

## Darwin Initiative Capability & Capacity: Annual Report

To be completed with reference to the "Project Reporting Information Note":  
(<https://www.darwininitiative.org.uk/resources/information-notes/>).

It is expected that this report will be a **maximum of 20 pages** in length, excluding annexes)

**Submission Deadline: 30<sup>th</sup> April 2025**

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### Darwin Initiative Project Information

Project reference	DARCC056
Project title	Strengthening capabilities and capacities for sea turtle conservation in Indonesia
Country/ies	Indonesia
Lead Organisation	Turtle Foundation Switzerland
Project partner(s)	Yayasan Penyu Indonesia
Darwin Initiative grant value	
Start/end dates of project	01.04.2024 – 31.03.2026
Reporting period (e.g. Apr 2024 – Mar 2025) and number (e.g. Annual Report 1, 2, 3)	Apr 2024 – Mar 2025 Annual Report 1
Project Leader name	Dr. Hiltrud Cordes
Project website/blog/social media	<a href="http://www.turtle-foundation.org/en">www.turtle-foundation.org/en</a> <a href="https://www.instagram.com/turtle.foundation/?hl=de">https://www.instagram.com/turtle.foundation/?hl=de</a> <a href="https://www.facebook.com/turtlefoundation/">https://www.facebook.com/turtlefoundation/</a>  <a href="http://www.yayasanpenyu.org/en">www.yayasanpenyu.org/en</a> <a href="https://www.instagram.com/yayasanpenyu/?hl=de">https://www.instagram.com/yayasanpenyu/?hl=de</a>
Report author(s) and date	Janin Bartoschek, Hiltrud Cordes, Yuliana Syamsuni, Gaura Rumbiak, Meriussoni Zai, Adhith Swaminathan 30 April 2025

## 1. Project summary

This project aims to address critical capability and capacity gaps in sea turtle conservation in Indonesia by strengthening the local conservation NGO, Yayasan Penyu Indonesia (YPI). Despite hosting some of the world's most important populations of sea turtles, Indonesia's conservation efforts are undermined by limited organisational capacity, outdated methods, and persistent poverty in coastal communities where human-wildlife conflict is prevalent.

The project seeks to build both institutional and individual capacities within YPI to enable the organisation to deliver high-quality conservation work while actively engaging communities to address poverty. It responds to the urgent need for a professionalised local conservation presence to support and influence government policy and to implement practical, community-integrated conservation solutions. Currently, there is no standardised training for sea turtle rangers, no network of qualified trainers, and NGOs like YPI struggle with staff turnover and loss of institutional knowledge.

The project delivers a targeted package of interventions, including the development of a user-friendly ranger handbook, a comprehensive Training of Trainers (ToT) programme to train 10 local ranger trainers, and the recruitment of two new staff members – a Fundraising Officer and a Communications and Campaigns Officer – to strengthen YPI's structure and outreach. Additional organisational development includes tailored training for head office staff in financial management, organisational standards, team building training and gender equality.

These efforts are highly relevant for both biodiversity and human development. Indonesia's sea turtles face escalating threats from poaching, illegal trade, unregulated tourism, and habitat destruction. Meanwhile, rural coastal communities, where many of these nesting sites are located, often live in poverty with few sustainable income opportunities. By empowering YPI, a locally rooted NGO, the project ensures culturally appropriate, long-term conservation efforts that are integrated with community wellbeing.

Poverty reduction strategies will be co-developed with communities through participatory workshops at project sites in Berau and Simeulue, and these will be formalised as guiding documents for future development activities. Educational tools, including a turtle exhibition and outreach materials, will further reinforce conservation messages and strengthen the link between people and wildlife protection.



*Map of YPI project sites in Indonesia*

The need for this project was identified through years of on-the-ground collaboration between Turtle Foundation and YPI, alongside strategic assessments by bodies such as the Critical Ecosystem Partnership Fund (CEPF), which flagged major organisational weaknesses including in human resources, fundraising, and gender equity. Furthermore, there are national-level gaps, such as the slow implementation of the National Action Plan (RAN) and the continued use of

outdated practices like headstarting, which this project directly seeks to address through updated guidance and training.

The project supports work at five YPI field sites – Berau (East Kalimantan), Selaut Besar and Simeulue Island (Aceh), Nias and Sipora Island (Mentawai Islands, West Sumatra) – covering some of Indonesia's most ecologically significant yet underserved coastal regions. The YPI head office in Bali serves as the coordination hub for this nationwide initiative.

Overall, the project establishes a vital foundation for modern, inclusive, and effective sea turtle conservation in Indonesia, linking biodiversity protection with meaningful improvements in community resilience and wellbeing.

## **2. Project stakeholders/ partners**

The project is a close collaboration between Turtle Foundation (TF) and its Indonesian implementing partner Yayasan Penyu Indonesia (YPI), established in 2018. YPI is the main beneficiary of the project and manages five sea turtle conservation sites across Indonesia. The partnership responds to a clear local demand for long-term, community-based conservation and is based on joint planning, decision-making, and monitoring.

YPI brings in-depth local knowledge and strong relationships with governmental stakeholders such as BPSPL Padang and DKP Kalimantan Timur, while TF contributes strategic and international fundraising support. Despite challenges in the past year - most notably the dismissal of the project supervisor and the resignation of the coordinator for family reasons (as reported in the submitted change requests) - two capable replacements were recruited, and project continuity was maintained.

In response to capacity gaps identified by recent assessments (e.g., CEPF), we have already made progress: YPI recruited a fundraising officer and a communication officer to boost project development and outreach. Gender equality has become a top priority, reflected in more female staff, the training of two female ranger trainers, and the inclusion of female role models in the ranger handbook.

Capacity-building activities have focused on local staff, selected for their motivation and engagement. Fourteen rangers and field staff have taken part in two Training of Trainers sessions so far, strengthening YPI's ability to deliver long-term impact. Broader stakeholders, including schools, village leaders, and community members, are engaged in education and conservation work.

The British Embassy was informed about the project, but we have not yet received a reply.

## **3. Project progress**

### **3.1 Progress in carrying out project Activities**

#### **Output 1: YPI has capacity and is able to deliver high quality sea turtle conservation projects in Indonesia and promote wide awareness about sea turtles**

Activity 1.1.: Develop strong organisational capability for YPI, with professional trained staff, procurement capacity and effective monitoring framework.

YPI has made progress in training staff, building procurement capacity, and establishing a monitoring and evaluation (M&E) framework. Training for various employees is being conducted continuously throughout the duration of the project. At the end of June 2024, a team-building training was held in Malang, Indonesia, with participation from the YPI core team. This training strengthened values such as a sense of community, teamwork, self-confidence, leadership, and communication across teams.<sup>1</sup>

Activity 1.2.: Develop YPI's organisational standards (including safeguarding and GESI policies, code of conduct [HR], grievance mechanism, M&E framework, and reporting and financial & risk management procedures).

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<sup>1</sup> Team Building Training Report and Photos in Annex 4

We commenced with a 2-days financial management workshop led by consultants from Circle Indonesia at 30 and 31 August 2024.<sup>2</sup> Several organisational standards—including safeguarding, GESI, code of conduct, grievance mechanism, and financial and risk management—have been drafted and are expected to be finalised by the end of 2025.

Activity 1.3.: Strengthen the fundraising capacity of YPI, with a local fundraiser recruited and trained, and new project proposals developed and submitted.

An experienced Indonesian fundraiser, Lala Amiroeddin, has been recruited, although the recruitment process experienced delays. The fundraising officer began on 1 April 2025. From April to June 2025, the fundraiser will receive on-the-job online training, identifying potential donors, and developing project proposals and reports.

Activity 1.4.: Strengthen the communications capacity of YPI, with officer recruited to develop and implement communications plan and follow-up on online trade of sea turtle products (turtles shell).

A Communications Officer, Alya Daniyah Rosyadah, was recruited and began on 1 November 2025. Onboarding activities took place in Q3 2024/25. In January, she visited our project site in Simeulue, participated in the second ToT, and wrote articles for the YPI website, social media, and the Darwin newsletter. Alya developed a communications plan and monitored the online trade in turtle-derived products. In November 2024, the Communications Officer began investigating illegal online trade via Shopee and Tokopedia. A total of 105 active listings were identified from 81 sellers across 38 Indonesian cities, covering 10 categories of illegal turtle products. All listings were successfully removed, demonstrating that coordinated action can be effective. YPI continues to call for collaboration among government authorities, e-commerce platforms, and the public to combat illegal trade of turtle products.<sup>3</sup>

Activity 1.5.: Develop a new YPI website, including professional photographs from 3 project sites, and build up and maintain social media audience.

In collaboration with the web agency Timedoor, development of YPI's new website began in September 2024. A professional photographer was commissioned to take stock photos at project sites. The content was created and delivered, and the website was launched at the end of March 2025.<sup>4</sup> Additionally, the Communications Officer has been producing high-quality social media content, placing paid ads, and contributing to a steadily growing social media presence.

## **Output 2: Through ToT (training of trainers) and the development of a ranger handbook, YPI is able to maintain and replicate high quality project SOP's**

Activity 2.1.: Design, write and publish online Handbook for Sea Turtle Rangers and print and distribute to 3 project sites.

At the start of the project, we contracted international sea turtle expert Adhith Swaminathan. Together with YPI's scientific director Meriussoni Zai, he is developing the ranger handbook, which consists of nine booklets. Photographs for the handbook were taken during ToT 1 and ToT 2 (see Activity 2.2). The handbook will be published on the YPI website in Q4 2026, with printed copies to be distributed to all project sites.

