achievements from the past ten years, thoughtfully assess our challenges, and lay out our roadmap for future work. Through it all, we remain thankful for our many partners and friends who have worked with us or supported our efforts. With your continued support, we know that PCS will remain a strong, vibrant organization, and that by working together, we can achieve lasting conservation in Palau.

Maura Gordon, Chairperson

PCS Founding Members (1994)

Adalbert Eledui

Noah Idechong

Sandra S. Pierantozzi

Faustina K. Rehuher

Julita Tellei

Maura Gordon

David K. Idip

Juan F. Polloi

Belhaim Sakuma

Dr. Minoru F. Ueki



Our thanks to you

In 2009, PCS faced a difficult financial crisis.
The Board and staff took immediate and drastic measures to reduce expenditures and raise funds.
With these actions PCS entered 2010 on a stronger footing than before.

Thank you to the many dedicated and new donors who contributed funds, goods, and services.

Thank you to our partners and vendors for your patience and understanding.

Your generosity helps us succeed.

2008 and 2009 Circle of Friends*

Biib Circle (\$10,000 +)

2008

BirdLife International (Darwin Initiative/Packard Foundation)
Micronesia Conservation Trust
RARE
Global Environment Facility's Small Grants Programme
The David and Lucile Packard Foundation
UNESCO
US Fish and Wildlife Service

2009

BirdLife International (Darwin Initiative/Packard Foundation)
Critical Ecosystem Partnership Fund
Global Greengrants Fund
Locally Managed Marine Areas Network
Marisla Foundation
Micronesia Conservation Trust
Seacology
The David and Lucile Packard Foundation
US Fish and Wildlife Services

Mesekiu Circle (\$5,000 +)

2008

DFS Palau Ltd.
Palau Pacific Resort
Palau Sea Ventures Inc.
PIMPAC
Seacology
Shell Company Ltd.
Society for the Conservation of Reef Fish Aggregations
Surangel & Son's Company

2009

Blue Bay Petroleum Incorporated
Kaleb Udui, Jr.
Palau International Coral Reef Center (German Lifeweb)
PIMPAC
Sandra S. Pierantozzi and Sun's Flower Shop/MVP Space Rental
Society for the Conservation of Reef Fish Aggregations
Shell Company Ltd.
Surangel & Son's Company

Maml Circle (\$1,000 +)

2008

Bank of Hawaii
Computer Plus
Debbie Remengesau
Fish & Fins
Hawaiian Belau Rock
Locally Managed Marine Areas Network
Marla Theodore
Midcorp
National Development Bank
Neco Marine
Neco Yamaha
Shimbros International Inc.
SPACO
Sun's Flower Shop/MVP Space Rental
Surangel Whipps, Jr.
The Carolines Resort
UBDI Belau Tour
University of Hawaii
Western Caroline Trading Company

2009

Delegate Noah Idechong
Fish & Fins
Imperial Palau Corporation
Neco Marine
Neco Yamaha
Palau Pacific Resort
Palau Royal Resort
UBDI Belau Tour
Western Caroline Trading Company
Yimnang Golbuu

*The PCS Circle of Friends includes all those organizations, groups, and individuals who contribute money to PCS. Contributions may be restricted (including grants) or unrestricted.

The Biib (Palau Fruit Dove) has been nominated as Palau's National Bird and is PCS's logo. Palau has the most isolated population of the endangered Mesekiu (Dugong) in the world. Palau has protected the endangered Maml (Napoleon Wrasse), many of which live on Palau's reefs.

2008 and 2009 Circle of Friends

Corporate Partners for Conservation

Bank of Hawaii
DFS Palau Ltd
Fish N' Fins
Hawaiian Belau Rock
I. Rudimch & Co.
Impac Dive Tours*
Mobil Oil Micronesia
National Development Bank
Neco Marine
Neco Yamaha
Palau Pacific Resort
Palau Royal Resort*
Sam's Dive Tours
Shell Palau
Socio Micronesia
Suns Flower Shop
Surangel & Sons Co.
UBDI Belau Tours
The Carolines Resort
Western Caroline Trading Company

** New members in 2009*

CPC Members commit to making a minimum donation every year.

Chedeng Circle (In-kind ~\$1000+)

2008

Computers Plus
Coral Reef Research Foundation
Land Mark Hotel
Neco Marine
Orrakiru Corporation
Sam's Dive Tours
Shimbro's International Inc.

2009

Coral Reef Research Foundation
Neco Marine
Sam's Dive Tours
Shimbro's International Inc.

Ralm Tree Circle (In-kind ~\$1+)

2008

Carp Island Resort
Dolphins Pacific
Emaimalei Restaurant
Fuji Restaurant
Neco Marine
Palau Royal Resort
Penthouse Hotel
PNCC
PRA
Rock Island Café
Shell
The Taj Palau

2009

Ann Kitalong
Carp Island Resort
Computers Plus
Emaimalei Restaurant
Hanpa Mart
Island Times News Paper
Jungel River Tours
Ngarchokel Beauty Shop
Palau International Coral Reef Center
PNCC
PNOC
Sonia's Beauty Shop
The Taj Palau

Chedeng (sharks) are apex predators and critical to marine ecosystem functionality. The endemic Ralm tree (Badusa palauensis) produces a beautiful flower. Ralm is also the word for water, which sustains all life.

2008 and 2009 Circle of Friends

Uel Circle (\$500 +)

2008

Dolphins Pacific
Durrell Wildlife Conservation Trust
Marla Theodore
Mr. and Mrs. Samir Patel
MVP Space Rental
Palau National Development Bank
Neco Marine

2009

CSM Consulting Services
Embassy of the Republic of China, Taiwan
Jane Donchez
Katie Hendrickson
Rengiil Brothers Company Inc.
Rubekuul Belau Trust Fund

Adelle Lukes Isechal
Audrey Newman
CTSI
David K. Idip
Delegate Wayne Andrew
Drew R. Bohan
Elsie Young
Eurasia Pacific Incorporation
Francis Remengesau

Frank Kyota
James Hobbs Lawson
Kassi Berg
Kim & Rosie Batcheller
Koror State Government
Kumangai Bakery
Larry Goddard
Lynn Polloi
Melekau Agency

Moirá Dunsmore
Neco Tourist Services Corp.
Palau International Coral Reef Center
Palau Royal Resort
Patricia Leon
Quay Polloi
Senator Adalbert Eledui
Senator Tommy E. Remengesau Jr.
Socio Micronesia

Susan Toribiong
Tiare Holm
Tiger Gillham
Umiich Sengebau
Wilbert Kamerang
William Keldermans
William L. Ridpath
William Tsung
Yimnang Golbuu

2008 Belochel Circle (\$100 +)

2009 Belochel Circle (\$100 +)

7K Enterprise & CO
Adelle Lukes Isechal
Aloisius Tellei
Ann Kitalong
Anserm Kadoi
Barbara and Joseph Conaty
Belias Sports Association
Bem Ermii
Bem Tuchakl
Dr. Caleb Otto
Calvo's Insurance Underwriters
Clarence Kitalong
Collin Joseph
Computers Plus
Cristina Finch & Jason Seva
CTSI
Debbie Remengesau
Dela Rosa Yalap

Delegate Swenny Ongidobel
DFS Ltd.
Dilmei Olkeriil
Ed Mabel
Evita Mira
Gary Wiles & Jan Sharkey
Gayleen Sakuma
Geoff Grow
Gilbert Demei
Gillian Johannes
Gordon Iwetechong
Greg Bright
Heather Ketebengang
Idid Youth Committee
J. Uduch Sengebau Senior
James V. Digiambattista
Joan E. Canfield
Joan Yang

Joe's Restaurant
John & Carole Garcia
Judy May Donchez
Julita Tellei
Larry A. Lawcock
Lillian Milong
Luciana Shiro
Lynn Polloi
Melekau Agency
Mickey Towai
Micronesia Challenge Regionall Office
Millicent Piazza
Nixon Augustine
Palau Sea Ventures, Inc.
Palau Visitors Authority
Peter Oh & Kristine Nelson
Poonam & Harish Bhardwaj
Renguul Masahiro

Ricky Mechol
Rock Island Kayak Expeditions
Sarah's Yum Yum
Satish & Usha Aggarwal
Senator Paul Ueki
Shalom Etpison
Shimbros International Inc.
Sinton Soalabai
The Etpison Foundation
The Taj Palau
Thomas Soaladaob
Tiare Holm
Toward Enterprise Palau Company
Tublai Iliilau
WIA Office
Williander Ngotel
Yvette Saliu

Two species of Uel (Sea Turtles) nest on Palau's beaches, and five more species pass through Palau's waters. The Near-Threatened Belochel (Micronesian Imperial Pigeon) is important in cultural practices.

2008 and 2009 Circle of Friends and Members

2008 Miich Circle (\$1 + or membership)

Adora Nobuo	Itirong Olkeriil	Monty Hempel, Ph.D.
Alan Olsen	James Keenan	Palau Housing Authority
Alex Babcock	James Stanford	Patricia Shade
Alli Happ	James V. Digiambattista	Paul J. Sardina
Andrea Blue	Jasmine Yano	Pierre Besebes
Ann Kitalong	Jeri Martine	<i>Rdechor</i> Mutsuo Delkuu
Asap Bukurrou	Jerry Wyley	Renguul Masahiro
Belhaim Sakuma	Joel Toribiong	Richard & Catherine Plotin
Bernadette Keldermans	John D. Claussen	Robert Gavenda
Betsie Beattie	Juanita Udui	Robin C. Putney
Boyt Art	Judy Otto	Rock Island Cafe
Brodney Mario	Julita Tellei	Sandra S. Pierantozzi
Bryan Tarr	Kaleb Udui, Jr.	Seit Andres
Carter Ngiralbong	Kathy Masang	Shirley Rudimch
Christian Giardina	Kay and Ervin Coonrod	Stacy Yamanguchi
Cindy W. Haro	Ken Uehara	Stephen M. Mosher
Claude Alexander Morrison, Jr.	Kenneth Coonrod	Sue Miller-Taei
Cliff Terry	Kim & Rosie Batcheller	Susanne Lee
Danny Westfall	Kliu Basilius	Susan Cardell
Debra Neas	Lisa Fiedler	Suzanne Zaino
Delkuu & Tulop Decherong	Loretta Reklai	Takashi Mita
Diana Frey	Lorraine Rivera	Tarita Holm
Dr. Elizabeth Matthews	Madelsar Ngiraingas	Tublai Iilau
Dr. Minoru Ueki	Marcelo Pierantozzi	Umai Basilius
Eliia Tulop	Maura Gordon	Veronica Fox
Faustina K. Rehuher-Marugg	Melissa Ueda & Family	Victorio Uherbelau
Guillermo Placci	Miel Sequeira-Holm	
Ilebrang Olkeriil	Mike Molina	