Activity 2.2.: Develop and organise a Training of Trainers programme for 10 leading YPI field staff from different conservation sites.

Two Training of Trainers (ToT) programs were conducted in September 2024 and February 2025. Prior to the first training, nine individuals representing all of our field sites were selected. A knowledge questionnaire was administered to assess participants' understanding of topics such as sea turtle biology, threats, conservation practices, laws and regulations. Each participant's score was recorded, and the same questionnaire will be repeated after the third ToT to evaluate improvements in knowledge and understanding.

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<sup>2</sup> Photos from the Financial Management Workshop in Annex 5

<sup>3</sup> Illegal trade of turtle products report in Annex 6

<sup>4</sup> New website: [www.yayasanpenyu.org](http://www.yayasanpenyu.org)

The first ToT program was held in Bilang-Bilangan, one of two sites monitored by Yayasan Penyu Indonesia (YPI) in East Kalimantan, known for its high abundance of nesting green turtles. The program included presentations on the basics of sea turtle biology, species identification, Indonesian laws and regulations protecting sea turtles, and standard conservation practices. Group activities and scenario-based discussions were also conducted to help participants design effective conservation programs and strengthen their theoretical foundation in sea turtle research and conservation.

A significant portion of the training focused on practical, hands-on experience in beach patrol and nest monitoring. This included track and nest identification, monitoring and measuring nesting females, nest relocation, hatchling release, and nest excavation.<sup>5</sup>

The second ToT took place during the first two weeks of February on Simeulue Island, on nesting beaches where the highest number of leatherback turtle nests are recorded in Sumatra. Since both leatherbacks and olive ridleys nest at these locations, the training focused on collecting biometric data, conducting genetic sampling, tagging both hard-shell and soft-shell turtles with flipper and passive integrated transponder (PIT) tags, measuring hatchlings, and deploying satellite transmitters on two leatherback turtles.<sup>6</sup>

In addition to the hands-on components, participants from the first ToT were grouped and assigned to present topics from the earlier training to four new participants who joined the second ToT. Unfortunately, due to logistical and personal reasons, two original participants were unable to attend the second training. As a result, four newly recruited YPI rangers were selected to join, helping expand the pool of potential future trainers within the organization.<sup>7</sup>

Activity 2.3.: Organise exchange visits with sea turtle conservation team from Papua Leatherback Project (Y1: Papua team visits Simeulue, Y2: YPI team visits Papua).

The first exchange visit took place from 21 – 29 January 2025, involving three rangers from the Papua Leatherback Project visiting YPI's project site Simeulue, Sumatra. A return visit is planned for Q1 2025/26. This mutual learning exchange between leatherback turtle conservation teams aims to strengthen field capacity, share best practices, enhance monitoring methods, and build institutional and management capacity within conservation groups.<sup>8</sup>

Activity 2.4.: YPI participates in the International Sea Turtle Symposium (ISTS) 2026 to present project results and update in global sea turtle conservation issues.

Sea turtle expert Adhith Swaminathan and Project Leader Dr Hiltrud Cordes attended ISTS 2025 in Accra, Ghana in March 2025. Adhith submitted an abstract<sup>9</sup> and was selected to present on: *“Eastern Indian Ocean Leatherback Alliance (EIOLA) – a transboundary initiative to protect a threatened leatherback subpopulation.”*<sup>10</sup> Both representatives engaged in several exchange meetings and discussions with global sea turtle experts. Participation in the 2026 International Sea Turtle Symposium will take place in Q4/2026.

### **Output 3: Community Engagement and Educational Outreach**

Activity 3.1. Develop site-based poverty reduction action plans for Berau and Simeulue through 2 workshops at each project site with local YPI teams and community stakeholders.

The first poverty reduction community assessment was carried out in Along, Simeulue in November 2025 by consultants from Circle Indonesia together with YPI staff and community stakeholders. Key findings highlighted community strengths in farming, fishing, and handicrafts, while identifying the need for formal training and financial support. The report proposed strategies

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<sup>5</sup> ToT 1 report in Annex 8

<sup>6</sup> Satellite Transmitter Report in Annex 14

<sup>7</sup> ToT 2 report in Annex 8

<sup>8</sup> Exchange visit report in Annex 9

<sup>9</sup> Abstract: Eastern Indian Ocean Leatherback Alliance (EIOLA) – a transboundary initiative to protect a threatened leatherback subpopulation in Annex 10

<sup>10</sup> Presentation: <https://yayasanpenyu.org/tentang-kami/resources/>

to improve agricultural practices, develop eco-tourism, and establish community-based financial institutions.<sup>11</sup> The next assessment is scheduled for Q1 2025/26 in Berau, East Kalimantan. The poverty reduction action plans will be finalised by March 2026.

Activity 3.2.: Develop a general best practice concept for educational turtle exhibitions which can be used at all YPI project sites and shared with other organisations.

Preparations have begun. Adhith visited the Orangutan Haven on the Indonesian island of Sumatra, an educational centre designed to raise awareness about rainforest threats, biodiversity, and climate change, and to present practical action pathways. Further visits to other best-practice conservation exhibitions will support the development of a general concept for turtle exhibitions in Q2 2025.

Activity 3.3.: Produce, translate and (re)print online and offline outreach and educational materials focused on sea turtle conservation for children and students of different age groups.

YPI has exceeded expectations by producing and uploading three educational materials—rather than the planned two—to the website: the brochures “*Say No to Headstarting*”, “*Ready to Go*”, and the children’s book “*Purple Turtle*”.<sup>12</sup> Selected materials will be printed and distributed to project sites for environmental education purposes during the project’s second year.

This report shows that most activities are progressing on schedule, with some ongoing and others planned for the next phase. YPI is well-positioned to finish all activities by March 2026.

## 3.2 Progress towards project Outputs

### **Output 1: YPI has capacity and is able to deliver high quality sea turtle conservation projects in Indonesia and promote wide awareness about sea turtles.**

During the reporting period, the project made strong progress towards building the capacity of YPI and enhancing its ability to implement high-quality sea turtle conservation work. Key advancements have been recorded across all Output 1 indicators.

**Staff training and capacity building:** At baseline, only 20% of YPI’s staff had received structured training relevant to their roles. By March 2025, 19 staff members (13 men and 6 women) had completed targeted training, amounting to 66 aggregated training weeks. This represents a significant increase in trained personnel, bringing the proportion of trained employees up to 40%. The training activities included a one-week team-building session attended by 14 staff members, a financial management workshop attended by the project coordinator and financial manager, and two two-week Training of Trainers (ToT) sessions delivered in Berau and Simeulue with 9 and 12 participants respectively. Evidence of training completion and participation has been documented through attendance records, training reports, and staff feedback, all of which contribute to a clear trajectory towards achieving the 50% target by December 2025.

**YPI website development:** The new YPI website<sup>13</sup> was launched at the end of March 2025, marking a major milestone for the organisation’s communications and outreach capabilities. The website was developed in partnership with the Bali-based digital agency Timedoor. Under the leadership of the newly appointed Communication and Campaign Officer, Alya Daniyah Rosyadah, YPI compiled and published informative content across multiple sections, including pages on the organisation, sea turtles, programs, and current news. High-quality visuals from three project sites, educational materials, and conference outputs were added to the resources section, enhancing transparency and knowledge-sharing. While no visitor analytics were available at the time of launch, monitoring tools have been integrated to assess user engagement going forward. The project remains on track to achieve its target of 800 monthly visitors by December 2025.

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<sup>11</sup> Summary of the community assessment report in Along, Sumatra in Annex 11

<sup>12</sup> <https://yayasanpenyu.org/tentang-kami/resources/>

<sup>13</sup> [www.yayasanpenyu.org](http://www.yayasanpenyu.org)



**Social media growth:** Between April 2024 and March 2025, YPI's total social media following grew from 11,600 to 15,367 followers, reflecting a 32% increase. This growth, although short of the 50% mark required to reach the September 2025 interim target, is considered satisfactory given that social media activities only began in earnest in December 2024, following the onboarding of the Communication Officer in November. Instagram followers more than doubled during the reporting period, rising from 3,072 to 6,773<sup>14</sup>, indicating strong engagement with visual storytelling formats such as Reels. In March 2025, YPI launched a targeted awareness campaign in collaboration with local content creators and influencers, particularly in the Bali region. The campaign focuses on short-form videos addressing key conservation issues such as the dangers of the headstarting method. These efforts are expected to significantly boost engagement and visibility in the next phase. Monitoring is conducted via platform analytics and performance metrics, ensuring that content is adapted in response to audience interaction and reach.

## **Output 2: Through ToT (Training of Trainers) and the Development of a Ranger Handbook, YPI is Able to Maintain and Replicate High-Quality Project SOPs**

**Ranger Handbook:** As of March 2025, significant progress has been made in the development of a comprehensive ranger handbook for sea turtle conservation, which is set to be endorsed and published on the YPI website by March 2026. At the onset of the project, YPI enlisted Indian sea turtle conservation expert, Adhith Swaminathan, to lead both the creation of the handbook and the facilitation of the Training of Trainers (ToT) workshops. These workshops provided a structured approach to preparing future trainers by documenting conservation best practices through photographic evidence, which will form the basis of the handbook. As of now, the first chapters of the handbook are in draft form, and its final structure is being developed. The handbook will consist of nine standalone modules, ensuring that it remains adaptable and can be updated as necessary.

**Training-of-Trainers:** Fourteen future trainers were well on their way to completing their training programme. This training is designed to equip them with the necessary skills to teach and disseminate knowledge to other rangers across YPI's project sites. Two of the planned three training modules have already been completed. The first workshop, held in Berau (Derawan Archipelago) in September 2024, focused on foundational topics such as sea turtle biology, conservation practices, and basic monitoring techniques. The second module took place in Simeulue and Selaut Besar in February 2025, where more advanced topics were covered, including veterinary basics, scientific data collection, and community engagement. The completion of these two modules represents a 66% completion rate of the full training programme. Furthermore, these trained trainers have already begun to pass on their knowledge, successfully training 57 new rangers at the project sites in Sipora, Nias, Simeulue, and Berau.

**National Action Plan:** The Ministry of Marine Affairs and Fisheries (MMAF) is targeting five action plan strategies for the sea turtle NAP 2025-2029. The five action plans include improving database and information; developing sea turtle conservation center of excellence; achieving sustainable sea turtle protection, conservation and utilization efforts; achieving the harmony of conservation and food security and improving surveillance and law enforcement. In January 2025, MMAF invited relevant stakeholders, such as local government and NGOs, to discuss the NAP draft document and to determine priority locations for the action plans. Two YPI staff members, Mr. Ahmad Khairul Imam and Mr. Rusli Andar, participated in the meeting in Jakarta, contributing valuable data and insights from the project sites to the national conservation framework.<sup>15</sup> Essentially, through this meeting MMAF pointed 13 priority locations across Indonesia, including YPI's working site at Simeulue (Aceh) and Mentawai (West Sumatra). This marks a pivotal step towards ensuring the integration of YPI's work into national sea turtle conservation strategies.

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<sup>14</sup> Number of social media followers, reactions, and shares in Annex 7

<sup>15</sup> RAN Meeting Report in Annex 12

### **Output 3: YPI Has Gained Capabilities and Capacities to Reach Out to Local Communities and Implement Activities for Poverty Reduction at Project Sites**

**Poverty Reduction Action Plans:** In parallel with YPI's conservation efforts, there has been a focus on integrating poverty reduction strategies at the project sites. Consultants from Circle Indonesia were contracted to conduct poverty reduction assessments at two key sites, Simeulue and Berau. The first assessment was completed in Simeulue in November 2024, with a second scheduled for May 2025 in Berau. These assessments will form the foundation for developing tailored poverty reduction action plans, which are due to be endorsed by March 2026. The full reports will be available by May/June 2025, and they are expected to significantly inform the ongoing development of the action plans.

**Outreach and Education materials:** As of March 2025, three key educational publications have been uploaded to the YPI website - one more than initially planned. These include two brochures titled *"Say No to Headstarting"* and *"Ready to Go"*, both of which address the practice of headstarting hatchlings in captivity, a controversial practice in Indonesia. The third publication, *"Purple Turtle"*, is a children's book translated into Bahasa Indonesia to help instill conservation values in younger generations. These materials have already been made available to the public online<sup>16</sup>, with one additional publication scheduled for release by June 2025.

In summary, YPI has made substantial progress towards its goal of developing high-quality conservation practices and community outreach initiatives. With the handbook in development, trainer capacity growing, and ongoing poverty assessments, YPI is well on track to meet its objectives by the target dates. The commitment to education and community engagement further strengthens the foundation for long-term conservation success.

### **3.3 Progress towards the project Outcome**

During the reporting period from 1 April 2024 to 31 March 2025, the project made significant progress towards achieving the intended Outcome: *"Sea turtle conservation in Indonesia is strengthened through the adoption of best practice knowledge and a network of trained trainers supported by a proficient civil society organisation."* The three Outcome indicators provide a clear and appropriate framework to monitor and assess the project's development and impact.

**Outcome Indicator 0.1** focuses on strengthening the capacity of the national civil society organisation, YPI. Two key recruitments were planned under this indicator. The Communication and Campaign Officer, Ms Alya Daniyah Rosyadah, commenced her role on 1 November 2024 and was successfully onboarded by 31 March 2025. Her responsibilities include the development and management of YPI's new website, creation and management of social media content, visual design, and monitoring illegal trade in sea turtles. The recruitment of the Fundraising Officer, Ms Siti Nurmaila (Lala) Amiroeddin, was delayed; however, she was recruited in February 2025 and officially began her duties on 1 April 2025. Her portfolio encompasses donor and grant management, proposal writing, and strategic development of YPI's fundraising activities to enhance long-term organisational sustainability.

In addition, a total of 53 staff members (19 staff, 34 YPI rangers) and 23 local group rangers) completed various training sessions by March 2025, contributing significantly towards the goal of upskilling the team. Essential project equipment was also successfully procured, including one second-hand vehicle (Toyota) for Simeulue Island, three laptops, three printers, two monitors, three projectors, eight handheld radios, two cameras, one drone, and six GPS devices. This acquisition has strengthened YPI's logistical and technical capabilities in the field.<sup>17</sup>

**Outcome Indicator 0.2** pertains to the development and endorsement of improved best practice nesting beach management plans for four sea turtle species across three project sites: Sipora, Simeulue, and Berau. Progress to date has concentrated on the Berau site, where management structures had previously been weak. A revision of the Standard Operating Procedures is

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<sup>16</sup> <https://yayasanpenyu.org/en/about-us/resources/>

<sup>17</sup> Photos of capital equipment purchased in Annex 13



currently underway, led by Scientific Director Meriussoni Zai and Project Supervisor Mr. Ignatius Putu Chandra. A project restructuring was also undertaken: Mr Ahmad Khairul Imam was appointed as the Interim Project Manager and is now supported by Ms Vivi Tan Oga. The review and development of management plans for the Sipora and Simeulue sites are scheduled for the next project year. Furthermore, a new conservation site was established on Nias Island in 2024, and a best practice management plan for this site is planned as part of the project.

**Outcome Indicator 0.3** tracks the application of newly acquired knowledge and skills. To date, 53 individuals, including 7 women (9%), have reported that they are actively applying new competencies in sea turtle conservation, outreach, and project development. Fourteen rangers completed 66% of the Training-of-Trainers (ToT) programme,<sup>18</sup> while seven rangers underwent a full two-week basic training in sea turtle conservation. Twelve YPI staff members participated in the first part of a one-week team-building session<sup>19</sup>, with the second part scheduled for the upcoming period. Additionally, two YPI staff members are on track to complete a financial policies workshop by 31 August 2024.

The Outcome indicators have proven to be appropriate and effective in capturing the progress and results of the project. Based on current achievements and the remaining timeframe, the project is on course to achieve the intended Outcome by the end of the funding period in March 2026. No major corrective actions are necessary at this stage.

### **3.4 Monitoring of assumptions**

**Assumption 1: YPI's civil society organisation status in Indonesia is guaranteed.**

**Status: Holds true.**

YPI remains a legally registered and fully operational civil society organisation in Indonesia. All permits and registrations are valid, and YPI continues to maintain good relations with relevant government agencies such as DKP Kalimantan Timur and BPSPL Padang.

**Assumption 2: New funds are raised for sea turtle conservation to maximise sustainability.**

**Status: Partially holds true.**

Some small additional funding was raised during the first year. With the recruitment of a dedicated fundraising officer in 2025, we expect a significant improvement in fundraising capacity and results in the second project year.

**Assumption 3: The YPI project sites—not located in protected areas—are not given to private companies for development.**

**Status: Holds true.**

As of now, there are no indications that the project sites will be developed or allocated to private interests. YPI continues to monitor the situation closely through local networks and stakeholder dialogue.

**Assumption 4: The nesting population of leatherback turtles in the Eastern Indian Ocean does not become extinct.**

**Status: Holds true.**

While the population remains critically endangered, nesting continues to be recorded at the project sites<sup>20</sup>, and conservation activities are ongoing.

**Assumption 5: The sea turtle ranger handbook will be endorsed by the relevant governmental agencies.**

**Status: Not yet applicable.**

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<sup>18</sup> ToT report in Annex 8

<sup>19</sup> Team Building Training report in Annex 4

<sup>20</sup> Leatherback turtle nesting numbers in Annex 14

The handbook is currently under development and scheduled for publication by March 2026. Discussions with relevant agencies will begin once a draft is available.

**Assumption 6: Project stakeholders have enough internet access to enable download of project outputs (handbook, educational materials).**

**Status: Unknown.**

This assumption will be verified in the second year of the project when outputs are ready for dissemination. To ensure accessibility, we will print and distribute at least 200 copies each of two educational materials and the ranger handbook. This mitigates any potential issues with limited internet access.

**Assumption 7: Local communities at Berau and Simeulue take the project onboard and adopt its approach.**

**Status: Unknown.**

Community engagement activities are ongoing, and initial feedback is positive, but it is too early to assess full adoption. Progress will be monitored closely in year two.

### **3.5 Achievement of positive impact on biodiversity and multidimensional poverty reduction**

At the halfway point of the project, we are on track to contribute meaningfully to biodiversity conservation and multidimensional poverty reduction in Indonesia. While many activities are still to be implemented in the second year, progress to date indicates a strong foundation for achieving the expected long-term outcomes.