2009 Miich Circle (\$1 + or membership)

Alan Olsen	Dr. Joel Miles	Pelefoti Cooper
Annabel Lyman	Johnson Demei	Peter & Barbara Black
Anu Gupta & Butler Bintorio	Jordan Ngirchongewiki	Portia Franz
Asap Bukurrou	Judge Rose Mary Skebong	Priscillo Orukei
Bedochel Sadang	Kabidor Taima	Realyynn Tucheliaur
Belau National Museum	Senator Kathy Kesolei	Renay Robert
Benedicta Mechol	Vice President Kerai Mariur	Richard Margoluis & Family
Bibrekei Rengulbai	Kilad Callaghan	Robert Davis
Blaluk Tony	King Sam	Rubasch Freeling
Bonnie Imeong	Koror State Government	Ruth Kadoi
Carlos Kusto	Kyonori Tellames	Ruth Wong
Carter Ngiralbong	Lakolani Olngelei	Sally Soalablabi
Chur Oiph	Laura Miles	Samuel Ldesel
Clara Kalscheur	Lorida Madris	Sarah Conway
Cleofas Iyar	Lynna Thomas	Semdiu Decherong
Cliff Terry	Maireng Sengebaw	Senator Mlib Tmetuchl
Clifton Rubasch	Marie Anderson	Shanrang Sadang
Clint & Carol Flynn	Marino Rechesengel	Sheldon R. Severinghaus
Daniel Bloedel	Mary Yangilmau	Shingo Takeda
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Delegate Wayne Andrew	Maura Gordon	Stephen T. Young
Danka Ledgerwood	Meiang Chin	Steven Sebalt
Dr. Elizabeth Matthews	Melissa Ueda	Stice Rdechor
Dr. Stevenson Kuartei	Meyuns Team	Stuart Beck
Eddie Temengil	Michael Glinski	Surangel Whipps, Sr.
Edwin Polloi	Mike Connor	Susanne Lee
Elsie Milstein	Mike Guilbeaux	Tarita Holm
Erena Sebalt	Molina Skang	Terteruich Remengesau
Exley Meyer	Nakaya Seiji	Governor Thomas Patris
Foobar O. Skebong	Nancy Farell	Tiare Holm
Fredrick Andres	Ngirai Tmetuchl	Tina Marrugg
GK2 Inc.	Nicola Martorano	Tkel Beouch
Glory Silk	Nicolas Aquino, Jr.	TRB Architects
Happy Oilouch	Olesau Koshiba	Tublai Iilau
Herman Rekiwang	Olympia Morei	Umai Basilius
Hosea Sumang	Pam Seeto	Vann Chin
Iyonnie Semdiu	Patricia Leon	Victor & Peggy Fink
Jason & Laura Biggs	Paula & Aichi Kumangai	Victorio Uherbelau
		Yuri Becheserak

A Land of Beauty...

In a world of challenges

Sunshine sparkling off crystal clear waters...

Songbird melodies floating through lush forests...

Vibrant coral reefs teeming with life...

Palau is a special place. With more than 500 islands in the warm waters of the equatorial Western Pacific, Palau is a land of diversity and abundance. Although our land area is small (175 mi²), our territorial waters stretch for hundreds of miles (1,000 mi²). Our islands range from low-lying classical atolls to deeply dissected volcanic islands to our world-famous mushroom-shaped high limestone rock islands. On each island is a variety of life found nowhere else in the world. Known to have the highest biodiversity in Micronesia, Palau is home to more than 8000 species of flora and fauna, many of which are endemic.

Much of Palau is still pristine, but there are threats to Palau's environment. Some of the threats originate inside the country, while others are brought about by global change. A 2008 meeting of Conservation Professionals in Palau identified the top threats to Palau's environment. These threats were 1) loss and degradation of habitats due to urban and commercial development activities; 2) invasive species; 3) overharvesting; 4) pollution; and 5) climate change .

Top: Rur, Palau's National Flower

Bottom: Cheloteachel, Yellow Bittern

Top: Seemingly more intense storms

Bottom: Land clearing on Babeldaob



Reflecting on a Decade of Achievements

1999 to 2009 Ten-year Strategic Goals

PCS celebrated its fifth anniversary in 1999, as Palau and the world prepared to usher in a new decade. That year, PCS's Board of Directors established a set of 10-years goals (1999-2009), to guide PCS's activities in the new decade. Thoughtful reflection on PCS's achievements towards meeting these goals has helped PCS determine its new goals, directions, and priorities for the next decade.