#### **Contribution to biodiversity conservation**

The project contributes to improving the conservation status of sea turtles in Indonesia by:

- Strengthening the capacity of the local NGO YPI, which now has two new staff members (fundraising and communication), enhancing its ability to plan and implement impactful conservation programmes.
- Developing a comprehensive ranger handbook and conducting a Training of Trainers (ToT) programme. The benefits for sea turtle conservation in Indonesia will last long beyond the life of the project.
- Initiating stronger collaboration and knowledge exchange between the leatherback turtle conservation sites in Simeulue and Papua.<sup>21</sup>
- Laying the groundwork for a replicable educational turtle exhibition concept to reduce harmful hatchling retention practices, to be implemented post-project at 3 sites and scalable to at least 15 nesting beaches across Indonesia.
- Contributing to a reduction in the use and trade of turtle products through community outreach and increased awareness. We identified 105 illegally listed sea turtle products on online marketplaces like shopee and tokopedia, contacted the sellers and platforms and ensured that the products were removed.<sup>22</sup>

#### **Contribution to human development and wellbeing (poverty reduction)**

The project also works towards poverty reduction through:

- Community engagement in our project locations Berau and Simeulue, where participatory workshops are being held to develop local poverty reduction action plans. We aim for at least 1% of the population (approx. 3,600 people total) to be represented via stakeholder groups during the project. These groups include men and women from diverse social backgrounds.
- These action plans aim to provide alternatives to turtle-related income (eggs, meat, turtle shell), addressing the root causes of illegal exploitation.

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<sup>21</sup> Exchange visit report in Annex 9

<sup>22</sup> Illegal trade of sea turtle products report in Annex 6

- In the long term, the implementation of these plans is expected to improve livelihoods for at least 500 coastal households and lead at least 100 individuals to abandon practices that harm sea turtles.

### Gender equality and inclusion

Gender equality and inclusion are now core priorities. Since the start of the project, we have increased the number of female staff, training two females to become ranger trainers, and are actively portraying female role models in the ranger handbook. This not only strengthens representation but also inspires wider participation of women in conservation efforts.

### Scalability

Key outputs such as the ranger handbook, education materials and the turtle exhibition concept are all designed to be scalable and replicable at national level, supporting long-term conservation and development goals in other regions as well.

## 4. Project support to the Conventions, Treaties or Agreements

During the reporting period, our project has made concrete contributions to Indonesia's national biodiversity policies and international obligations, specifically through our involvement in data provision, national action planning, and official reporting processes:

- 1. Support to National MPA Evaluation and Reporting (EVIKA) – August 2024**  
Yayasan Penyu Indonesia (YPI) contributed site-level data and input for the *Evaluation of Marine Protected Area (MPA) Management Effectiveness* (EVIKA) for the Derawan Islands MPA, conducted by the Ministry of Marine Affairs and Fisheries (MMAF). Our project sites on Bilang-Bilangan and Mataha Islands lie within the core zone of this MPA. The EVIKA assessment, which applies multivariate data analysis and measures conservation operations, ecosystem status, governance, surveillance, and social engagement, resulted in the MPA being categorized as “Sustainably Managed” with a score of 85.55%. YPI's input thus directly informed the national evaluation of protected area management effectiveness, contributing to Indonesia's commitments under the *Convention on Biological Diversity (CBD)*, particularly Target 3 of the Kunming-Montreal Global Biodiversity Framework regarding effective area-based conservation.<sup>23</sup>
- 2. Reporting to Subnational Authorities – January 2025**  
In January 2025, YPI submitted its annual conservation report to *DKP Kalimantan Timur* and *BPSPL Pontianak*, presenting monitoring data from 2024 along with activities related to beach management and the delivery of a *Training of Trainers (ToT)* supported by the Darwin Initiative. These reports serve as key inputs into regional biodiversity planning and support national reporting frameworks, including updates to Indonesia's *National Biodiversity Strategy and Action Plan (NBSAP)* and National Reports to the CBD.
- 3. Contribution to National Sea Turtle Conservation Action Plan (2025–2029)**  
Also in January 2025, YPI actively contributed to the development of Indonesia's *National Action Plan for Sea Turtle Conservation 2025–2029*. Two YPI representatives—Ahmad Khairul Imam and Rusli Andar—participated in the stakeholder consultation held by MMAF. YPI submitted site-specific data and recommendations from Simeulue and Mentawai, which resulted in both areas being designated as priority locations for national-level action. This engagement supports Indonesia's implementation of its commitments under the *Indian Ocean and South-East Asian Marine Turtle Memorandum of Understanding (IOSEA MoU)* and aligns with the country's efforts to meet marine biodiversity-related goals under the *Sustainable Development Goals (SDG 14)* and the *CBD*.<sup>24</sup>

### Interaction with Host Country Convention Focal Points

Yes, YPI has interacted with national and subnational focal points, including:

<sup>23</sup> Summary on Data Contribution to EVIKA of Derawan Islands MPA 2024 in Annex 15

<sup>24</sup> Meeting Minutes RAN Meeting in Bogor in January 2025 in Annex 12

- MMAF's Directorate General of Marine Spatial Management (as lead for MPA and sea turtle conservation).
- BPSPL Pontianak, a regional technical unit of MMAF, which coordinates marine species conservation in Kalimantan.
- DKP Kalimantan Timur, the provincial fisheries agency.

These interactions demonstrate YPI's active role in informing and influencing national biodiversity governance and in supporting Indonesia's international environmental commitments with timely and relevant data.

## 5. Gender Equality and Social Inclusion (GESI)

GESI Scale	Description	Put X where you think your project is on the scale
<b>Not yet sensitive</b>	The GESI context may have been considered but the project isn't quite meeting the requirements of a 'sensitive' approach	
<b>Sensitive</b>	The GESI context has been considered and project activities take this into account in their design and implementation. The project addresses basic needs and vulnerabilities of women and marginalised groups and the project will not contribute to or create further inequalities.	
<b>Empowering</b>	The project has all the characteristics of a 'sensitive' approach whilst also increasing equal access to assets, resources and capabilities for women and marginalised groups	X
<b>Transformative</b>	The project has all the characteristics of an 'empowering' approach whilst also addressing unequal power relationships and seeking institutional and societal change	

Our project has been assessed as “**Empowering**”, as we have not only considered gender and social inclusion in project planning and implementation but have actively taken steps to challenge traditional norms and promote lasting change in the conservation sector.

### Rights: Legal and customary

In theory, there are no legal barriers preventing women in Indonesia from working in conservation. However, customary norms - especially in remote or traditional communities - can restrict women's participation in field-based roles due to religious expectations and gendered perceptions of physical labour and risk. Our project addresses this by creating environments where women can safely and confidently perform conservation tasks, while also advocating internally and externally for women's equal rights to participate in environmental stewardship.

### Practice: Attitudes, customs & beliefs

Conservation work is often seen as "men's work" in Indonesian society. Tasks such as night patrols, turtle handling, and staying in isolated locations are widely believed to be unsuitable for women. Through our *Training of Trainers* programme and the intentional recruitment of women like Ms. Amelia Silalahi and Ms. Vivi Tan Oga into visible and respected roles, we actively challenge these attitudes. Our new Ranger Handbook will further support this shift by including more images and stories of female rangers, helping to normalise women's involvement in the field.

### **Environment: Stressors & vulnerability**

Women face additional stressors when participating in conservation—ranging from safety concerns on remote beaches to societal pressure and expectations around caregiving roles. On Sipora, Ms. Amelia's project is a valuable example of how conservation can be structured to reduce these stressors: because the nesting beach is next to a village, she can return home after night patrols instead of staying overnight in remote field stations, which is not feasible for mixed-gender teams. Creating more of these accessible work environments is a key strategy in reducing women's vulnerability and stress.

### **Roles and Responsibilities: Division of time, space & labour**

Our project actively works to disrupt traditional divisions of labour by encouraging and enabling women to participate in night patrols, nest relocation, tagging, and other technical tasks. Ms. Amelia and Ms. Vivi are on track to become fully trained ranger trainers, breaking gender norms and redefining leadership in conservation.

### **Representation: Participation, inclusion & power**

Women are represented at multiple levels of the project—from field roles to project coordinator positions. Recently, two new positions (Communication Officer and Fundraising Officer) were filled by highly qualified women, reinforcing our commitment to equitable representation. The ongoing development of a ranger handbook will include positive representation of women in both text and imagery, further normalising women's roles in conservation.

### **Resources: Access & control of assets and services**

Through our training programmes, women are gaining direct access to knowledge, equipment, and technical tools previously less available to them. The training materials and future leadership opportunities ensure that female team members are not only participants but decision-makers and role models within their communities.

### **Social Inclusion**

Our project actively promotes inclusion by addressing how gender, age, class, and other social identities impact participation. In Sipora, the nesting beach is next to a village, allowing our female project leader Ms. Amelia - currently training as a ranger trainer - to return home after patrols. This flexibility enables women to participate where remote ranger stations would exclude them.

We are developing a ranger handbook with more images of female rangers to challenge stereotypes and encourage broader participation. It will be published in Bahasa Indonesia and shared nationally. In our Darwin Initiative project, six of nine funded roles are held by women, including project leader and project coordinator positions. We also support career growth for younger and less experienced staff through training and mentoring.

### **Lessons Learnt and Challenges**

A key challenge remains the low number of women able to work in remote field sites due to cultural norms and infrastructure. However, projects like Sipora show that community-based models increase female participation.

We've also learned the value of visibility: including female role models in training materials boosts confidence and shifts team perceptions. Staff like Ms. Vivi, previously office-based, gained confidence and field experience through our training course—showing the importance of mentorship and internal opportunities.

## **6. Monitoring and evaluation**

The project employs a multi-layered Monitoring and Evaluation (M&E) system to ensure effective delivery against the indicators of success, work plan, and budget. The core of this system is the Steering Committee (SC), chaired by the project coordinator (YPI). The SC has met twice so far to review project progress and track activities, outputs, and outcomes.<sup>25</sup>

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<sup>25</sup> Meeting Minutes Steering Committee 1 in Annex 17

To ensure technical guidance and independent advice, we have also established an Advisory Board, chaired by the Project Leader (TF). It includes sea turtle expert Dr. Manjula Tiwari, biodiversity consultant Tim Dodman, and the TF's Scientific Director, Dr. Thomas Reischig. The first Advisory Board meeting took place on 1 November 2024, after the completion of the first ToT. We discussed challenges and identified areas for improvement. Several suggestions were raised, including adopting a more participatory approach, incorporating soft skills training, and to include more participants. These inputs guided the planning and implementation of the second ToT in February 2025. Furthermore, we talked about gender inclusion, and future training delivery strategies.<sup>26</sup>

The project tracks both quantitative and qualitative indicators. Quantitative indicators include the number of rangers trained, number of staff completing various training and number of community workshops held. Qualitative indicators include improvements in ranger knowledge, quality of training delivery, changes in community attitudes, and stakeholder engagement levels. Progress towards these indicators is monitored through regular reporting by project staff, project management tool "Trello", and SC oversight. Feedback from the Advisory Board members helped to refine the ToT approach.

M&E responsibilities are shared between partners. Data and insights are exchanged weekly in a project management meeting, and updates are continuously integrated into project planning. Field visits and evaluations conducted by the Project Leader and the interim project supervisor in December and January further strengthened the M&E system. This included meetings with Circle Indonesia (responsible for financial workshops and community assessments), the projects financial manager and ToT trainers. They undertake a comprehensive review of documentation related to all project activities.<sup>27</sup>

Overall, the M&E system is functioning well and has provided meaningful guidance for project implementation. Adjustments are being made to ensure it continues to support progress toward outcomes effectively.

## **7. Lessons learnt**

One key lesson from the past year was the recruitment process for the Fundraising Officer. Our initial job posting did not attract suitable candidates. Following advice from our Advisory Board member, we widened the reach by publishing the vacancy in English, using more Indonesian job platforms and increased the salary. This led to a successful hire.

We also underestimated travel costs for the Team Building Training and the two Training of Trainers (ToT) workshops due to rising flight prices. We were able to cover the additional costs by matching funds.

Two staff changes occurred: the project supervisor was dismissed and the project coordinator resigned. We submitted Change Requests for both cases and recruited qualified replacements. Project activities continued without disruption.

These experiences have prompted us to plan more flexible budgets and improve our recruitment strategy. Learnings have already been integrated into project planning.

## **8. Actions taken in response to previous reviews (if applicable)**

Since our project began on April 1, 2024, we have only submitted our first half-year report on September 30, 2024. As of now, we have not received any feedback on this report.

## **9. Risk Management**

Over the last 12 months, a new risk emerged related to internal financial mismanagement at Yayasan Penyu Indonesia (YPI), where the project supervisor made unauthorised withdrawals

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<sup>26</sup> Meeting Minutes Advisory Board Meeting 1 in Annex 16

<sup>27</sup> Project Monitoring and Evaluation Visit Report in Annex 18

from YPI's internal funds. Fortunately, this did not involve Darwin Grant Funds, and the misappropriation was detected early, limiting the impact to a small four-figure amount. Although financial oversight measures were in place, they were insufficient to fully prevent the misuse, so we have since strengthened our financial protocols. In response, we appointed Prof. Dr. Otto Jockel as interim project supervisor to maintain project continuity. Additionally, we've implemented improved financial guidelines, conducted a workshop with external consultants, and reviewed bank account access to prevent future incidents. An updated risk register will be submitted with our Annual Report, using the Darwin Initiative template.

## 10. Scalability and durability

**Stakeholder Awareness:** Project progress is regularly shared with governmental bodies like DKP and BPSPL through reports and updates. These activities help stakeholders understand the benefits and costs of participation, fostering interest in long-term engagement.

**Attractiveness to Adopters:** The ToT workshops create a self-perpetuating model where trained rangers can continuously train new rangers. In the past, other sea turtle conservation projects have frequently asked for advice or requested our sole ranger trainer (baseline 1) to work with them for a few weeks. With the addition of ranger trainers (goal 10), we are now in a position to offer this support to future adopters.

**Aligning Incentives:** We've aligned incentives with local groups by demonstrating the benefits of sustainable sea turtle conservation, such as improved livelihoods. Additionally, we regularly invite governmental bodies to our project sites, fostering stronger relationships and ongoing commitment to the project's success.

**Policy Leveraging:** The project supports national biodiversity and marine conservation policies and integrates sea turtle protection into local governance, ensuring that government bodies and NGOs are committed to sustaining the project's impact.

**Changing Attitudes and Behaviours:** The project has contributed to shifting community norms, especially by involving women and youth in conservation tasks.

**Durability of Impact:** The Ranger Handbook, available in Bahasa Indonesia and as a free PDF, will be accessible to all project sites and other sea turtle conservation initiatives. This broad availability will ensure that best practices are shared and used widely, promoting long-term knowledge dissemination.

**Exit Plan and Long-Term Legacy:** The ToT workshops, combined with the Ranger Handbook and continued community engagement, will ensure that the knowledge and skills built during the project remain embedded in local practices. YPI's ongoing capacity-building efforts, such as exchange visits (e.g. with the Papua leatherback project) and trainings, will maintain momentum for sea turtle conservation beyond the project's conclusion.

## 11. Darwin Initiative identity

The project has publicized the Darwin Initiative by prominently displaying its logo on capital equipment<sup>28</sup>, in presentations, and on banners.<sup>29</sup> The UK Government's contribution is acknowledged in all project materials. The Darwin Initiative funding has been recognized as a distinct project, particularly in activities like ranger training and the development of the Ranger Handbook. While understanding of the Darwin Initiative is growing among project partners and stakeholders in the host country, broader recognition is still developing. On social media, we actively promote the initiative, especially on TF's and YPI's Instagram, using #biodiversitychallengefunds to link back to BCF's channels.

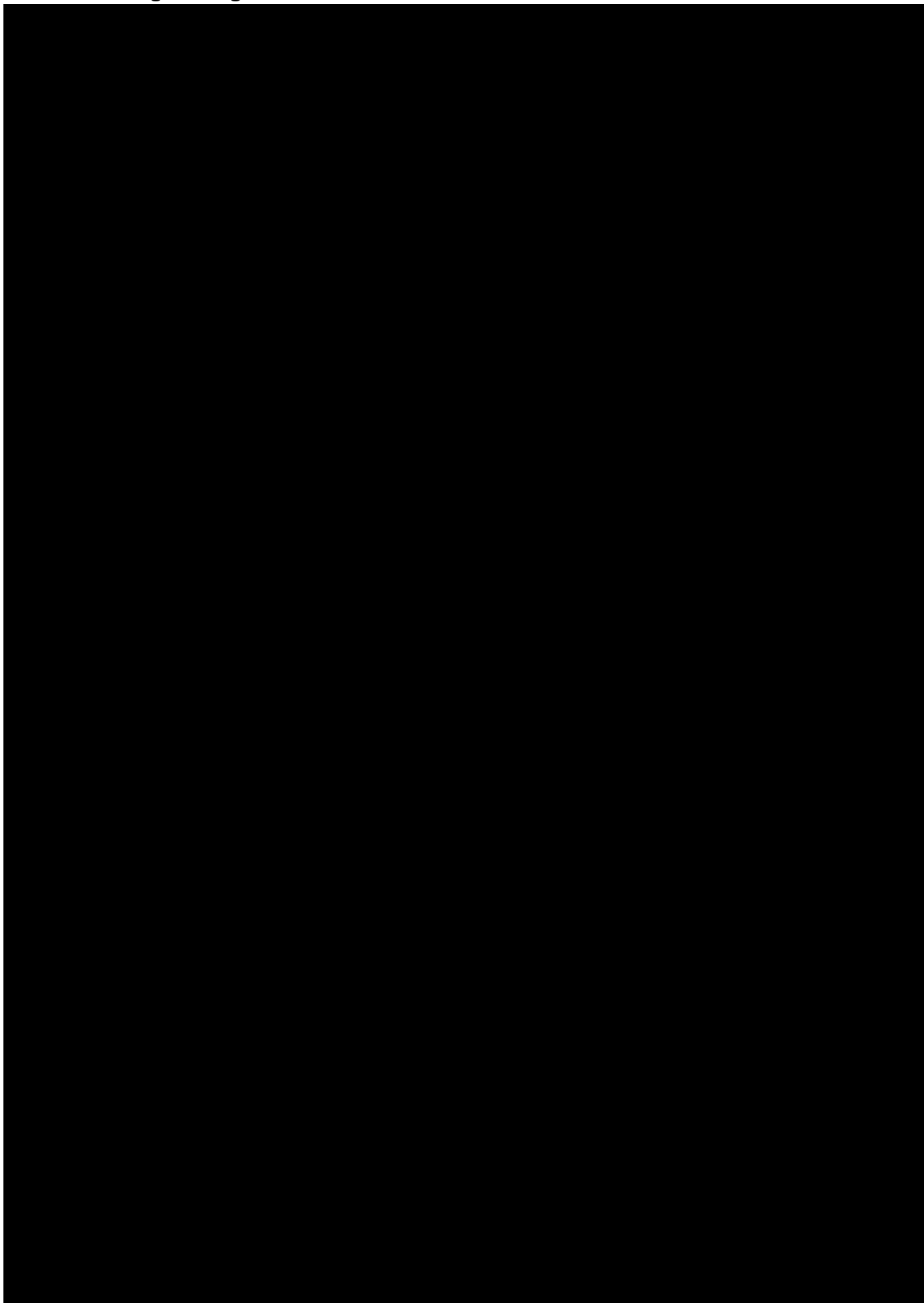
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<sup>28</sup> Photos of Capital Equipment and the Darwin logo in Annex 13