Supportive legislation and policies

Goal 1: Palau will have enacted a comprehensive legislative and policy framework in support of conservation



Several important pieces of legislation were passed between 1999 and 2009. These include the national Protected Areas Network (PAN) Act and numerous state Land Use or Management Planning Acts. Implementation policies were also developed during this time. Although these achievements resulted from the efforts of many partners, between 1999 and 2009 PCS helped contribute to this framework by:

- Helping to write the PAN Act and sitting on committees promulgating and implementing regulations.
- Co-leading the Ngerikiil Watershed Assessment and leading the development of buffer zone legislation.
- Leading efforts to provide technical assistance to states for land use planning and associated legislation.
- Leading efforts to include community needs and perceptions in the National Biodiversity Strategy and Action Plan (NBSAP). PCS also served on the NBSAP Steering Committee.
- Leading efforts to develop and provide technical and financial resources to the Sustainable Land Management Initiative, a national consortium carrying out commitments under the United Nations Convention to Combat Desertification (UNCCD).
- Supporting development of the Babeldaob Watershed Alliance.

In 2008 PCS provided technical expertise on management of the Northern Reefs to the Ngarchelong State Leaders Summit.

Same or more coral reef resources

Goal 2: By 2009, Palau will have the same or more coral reef resources as in 1998

Surveys by our partners have found that Palau's coral reefs are generally in good condition and recovering from massive 1998 coral bleaching. Although coral recruitment is a natural process, many partners in Palau worked to protect coral reef resources from further damage. Between 1999 and 2009 PCS contributed to protection and improved management of reefs by:

- Leading the identification, establishment, and management of the Ngeruangel, Ebiil, Ngermasech, Ngelukes, and Ngemai Marine Protected Areas (MPAs). PCS also provided major technical or financial support to at least 10 other MPAs.
- Co-leading the development and implementation of the Tour Guide Training Program with Koror State and leading networking efforts between Conservation Officers participating in the Locally Managed Marine Areas (LMMA) Network. PCS also supported many other training events.
- Increasing available information. PCS led or supported Rapid Ecological Assessments of the Northern Reefs. PCS worked with partners to identify and map marine populations, through enhanced monitoring at Ebiil and by leading a 2008 Trochus survey. PCS conducted fishery, turtle, and community surveys, among many others.
- Leading efforts to provide technical assistance and information to states for land use planning to reduce sedimentation.
- Lobbying international governments to establish PICRC in Palau.



In 2009 PCS worked with the Society for the Conservation of Reef Fish Aggregations (SCRFA, represented at right by Dr. Yvonne Sadovy) to enhance monitoring of the Ebiil Channel Conservation Area.

Land use planning and effective management

Goal 3: By 2009, Babeldaob will have established competent land use planning including establishment of effectively managed conservation areas covering ecologically sensitive sites



Between 1999 and 2009 protected areas in Babeldaob expanded from 5 to 17 (including upland, beach, and mangrove areas). States outside of Babeldaob also established many conservation areas. States in Babeldaob made significant moves towards developing comprehensive or land use plans. Although these achievements resulted from the efforts of many partners, between 1999 and 2009 PCS helped contribute to protected areas and land use planning by:

- Leading efforts to increase awareness of biodiversity and conservation through Important Bird Area and Ridge-to-Reef campaigns, among others.
- Increasing available information on ecologically sensitive sites through National Bird Surveys and community consultations, and by supporting shorebird surveys and rare and endemic tree and vegetation surveys.
- Leading establishment of the Medal-a-lechad Conservation Area, Ngeremeskang Nature Reserve, Ngeremeskang Bird Sanctuary, and Mesekelat Conservation Area. PCS also provided major support to five other terrestrial areas.
- Implement management activities at Lake Ngardok, Ngermasech, Medal-a-lechad, Ngeremeskang, and Ngeremeduu Bay Conservation Areas.
- Raising awareness of and desire for land use planning and leading technical assistance efforts. PCS provided major support for Airai's land use planning efforts.
- Supporting development and coordination of collaborative efforts (such as the Babeldaob Watershed Association and Ecosystem-based Management initiatives).



Top: In 2008-2009 PCS worked with Melekeok State to begin construction of a Visitor's Center at the Lake Ngardok Nature Reserve.

Bottom: Surveys by EBM partners in 2009 catalogued biodiversity in the Ngeremeskang Bird Sanctuary. Results will inform land use planning in Ngaremlengui.

Minimizing impacts of the Compact Road

Goal 4: By 2009, negative environmental impacts associated with construction of the Compact Road will have been minimized

Despite initial plans leaving out an asphalt cap on the road, Babeldaob's Compact Road was eventually capped in order to reduce sedimentation and erosion. Although this achievement resulted from the efforts of many partners, PCS helped by lobbying decision makers in the United States to cap the road. Land use planning efforts in Babeldaob are being undertaken to ensure that construction enabled by the Road is done so in a sustainable manner.



A section of the Compact Road with its asphalt cap.

Understanding the importance of conservation

Goal 5: By 2009, every Palauan resident will understand the importance of conservation and the environmental impacts of different kinds of development



There is evidence that awareness about biodiversity and conservation increased between 1999 and 2009. Regular discussion of conservation in the media and by the President and National Congress indicates that conservation has been institutionalized and become part of Palau's collective consciousness. Awareness has led to documented improvements to the conservation of natural resources. In some cases, there are documented increases of awareness among youth for key species such as sea turtles and giant clams, and for key ecosystem concepts such as watersheds. Although this achievement resulted from the efforts of many partners, between 1999 and 2009 PCS helped raise national awareness by:

- Leading nationwide educational campaigns on dugongs, sea turtles, giant clams, birds, the Palau Fruit Dove, and watersheds.
- Leading and supporting state discussions on the importance of conservation and conservation areas.
- Co-leading the Tour Guide Training Program, reaching 200 tour guides.
- Leading a bird survey training program.
- Leading, supporting, or facilitating staff and partner exchanges, retreats, visits, and general capacity building.
- Supporting the establishment of the Ebiil Society, a nonprofit organization dedicated to the conservation of Ngarchelong's resources.
- Leading incorporation of the Ridge-to-Reef Road Show into school curricula, and supporting teacher training events.
- Supporting the development and proclamation of an Executive Order creating National Conservation Day on June 14, PCS's anniversary.

In 2008 PCS led the "Kim er Belau" campaign to instill pride in youth for Palau's Giant Clam species.

PCS as a strong and sustainable institution

Goal 6: PCS will be developed as a strong and sustainable institution capable of effecting long-term environmental change

PCS grew in size, budget, and reputation between 1999 and 2009. In 2009, PCS was regarded as a leader in conservation locally and regionally. To ensure institutional strength, PCS went through several formal organizational assessments and established an organizational framework with teams and clear programs. Team leaders had authority over their programs, giving the organization strength in the face of transition, such as the leadership transition PCS went through in 2009. Although hit hard by the global financial crisis, PCS had developed a strong network of supporters, and in late 2009 was still effecting positive conservation change. With the assistance of partners, between 1999 and 2009 PCS worked to increase its strength and capabilities by:

- Participating in multiple on- and off-island training events, conferences, networking trips, and partner meetings.
- Becoming members of local, regional, and global partnerships (such as BirdLife International).
- Developing good relationships with states, particularly by hiring state-based staff.
- Conducting Strategic and Work Planning regularly, and establishing standardized evaluation procedures.
- Establishing a financial system and improving financial reporting and transparency.
- Establishing and fundraising for an Endowment Fund.
- Developing the Corporate Partners for Conservation Program and continually increasing its membership.
- Increasing the number of donors.
- Increasing the grant portfolio (source and amount of funds).
- Leading and participating in multi-party activities and grants.



Programmatic Highlights, 2008-2009

PCS has four programs. 2008-2009 saw important achievements in each program.

Conservation and Protected Areas

Operating at the site and community level, this program includes all of PCS's on-the-ground conservation activities for species, sites, habitats, and people. This program seeks to empower local communities to manage their own resources.

Policy and Planning

Operating at the state and national level, this program thinks "big-picture" by incorporating locally-generated scientific data into land use plans and policies. This program provides states with the resources they need to sustainably manage their own lands.

Communications and Outreach

Operating at the national and international level, this program brings information to the public and decision-makers, so that they are able to manage their own resources with integrity.

Administration and Development

Operating at the organizational level, this program ensures that PCS has the resources it needs to meet its objectives and to maintain open and honest reporting.



Expanding Protection

Protection of Palau's lands expanded dramatically in 2008-2009. Ngaremlengui created the Ngeremeskang Nature Reserve, protecting the upper portion of the Ngeremeskang River watershed, and the Ngeremeskang Bird Sanctuary, encompassing part of an IBA. Ngiwal protected its upland forests through creation of the Ngerbekuu River Nature Reserve, which also protects the spectacular Olsolkesol Waterfall. Ngaraard expanded its system of protected areas to include Ngerkall Lake and the Metmellasch and Diong er a Ngerchokl streams and surrounding lands. Aimeliik protected parts of its upland watershed through creation of the Ngerderrar Conservation Area. PCS worked with technical and state partners to provide information on proposed areas, draft legislation, increase awareness, and begin management planning.



Left to right: A waterfall in the Ngeremeskang Nature Reserve; PCS and leaders from Aimeliik tour the Ngerderrar Conservation Area; the Governor of Ngiwal signs legislation establishing the Ngerbekuu River Nature Reserve.

Sustainable Planning

PCS worked with Airai, Melekeok, and Ngaremlengui to undertake comprehensive planning for their states. In Airai, PCS provided technical and financial assistance to the state, enabling it to finalize a Master Plan. Through work with Airai, PCS and partners developed a framework for land use planning, beginning with enabling legislation. PCS worked with the Melekeok State government to pass planning legislation and with Ngaremlengui to draft similar legislation. In Ngaremlengui and Ngarchelong, PCS started resource use planning at the state level, assessing threats and conservation targets and determining state-wide strategies to meet resource needs.