<sup>29</sup> as shown in Annex 4 and 8



## 12. Safeguarding



### 13. Project expenditure

**Table 1: Project expenditure during the reporting period (1 April 2024 – 31 March 2025)**

Project spend (indicative) since last Annual Report	2024/25 Grant (£)	2024/25 Total Darwin Initiative Costs (£)	Variance %	Comments (please explain significant variances)
Staff costs (see below)				
Consultancy costs				
Overhead Costs				
Travel and subsistence				
Operating Costs				
Capital items (see below)				
Others (see below)				
<b>TOTAL</b>	<b>92.751</b>			

**Table 2: Project mobilised or matched funding during the reporting period (1 April 2024 – 31 March 2025)**

	Secured to date	Expected by end of project	Sources
Matched funding leveraged by the partners to deliver the project (£)			Hans Wilsdorf Foundation
Total additional finance mobilised for new activities occurring outside of the project, building on evidence, best practices and the project (£)			Foundation Third Millennium

### 14. Other comments on progress not covered elsewhere

As we are now in the middle of the project, we would like to sincerely thank the Darwin Initiative for supporting this important capacity-building work. One issue we would like to raise is that local conservation organisations such as YPI are increasingly expected to deliver complex, multi-dimensional projects and engage in national strategies like Indonesia's National Action plan for sea turtles.<sup>30</sup> However, funding for core institutional capacities—such as training,

<sup>30</sup> RAN report in Annex 12

communications, and fundraising—is often lacking. Continued support for these foundational elements is essential to enable long-term conservation impact and ensure lasting change.

**15. OPTIONAL: Outstanding achievements or progress of your project so far (300-400 words maximum). This section may be used for publicity purposes.**

I agree for the Biodiversity Challenge Funds to edit and use the following for various promotional purposes (please leave this line in to indicate your agreement to use any material you provide here).

In this section you have the chance to let us know about outstanding achievements for your project or significant strides towards attaining a particular goal so far that you consider worth sharing with the wider BCFs community.

**Breaking Barriers in Sea Turtle Conservation: Empowering Women Through Training**

One of the most inspiring outcomes of our project to date has been the progress made towards gender equality in sea turtle conservation in Indonesia. In a field traditionally dominated by men, the Turtle Foundation and its local partner Yayasan Penyu Indonesia (YPI) have made deliberate efforts to create space for women's participation and leadership.

Our Training of Trainers (ToT) programme, a core element of this Darwin Initiative-funded project, is equipping selected staff members across Indonesia with the skills needed to become ranger trainers. This initiative not only strengthens technical capacity across five remote turtle nesting sites, but also challenges deeply rooted gender norms. Despite societal expectations that often discourage women from engaging in physically demanding and remote conservation work, two women - Amelia and Vivi - have emerged as standout participants in the two ToTs, held in September 2024 in Berau, East Kalimantan and in February 2025 in Simeulue, Aceh.

Amelia, from Merauke, leads a turtle protection project on Sipora Island. Though already experienced in theory, the ToT gave her the opportunity to build practical field skills such as tagging nesting turtles and relocating nests - despite the physically taxing night patrols. Vivi, based in Berau, stepped beyond her previous administrative role to participate directly in turtle monitoring and nest protection, gaining the confidence and competence to train others.

The ToT also includes the development of a Ranger Handbook, aligned with the training and prominently featuring women in photos and case studies. These visible role models demonstrate that ranger work is not limited by gender.

Gender equality and social inclusion are not confined to field activities: at YPI's head office, two newly appointed staff - Communication Officer and Fundraising Officer - have also been filled by highly qualified women, further strengthening institutional capacity.

Cultural change takes time, but this project is already making a tangible difference. By embedding gender equality into training, staffing and visibility, we are helping to reshape perceptions of who can lead in conservation. Each step contributes to a more inclusive and resilient approach to protecting Indonesia's endangered sea turtles.

**We consent to this text and accompanying images being publicised by the Darwin Initiative.**

File Type (Image / Video / Graphic)	File Name or File Location	Caption including description, country and credit	Social media accounts and websites to be tagged (leave	Consent of subjects received (delete as
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			<b>blank if none)</b>	<b>necess ary)</b>
Image	Annex 8	During the ToT, photos of mainly female role models are taken for the ranger handbook, Indonesia, Perdiansyah	Yayasan Penyu Turtle Foundation	Yes
Image	Annex 8	ranger trainer Ms. Vivi Tan Oga measured a hatchling, Indonesia, Perdiansyah	Yayasan Penyu Turtle Foundation	Yes
Video	<a href="https://www.instagram.com/reel/DG7a_QSOBtj/?utm_source=ig_web_copy_link&amp;igsh=MzRIODBiNWFIZA==">www.instagram.com/reel/DG7a_QSOBtj/?utm_source=ig_web_copy_link&amp;igsh=MzRIODBiNWFIZA==</a>			Yes
	<a href="#">International Women's Day.mp4</a>			

## Annex 1: Report of progress and achievements against Indicators of Success for Financial Year 2024-2025

Project summary	Progress and Achievements April 2024 - March 2025	Actions required/planned for next period
<b>Outcome</b> Sea turtle conservation in Indonesia is strengthened through the adoption of best practice knowledge and a network of trained trainers supported by a proficient civil society organisation		
<b>Outcome indicator 0.1</b> One national civil society organisation (YPI) has improved capability and capacity as a result of project, including: <ul style="list-style-type: none"> <li>- Two new staff members (Fundraising Officer and Communication Officer) recruited and onboarded by 31 March 2025</li> <li>- 50 staff members completing various training sessions by 31 March 2026 (see 0.3)</li> <li>- New equipment (vehicle, laptops, printer, projector, camera, drone, GPS devices) acquired by 30 September 2024 [DI-A03]</li> </ul>	<ul style="list-style-type: none"> <li>- The communication officer Alya Daniyah Rosyadah started to work at 1.11.2024 and was onboarded by 31 March 2025. The recruitment of the fundraising officer Siti Nurmaila Amiroeddin was delayed. She was recruited by 31 March 2025, but started to work at 1. April 2025</li> <li>- 53 staff members (19 staff + 34 rangers) completed various training sessions by March 2025</li> <li>- 24 local group members from 4 local conservation groups in Simeulue (i.e MAFAL, MAFTRIDES, MAFELA and MAFEDAM) gained competency in sea turtle conservation management.</li> <li>- New equipment (vehicle, laptops, printer, projector, camera, drone, GPS devices) acquired by 30 September 2024<sup>31</sup></li> </ul>	<ul style="list-style-type: none"> <li>- Fundraising officer Siti Nurmaila Amiroeddin will be onboarded in April and receive fundraising training from April – September 2025.</li> <li>- 19 staff members will receive further training + additional 34 rangers will be trained in sea turtle conservation</li> </ul>
<b>Outcome indicator 0.2</b> Improved best practise nesting beach management plans for 4 different species of sea turtles at 3 project sites (Sipora, Simeulue, Berau) are available and endorsed by March 2026. [DI-B02]	<ul style="list-style-type: none"> <li>- YPI has participated in the preparation of the National Action Plan for Turtle Conservation (RAN) for the period 2025-2029. Simeulue and Mentawai (Sipora) are national priority locations.<sup>32</sup></li> <li>- best practise nesting beach management plans are currently under development</li> </ul>	<ul style="list-style-type: none"> <li>- YPI maintains cooperative relationships with the government and increases socialization of sea turtle protection to the community.</li> <li>- Improved best practise nesting beach management plans will be endorsed by March 2026.</li> </ul>

<sup>31</sup> Evidence provided in 3.3. and Annex 13

<sup>32</sup> Evidence provided in 3.3. and Annex 12

<p>Outcome indicator 0.3</p> <p>50 people, with at least 10% women, reporting, that they are applying new capabilities (project development and outreach skills, and sea turtle conservation knowledge) through:</p> <ul style="list-style-type: none"> <li>- 10 rangers will have completed at least a 5-week training course as ranger trainers in sea turtle conservation by November 2025.</li> <li>- 30 rangers will have received a 2-week basic training in sea turtle conservation by 31 March 2026.</li> <li>- 12 YPI staff members will have participated in two one-week training sessions on team building and organisational standards by 30 September 2025.</li> <li>- 2 YPI staff members will have completed a workshop on financial policies by 30 September 2024.</li> <li>- At least 4 YPI staff members will have completed training on strategic planning by 30 June 2025.</li> <li>- At least 2 YPI staff members will have completed a training on Human Resource Management by 30 September 2025.</li> </ul> <p><b>[DI-A04]</b></p>	<p>53 people, including 7 women (= 9%) reported that they are applying new capabilities through:</p> <ul style="list-style-type: none"> <li>- 14 rangers have completed the training-of-trainers workshop by 66%<sup>33</sup></li> <li>- 7 rangers received a 2-week basic training in sea turtle conservation</li> <li>- 24 local conservation group members in Simeulue received basic training in sea turtle conservation by the ToT participants</li> <li>- 12 YPI staff members have participated in one-week team building session Part 1.<sup>34</sup></li> <li>- 2 YPI staff members will have completed a workshop on financial policies by 31 August 2024.<sup>35</sup></li> </ul>	<p>In November 2025 the last ToT will take place: At least 10 rangers will have completed the training-of-trainers workshop by 100% by November 2025.</p> <p>15 additional rangers will have received a 2-week basic training in sea turtle conservation by 31 March 2026.</p> <p>12 YPI staff members will participate in one-week team building session Part 2 in June 2025</p> <p>At least 4 YPI staff members will have completed training on strategic planning by 30 June 2025.</p> <p>At least 2 YPI staff members will have completed a training on Human Resource Management by 30 September 2025.</p>
<p><b>Output 1</b></p>		
<p>YPI has capacity and is able to deliver high quality sea turtle conservation projects in Indonesia and promote wide awareness about sea turtles</p>		
<p>Output indicator 1.1 With 15 YPI staff members (5 women, 10 men, aged 25 – 57) completing structured and relevant training in leadership, finance, biodiversity project management, safeguarding, Training of Trainers, team building, fundraising and communication, with a total of 40 aggregated training weeks by September 2024 and 123 aggregated training weeks by December 2025, the proportion of trained people employed by</p>	<p>We identified key staff members for relevant training, which included four sessions:</p> <ol style="list-style-type: none"> <li>1. A one-week team-building session Part 1 for 12 staff members,<sup>36</sup></li> <li>2. A financial management workshop for the project coordinator and financial manager.<sup>37</sup></li> </ol>	<p>Further training sessions are planned for:</p> <ul style="list-style-type: none"> <li>- Leadership</li> <li>- Finance</li> <li>- Safeguarding</li> </ul>