Far left: Partners examine soil as part of understanding suitability for land use planning. *Series, left:* Planning with the Ngarchelong community. *Bottom:* Northern Reefs surveys identified potential dive and snorkel sites.



Discovering Riches

PCS worked with partners to increase our knowledge of Palau's natural systems. PCS worked with the Society for the Conservation of Reef Fish Aggregations to study Ebiil Channel. Through extensive monitoring, PCS and partners discovered an unknown population of groupers, determined the full spatial and temporal extent of the aggregation, and gathered data to provide population estimates. PCS worked with the Coral Reef Research Foundation to conduct surveys of the Northern Reefs leading to recommendations for protection and ecotourism. PCS worked with state partners from Aimeliik, Ngatpang, and Ngaremlengui to survey trochus and estimate total abundance and sustainable harvest levels. Mist net surveys with partners from the US Fish and Wildlife Service netted Palau a larger number of recorded bird species, including the Pond Heron and Eastern Curlew. PCS and partners also worked with forestry interns to start a survey of Aimeliik's timber resources.



Top to bottom: Examining trochus size, PCS's Wildlife Health Coordinator studies a migratory bird. Right: PCS's Senior Marine Operations Officer sets up GPS equipment for a detailed study of Ebiil.

Reducing Threats

PCS partnered with BirdLife International, Island Conservation, state, and national technical partners to eradicate rats from the IBA of Fanna, Sonsorol in 2009 to protect its nesting seabirds and coconut crabs. The project raised capacity for further eradications and spurred an effort to eradicate rats from Kayangel. PCS assisted the National Invasive Species Committee with a survey of introduced macaques. The project also spayed and neutered pet macaques. PCS worked with Ngardmau to improve its floating enforcement outpost and reduce poaching in the Ngermasech Conservation Area. Wildlife disease monitoring continued through bird and wildlife mortality surveys.



Left to right: PCS and partners examine dead rats in Fanna in preparation for the eradication. Access to a floating outpost and speedboats has enabled enforcement in Ngardmau's Ngermasech Conservation Area and decreased poaching.

Developing Ecotourism Potential

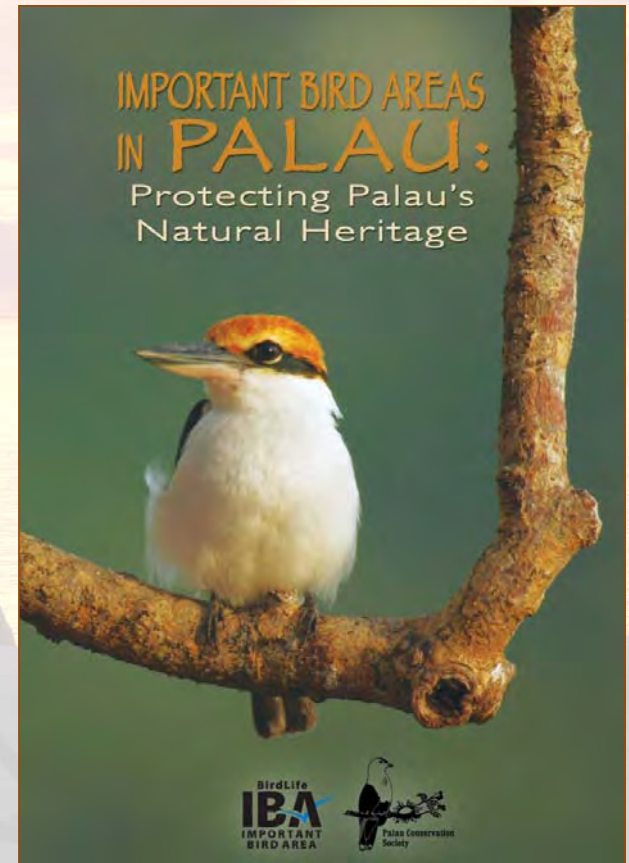


A partner from Ngaremlengui examines kayaks that will be used as part of an ecotour in the Ngeremeduu Bay Conservation Area.

PCS worked with states to improve infrastructure to attract and control visitors and their impacts. Through a project funded by the Government of Spain, PCS and partners installed mooring pins for a future floating dock in the Ngeremeduu Bay Conservation Area. Infrastructure in the Ngardok Nature Reserve was improved, with the near completion of a Visitor's Center and Nursery. PCS and partners also worked with Ngaremlengui to design a trail and bridge to the Ngeremeskang River, and sought assistance to improve the trail to the Ngardmau waterfall. PCS partnered with experts at Koror State to install underwater anchor pins at Ngardmau's Ileyakel Beluu Conservation Area to minimize impacts from dive boats.

Increasing awareness

PCS continued its successful Ridge to Reef Roadshow, incorporating activity books and Teacher's Guides. Field trips were also included. PCS worked with its partners at RARE to conduct state and school visits as part of its *Kim er Belau* campaign to raise awareness of Giant Clams, which are threatened with overharvesting. PCS produced numerous educational materials as part of these campaigns. In addition, PCS partnered with the Etpison Museum and Dutch Embassy to print and distribute posters and brochures depicting endemic birds. PCS worked with the Coral Reef Research Foundation to distribute a new CRRF-published book on Marine Environments. PCS published a directory of Important Bird Areas.



Effective Communication



PCS worked with partners to take results from Ecosystem-Based Management and other scientific studies and communicate it to decision-makers. PCS successfully advocated for the establishment of the Ngeremeskang Bird Sanctuary after communicating research results indicating that the area's high bird diversity and populations could serve as the basis for a successful ecotourism venture. Through the Babeldaob Watershed Alliance, communications encouraging watershed protection have been targeted at decision-makers determined to ensure clean and abundant water supplies. PCS worked to ensure that teachers could continue the Ridge to Reef Program on their own.



Left to right: PCS conducted surveys of fish for sale in local markets and then communicated that information to decision-makers worried about overfishing. Teachers participate in the Ridge to Reef Teacher's Workshop.

Developing capacity

PCS coordinated the Locally Managed Marine Area (LMMA) network. Conservation Officers participated in exchanges to Peleliu and the Southwest Islands. Members of the network also participated in a cross-country exchange to Pohnpei to learn from members in other countries. Palauan members of the LMMA network formed the Belau Locally Managed Area network (BLMA) to include conservation officers working in marine and terrestrial areas. In addition to ecological trainings, members of the BLMA participated in a training on socioeconomic assessments, and then helped develop questions and then carry out and analyze the socioeconomic assessment of the Helen Reef Conservation Area.



Left to right: State Conservation Officers receive SCUBA certification through a partnership with PCS and Sam's Dive Tours. Conservation Officers learned survey techniques in conservation areas such as Ebiil.

Collaborative Approaches

PCS worked to expand membership in the Babeldaob Watershed Alliance (BWA), gaining seven of ten states as members and working with the other three on projects. PCS participated in Conservation Action Planning (CAP) in several states, helping to identify state objectives, threats, targets, and strategies. The BWA also worked with states to delineate conservation area boundaries and to implement activities (such as trail improvements). In 2008 PCS also convened a meeting of Conservation Professionals in Palau, to collectively determine targets, assess needs and threats, and participate in joint planning.



Left to right: Palau's Conservation Professionals gathered to identify joint targets and needs. The BWA brought together State leaders to work towards joint management of watersheds.

PCS's 2010-2015 Strategy

The PCS Mission is “to work with the community to preserve the nation’s unique natural environment and perpetuate its conservation ethic for the economic and social benefit of present and future generations of Palauans and for the enjoyment and education of all.”

Communities have always been the driving force of our work, and in the PCS 2010-2015 Strategic Plan, the ultimate purpose of our work is to empower communities to care for and manage their own resources. In developing the new strategy, PCS selected conservation targets and developed 10-year conservation goals after a 2008 meeting of Conservation Professionals identified priority targets and threats. Strategies were designed to meet these goals. PCS worked with local and international partners, including Foundations of Success and the Conservation and Community Investment Forum, to develop its new Strategic Plan. Priority sites were selected based on momentum and biological need.

Conservation and Protected Areas Program Prioritized Strategies, 2010-2015

1. Lead and coordinate management planning for existing protected areas
2. Empower states to implement protected area management plans
3. Advocate for the establishment of new conservation areas
4. Implement management activities for critical species, particularly birds and key marine species

Policy and Planning Program Prioritized Strategies, 2010-2015

1. Champion land and resource use planning in Babeldaob at the state level
2. Co-facilitate multi-state/national processes to establish a framework cross-boundary resource use

Communication and Outreach Program Prioritized Strategies, 2010-2015

1. Identify and champion key environmental messages and audiences
2. Maintain positive public relations for the organization
3. Integrate environmental information into educational institutions
4. Raise general environmental awareness at the youth and adult levels

Administration and Development Program Prioritized Strategies, 2010-2015

1. Develop and implement plans to achieve financial sustainability
2. Effectively manage all funds
3. Develop and manage effective organizational frameworks and processes
4. Implement membership program

2008-2009 Statement of Financial Position

	December 31, 2008	December 31, 2009
ASSETS	US \$	US \$
Cash	20,652	261,188
Savings- Endowment	17,566	355
Investment	371,350	371,350
Accounts Receivable	318,905	198,457
Endowment Receivables	800,000	800,000
Due to From	104,294	103,627
Inventory	5,376	5,376
Other Current Assets	8,314	8,314
Fixed Operating Assets	93,958	93,958
Total Assets	\$ 1,740,415	\$ 1,842,626
LIABILITIES AND NET ASSETS		
Accounts Payable	96,155	100,094
Other Current Liabilities	11,876	42,539
Deferred Revenues - Restricted	800,000	800,000
Deferred Revenues - Temp Restr	268,924	158,924
Total Liabilities	\$ 1,176,955	\$ 1,101,558
Excess Rev over Expenditures	167,438	178,977
Unrestricted Net Assets	396,022	562,091
Total Net Assets	\$ 563,460	\$ 741,068
Total Liabilities & Net Assets	\$ 1,740,415	\$ 1,842,626

Unaudited at time of distribution

PCS Endowment Fund

Investment Type	Value on December 31 (US\$)				
	2005	2006	2007	2008	2009
Stocks	247,354	270,459	114,169	163,661	224,074
Bonds	105,040	109,024	294,808	107,253	123,490
Total	\$ 352,394	\$ 379,483	\$ 408,977	\$ 270,914	\$ 347,564



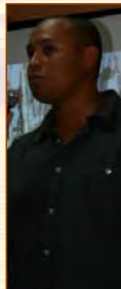
Left to right: Guests make friends with the PCS Biib Mascot at the 2009 Annual Fundraising Dinner. A PCS Board Member accepts a donation from the Palau Pacific Resort.