<sup>33</sup> Evidence provided in 3.3. and Annex 8

<sup>34</sup> Evidence provided in 3.3. and Annex 4

<sup>35</sup> Evidence provided in 3.3. and Annex 5

<sup>36</sup> Evidence provided in 3.2. and Annex 4

<sup>37</sup> Evidence provided in 3.2. and Annex 5

YPI raises from 20 % (baseline) to 50 % by December 2025 <b>[DI-A01]</b>	<p>3. A two-weeks Training of Trainers (ToT) for 9 participants in Berau</p> <p>4. A two-weeks Training of Trainers (ToT) for 12 participants in Simeulue<sup>38</sup></p> <p>With a total of 19 YPI staff (13 male, 6 female) completing training, amounting to 66 aggregated training weeks, the proportion of trained employees has risen from 20% to 40%</p>	<ul style="list-style-type: none"> <li>- Training-of Trainers (ToT) – third and last session</li> <li>- Team Building session Part 2</li> <li>- Fundraising training</li> <li>- Communication training</li> </ul>
Output indicator 1.2. A new YPI website attracts on average 1,000 visitors per month with average session duration of 1 minute. (Baseline 0 website and 0 visitors; project milestones: 1 website available by December 2024 and 800 visitors by December 2025) <b>[DI-C11]</b>	A new YPI website is available <sup>39</sup>	We will maintain the website and track the number of website visitors as well as the duration of their visit
Output indicator 1.3. YPI's social media presence increases by 160%, growing from a baseline of 11,600 followers across three platforms to 20,000 followers by September 2025, and reaching 30,000 followers across four platforms by the project's end in March 2026 <b>[DI-C12]</b>	<p>YPI's social media presence on three platforms increased by 32% to 15,367 followers by March 2025.</p> <p>Instagram: 3,072 – 6,773<sup>40</sup></p> <p>YouTube: 354 – 399</p> <p>Facebook: 8,174 – 8,195</p>	Focus on Instagram. Cooperation with influencers and paid ad's planned to boost our social media presence
<b>Output 2</b> Through ToT (training of trainers) and the development of a ranger handbook, YPI is able to maintain and replicate high quality project SOP's		
Output indicator 2.1.  One best practice guide and knowledge product (ranger handbook) about sea turtle conservation is endorsed and published on the YPI website by March 2026 <b>[DI-C01]</b>	Photos for the ranger handbook were already taken during the ToTs. The first chapters of the manual are currently being written.	Finalising the texts, working with a graphic designer, publishing the Handbook for Sea Turtle Rangers (online and print) and distributing to 3 project sites
Output indicator 2.2.  10 trainers trained (from a baseline of 1) reporting to have delivered further training to 15 rangers at three different project sites by March 2025 and to 15 more rangers by March 2026 <b>[DI-A05]</b>	14 ranger trainers have completed two of three ToT workshops (66% of their training completed). They have already trained 57 additional rangers (7 in Sipora, 23 in Simeulue, 13 in Berau, 7 in Selaut Besar and 7 in Nias) by March 2025. <sup>41</sup>	10 rangers have completed 100% of their training as ranger trainers and have trained at least 15 additional rangers.

<sup>38</sup> Evidence provided in 3.2. and Annex 8

<sup>39</sup> Evidence: [www.yayasanpenyu.org](http://www.yayasanpenyu.org)

<sup>40</sup> Evidence provided in 3.2. and Annex 7

<sup>41</sup> Evidence provided in 3.2. and Annex 8



<p>Output indicator 2.3</p> <p>Three projects (at Sipora, Simeulue and Berau) contributing sea turtle population data and case studies to the National Action Plan (RAN) by March 2026 <b>[DI-C05]</b></p>	<p>In January 2025, two YPI staff attended meeting to discuss the sea turtle National Action Plan 2025-2029 which was held by the Indonesia Ministry of Marine Affairs and Fisheries (MMAF) in Jakarta. The meeting aimed to gather inputs from stakeholders regarding the sea turtle conservation action plan strategies and national priority locations determination. Two YPI's working sites (i.e Simeulue and Mentawai Island) were selected as priority location among other 11 nesting sites across Indonesia.<sup>42</sup></p>	<p>Focus in 2025</p>
<p><b>Output 3.</b> YPI has gained capabilities and capacities to reach out to local communities and implement activities for poverty reduction at project sites</p>		
<p>Output Indicator 3.1.</p> <p>Two poverty reduction assessment reports in Bahasa Indonesia for two project sites (Berau and Simeulue) available by May 2025 and two poverty reduction action plans available and endorsed by March 2026 <b>[DI-B04]</b></p>	<p>One poverty reduction assessment report is available.<sup>43</sup></p>	<p>Two poverty reduction action plans available and endorsed by March 2026</p>
<p>Output Indicator 3.2</p> <p>One case study for best practice turtle exhibition published on website and presented at ISTS by March 2026 <b>[DI-C10]</b></p>	<p>-</p>	<p>One case study for best practice turtle exhibition published on website and presented at ISTS by March 2026</p>
<p>Output Indicator 3.3</p> <p>Two other publications (outreach and education materials) published on the website by March 2025, with two additional publications uploaded by June 2025. Of these, two publications will be produced and distributed to project sites, with at least 200 copies provided to each site by September 2025 <b>[DI-C19]</b></p>	<p>Three publications published on website by March 2025<sup>44</sup></p>	<p>Another publication will be uploaded to the website by June 2025.</p> <p>Two publications will be produced and distributed to project sites, with at least 200 copies provided to each site by September 2025</p>

<sup>42</sup> Evidence provided in 3.2. and Annex 12

<sup>43</sup> Evidence provided in 3.2. and Annex 11

<sup>44</sup> Evidence: <https://yayasanpenyu.org/en/about-us/resources/>

**Annex 2: Project's full current Indicators of Success as presented in the application form (unless changes have been agreed)**

Project summary	SMART Indicators	Means of verification
<p><b>Outcome:</b></p> <p>Sea turtle conservation in Indonesia is strengthened through the adoption of best practice knowledge and a network of trained trainers supported by a proficient civil society organisation</p>	<p>0.1. One national civil society organisation (YPI) has improved capability and capacity as a result of project, including:</p> <ul style="list-style-type: none"> <li>- Two new staff members (Fundraising Officer and Communication Officer) recruited and onboarded by 31 March 2025</li> <li>- 53 staff members completing various training sessions by 31 March 2026 (see 0.3)</li> <li>- New equipment (vehicle, laptops, printer, projector, camera, drone, GPS devices) acquired by 30 September 2024 [DI-A03]</li> </ul> <p>0.2. Improved best practice nesting beach management plans for 4 different species of sea turtles at 3 project sites (Sipora, Simeulue, Berau) are available and endorsed by March 2026. [DI-B02]</p> <p>0.3. 50 people, with at least 10% women, reporting, that they are applying new capabilities (project development and outreach skills, and sea turtle conservation knowledge) through:</p> <ul style="list-style-type: none"> <li>- 10 rangers will have completed at least a 5-week training course as ranger trainers in sea turtle conservation by November 2025.</li> <li>- 30 rangers will have received a 2-week basic training in sea turtle conservation by 31 March 2026.</li> <li>- 12 YPI staff members will have participated in two one-week training sessions on team building and organisational standards by 30 September 2025.</li> <li>- 2 YPI staff members will have completed a workshop on financial policies by 30 September 2024.</li> </ul>	<p>0.1 YPI annual reports and accounts, employment contracts, and independent evaluations</p> <p>0.2 Sea turtle nest numbers and hatching success rates at YPI project sites</p> <p>0.3 Training certificates, performance records, and professional achievement records</p>