2008-2009 Consolidated Statement of Activity

	2008 (US\$)				2009 (US\$)			
	Unrestricted	Temporary Restricted	Restricted	Total	Unrestricted	Temporary Restricted	Restricted	Total
REVENUES								
Grant Income		2,190,395		2,190,395	2466	826,647		829,113
Indirect Cost	120,812			120,812	129,900			129,900
Sales-Gen Merchandise	4,248			4,248	2,672			2,672
Donations & Fundraising	37,057		12,315	49,372	39,399		8,305	47,704
Endowment			3,723	3,723			488	488
Membership	1,065			1,065	475			475
Interest & Other Income	64			64	11,085			11,085
Total Revenues	\$ 163,246	\$ 2,190,395	\$ 16,038	\$ 2,369,678	\$ 183,137	\$ 717,964	\$ 8,793	\$ 1,021,436
EXPENSES								
Salaries & Benefits	150,321	482,714		633,035	100,306	401,146		501,452
Consulting	18,118	25,432		43,550	10,763	6,400		17,163
Indirect Admin Exp		147,728		147,728		67,672		67,672
Travel & Field Trips	4,099	97,163		101,262	2,565	29,883		32,449
Conf & Meetings	4,225	43,345		47,570	3,308	23,429		26,737
Supplies & Equipmt	4,003	198,932		202,935	3,077	100,344		103,421
Publishing & Advertise	8,588	33,338		41,926	2,044	20,839		22,883
Communications	7,621	13,517		21,137	18,654	12,241		30,895
Rent, Util, Maint, Ins, & Dep	28,895			28,895	28,506			28,506
Vehicle Fuel & Maint	(1,747)	17,410		15,663	100	4,622		4,722
Special Projects		909,629		909,629	-	373		373
Fundraising Exp	445		7,418	7,862	1,209		2,027	3,237
B/Chrg & Other Exp	1,254			1,254	2,923	1,840		4,736
Total expenses	\$ 225,821	\$ 1,969,207	\$ 7,418	\$ 2,202,446	\$ 173,454	\$ 668,789	\$ 2,027	\$ 844,270
NET INCOME	\$ (62,575)	\$ 221,188	\$ 8,620	\$ 167,232	\$ 12,542	\$ 157,858	\$ 6,765	\$ 177,166

Unaudited at time of distribution

2008-2009 Staff



Elbuchel Sadang (from 2010)
 Tiare T. Holm (to 2009)
 Adelle Lukes Isechal (to 2009)
 Amand Alexander (to 2008)
 Anuradha Gupta (from 2009)
 Asap Bukurrou
 Bernadette Keldermans (to 2009)
 Collin Joseph
 Elizabeth Matthews (to 2009)
 Felisa Belly Andrew (from 2008)
 Foober Obichang Skebong
 Gillian Johanes
 Godines Ngiltii
 Heather E. Ketebengang
 Joyce K. Beouch (from 2008)
 Joycelyn Benhart (from 2008 to 2009)
 King M. Sam (to 2009)
 Lerince Kelmal (to 2009)
 Mingrang Kloulechad
 Renguul V. Masahiro
 Scott F. Rehms (to 2008)
 Scott Kiefer
 Shalom Ngelechel Etpison
 Tarita Holm (from 2008)
 Tublai Ililau
 Umai Basilius
 Valentino Kloulchad (to 2009)
 Yalap P. Yalap

¹ C3: Community Conservation Coordinator
² BWA: Babeldaob Watershed Alliance
³ EBM: Ecosystem-based Management

Executive Director
Executive Director
Senior Terrestrial Officer
Executive Assistant/Office Manager
Conservation & Protected Areas Program Director
Senior Marine Programs Officer
Community Visioning Coordinator
 C3¹
Senior Research Officer
 C3
Community Specialist
Community Specialist
Transportation Officer
Wildlife Health Coordinator
BWA² Coordinator
Bookkeeper
Executive Assistant
 C3
Administration & Finance Program Director
 C3
Senior EBM³ Advisor
Senior Marine Operations Manager
Senior Development Officer
EBM Data Manager
Program Assistant
Policy & Planning Program Director
 C3
Education Coordinator

Protecting Our Natural Heritage



Please help us reduce our carbon footprint. This report has been designed for on-screen viewing.
Discover more about PCS, read our new Strategic Plan, and learn about upcoming events at www.palau-pcs.org or www.palauconservation.org