	<ul style="list-style-type: none"> <li>- At least 4 YPI staff members will have completed training on strategic planning by 30 June 2025.</li> <li>- At least 2 YPI staff members will have completed a training on Human Resource Management by 30 September 2025.</li> </ul> <b>[DI-A04]</b>	
<b>Output 1</b> YPI has capacity and is able to deliver high quality sea turtle conservation projects in Indonesia and promote wide awareness about sea turtles	1.1. With 15 YPI staff members (5 women, 10 men, aged 25 – 57) completing structured and relevant training in leadership, finance, biodiversity project management, safeguarding, Training of Trainers, team building, fundraising and communication, with a total of 40 aggregated training weeks by September 2024 and 123 aggregated training weeks by December 2025, the proportion of trained people employed by YPI raises from 20 % (baseline) to 50 % by December 2025 <b>[DI-A01]</b>  1.2. A new YPI website attracts on average 1,000 visitors per month with average session duration of 1 minute. (Baseline 0 website and 0 visitors; project milestones: 1 website available by December 2024 and 800 visitors by December 2025) <b>[DI-C11]</b>  1.3. YPI's social media presence increases by 160%, growing from a baseline of 11,600 followers across three platforms to 20,000 followers by September 2025, and reaching 30,000 followers across four platforms by the project's end in March 2026 <b>[DI-C12]</b>	1.1 YPI staff evaluations, performance records, training certificates and professional achievement records  1.2 Number of website visits and duration of sessions, using analytic tracking tools  1.3 Number of social media followers, reactions, and shares, using analytic tracking tools
<b>Output 2</b> Through ToT (training of trainers) and the development of a ranger handbook, YPI is able to maintain and replicate high quality project SOP's	2.1. One best practice guide and knowledge product (ranger handbook) about sea turtle conservation is endorsed and published on the YPI website by March 2026 <b>[DI-C01]</b>  2.2. 10 trainers trained (from a baseline of 1) reporting to have delivered further training to 15	2.1 Number of downloads of the nationally endorsed handbook and number of citations  2.2 Training attendance certificates; surveys before and after training demonstrating capacity; number of further training events and exchange delivered by original trained trainers

	<p>rangers at three different project sites by March 2025 and to 15 more rangers by March 2026 <b>[DI-A05]</b></p> <p>2.3. Three projects (at Sipora, Simeulue and Berau) contributing sea turtle population data and case studies to the National Action Plan (RAN) by March 2026 <b>[DI-C05]</b></p>	2.3 Turtle population data, including records of nesting, hatching success and mortalities; published case studies
<p><b>Output 3</b></p> <p>YPI has gained capabilities and capacities to reach out to local communities and implement activities for poverty reduction at project sites</p>	<p>3.1. Two poverty reduction assessment reports in Bahasa Indonesia for two project sites (Berau and Simeulue) available by May 2025 and two poverty reduction action plans available and endorsed by March 2026 <b>[DI-B04]</b></p> <p>3.2. One case study for best practice turtle exhibition published on website and presented at ISTS by March 2026 <b>[DI-C10]</b></p> <p>3.3. Two other publications (outreach and education materials) published on the website by March 2025, with two additional publications uploaded by June 2025. Of these, two publications will be produced and distributed to project sites, with at least 200 copies provided to each site by September 2025 <b>[DI-C19]</b></p>	<p>3.1. Two poverty reduction action plans adopted and integrated into local planning mechanisms; funding opportunities identified to proceed with project development and implementation</p> <p>3.2. Published reviews of best practice turtle exhibition</p> <p>3.3. Number of downloads of education materials; uptake of materials by partners and local schools</p>
<p><b>Activities</b> (each activity is numbered according to the output that it will contribute towards, for example 1.1, 1.2 and 1.3 are contributing to Output 1)</p> <p>1.1. Develop strong organisational capability for YPI, with professional trained staff, procurement capacity and effective monitoring framework.</p> <p>1.2. Develop YPI's organisational standards (including safeguarding and GESI policies, code of conduct, grievance mechanism, M&amp;E framework, and reporting and financial &amp; risk management procedures).</p> <p>1.3. Strengthen the fundraising capacity of YPI, with a local fundraiser recruited and trained, and new project proposals developed and submitted.</p> <p>1.4. Strengthen the communications capacity of YPI, with officer recruited to develop and implement communications plan and follow-up on online trade of sea turtle products (turtles shell)</p> <p>1.5. Develop a new YPI website, including professional photographs from 3 project sites, and build up and maintain social media audience.</p> <p>2.1. Design, write and publish online Handbook for Sea Turtle Rangers and print and distribute to 3 project sites.</p> <p>2.2. Develop and organise a Training of Trainers programme for 10 leading YPI field staff from different conservation sites.</p> <p>2.3. Organise exchange visits with sea turtle conservation team from Papua Leatherback Project (Y1: Papua team visits Simeulue, Y2: YPI team visits Papua)</p> <p>2.4. YPI participates in the International Sea Turtle Symposium (ISTS) 2026 to present project results and update in global sea turtle conservation issues.</p>		

- 3.1. Develop site-based poverty reduction action plans for Berau and Simeulue through 2 workshops at each project site with local YPI teams and community stakeholders.
- 3.2. Develop a general best practice concept for educational turtle exhibitions which can be used at all YPI project sites and shared with other organisations.
- 3.3. Produce, translate and (re)print online and offline outreach and educational materials focused on sea turtle conservation for children and students of different age groups.

#### **Important Assumptions**

1. YPI's civil society organisation status in Indonesia is guaranteed.
2. New funds are raised for sea turtle conservation to maximise sustainability.
2. The YPI project sites - not located in protected areas - are not given to private companies for development.
3. The nesting population of leatherback turtles in the Eastern Indian Ocean does not become extinct.
4. The sea turtle ranger handbook will be endorsed by the relevant governmental agencies.
5. Project stakeholders have enough internet access to enable download of project outputs (handbook, educational materials).
6. Local communities at Berau and Simeulue take the project onboard and adopt its approach.

## Annex 3: Standard Indicators

**Table 1 Project Standard Indicators**

Please see the Standard Indicator guidance for more information on how to report in this section, including appropriate disaggregation.

**As no training or other activities have been completed 100% yet, we are unable to report on the standard indicators at this stage.**

DI Indicator number	Name of indicator	If this links directly to a project indicator(s), please note the indicator number here	Units	Disaggregation	Year 1 Total	Year 2 Total	Year 3 Total	Total to date	Total planned during the project
DI-A01	Number of people in eligible countries who have completed structured and relevant training	1.1.	People	Men	13			13	10
DI-A01	Number of people in eligible countries who have completed structured and relevant training	1.1	People	Women	6			6	5
E.g. DI-B01	E.g. Number of new or improved habitat management plans available and endorsed	0.3	Number	New	1	0		1	2
E.g. DI-B01	E.g. Number of new or improved habitat management plans available and endorsed	0.3	Number	Improved	1	1		2	3

**Table 2 Publications**

Title	Type (e.g. journals, best practice manual, blog post, online videos, podcasts, CDs)	Detail (authors, year)	Gender of Lead Author	Nationality of Lead Author	Publishers (name, city)	Available from (e.g. weblink or publisher if not available online)
Say Not to Headstarting	Brochure	Alya Daniyah Rosyadah, 2025	Female	Indonesian	Yayasan Penyu Indonesia	<a href="https://yayasanpenyu.org/en/about-us/resources/">https://yayasanpenyu.org/en/about-us/resources/</a>

<b>Title</b>	<b>Type</b> (e.g. journals, best practice manual, blog post, online videos, podcasts, CDs)	<b>Detail</b> (authors, year)	<b>Gender of Lead Author</b>	<b>Nationality of Lead Author</b>	<b>Publishers</b> (name, city)	<b>Available from</b> (e.g. weblink or publisher if not available online)
A TRANSBOUNDARY INITIATIVE TO PROTECT A THREATENED LEATHERBACK SUBPOPULATION	Presentation	Adhith Swaminathan	Male	Indian	Turtle Foundation, ISTS, Ghana	<a href="file:///C:/Users/JaninBartoschek/Downloads/Swaminathan-et-al.-EIOLA-for-ISTS_2025-compressed-2_11zon-1.pdf">file:///C:/Users/JaninBartoschek/Downloads/Swaminathan-et-al.-EIOLA-for-ISTS_2025-compressed-2_11zon-1.pdf</a>
Protecting Indonesia's largest green sea turtle nesting rookery: A two-decade retrospective and key insights	Poster	Thomas Reischig, 2024	Male	German	Yayasan Penyu Indonesia	<a href="https://yayasanpenyu.org/en/about-us/resources/">https://yayasanpenyu.org/en/about-us/resources/</a>
Closing the Knowledge Gap: Contributing Data From Sumatra on the Northeastern Indian Ocean Leatherback Sea Turtle ( <i>Dermochelys coriacea</i> ) Subpopulation	Poster	Meriussoni Zai, 2024	Male	Indonesian	Yayasan Penyu Indonesia	<a href="https://yayasanpenyu.org/en/about-us/resources/">https://yayasanpenyu.org/en/about-us/resources/</a>



## Checklist for submission

	Check
Different reporting templates have different questions, and it is important you use the correct one. Have you checked you have used the <b>correct template</b> (checking fund, scheme, type of report (i.e. Annual or Final), and year) and <b>deleted the blue guidance text</b> before submission?	
<b>Is the report less than 10MB?</b> If so, please consider the best way to submit. One zipped file, or a download option is recommended. We can work with most online options and will be in touch if we have a problem accessing material. If unsure, please email to <a href="mailto:BCF-Reports@niras.com">BCF-Reports@niras.com</a> putting the project number in the Subject line.	
<b>Is your report more than 10MB?</b> If so, please discuss with <a href="mailto:BCF-Reports@niras.com">BCF-Reports@niras.com</a> about the best way to deliver the report, putting the project number in the Subject line.	
<b>Have you included means of verification?</b> You should not submit every project document, but the main outputs and a selection of the others would strengthen the report.	
<b>Have you provided an updated risk register?</b> If you have an existing risk register you should provide an updated version alongside your report. If your project was funded prior to this being a requirement, you are encouraged to develop a risk register.	
If you are submitting photos for publicity purposes, do these meet the outlined requirements (see section 15)?	
Have you involved your partners in preparation of the report and named the main contributors	
Have you completed the Project Expenditure table fully?	
Do not include claim forms or other communications with this report.	