FORESTRY DEVELOPMENT AUTHORITY

INTEGRATED MANAGEMENT EFFECTIVENESS TOOL (IMET)

ASSESSMENT REPORT FOR SAPO NATIONAL PARK

Prepared by Forestry Development Authority

August 2025

List of Acronyms

CPW	Chief Park Warden
DPAM	Deputy Protected Area Manager
EU	European Union
FDA	Forestry Development Authority
F&F	Fauna & Flora
GPS	Global Positioning System
IMET	Integrated Management Effectiveness Tool
MIA	Ministry of Internal Affairs
NGO	Non-Governmental Organization
PA	Protected Area
PAM	Protected Area Manager
PAMAC	Protected Area Management Advisory Committee
PB	Park Biologist
SMART	Special, Measurable, Achievable, Relevant, Time-bound
SNP	Sapo National Park
UNESCO	United Nations Educational, Scientific and Cultural Organization
WCF	Wild Chimpanzee Foundation

Contents

1.0 Executive Summary

The Integrated Management Effectiveness Tool (IMET) is a decision support tool that helps protected area managers take analysis-based decisions to improve conservation outcomes. It allows an in-depth assessment of marine and terrestrial protected areas regardless of their management categories and governance types. The tool is being used for informed decision making related to protected, proposed protected and conserved areas in Africa.

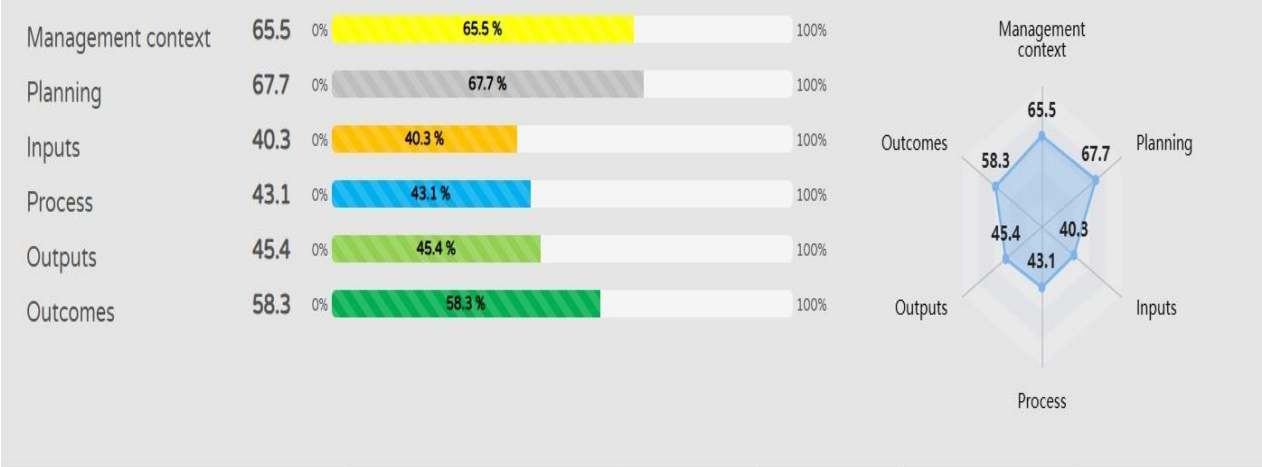
Sapo National Park (SNP) is Liberia's oldest and largest protected area established in 1983. It is a biodiversity hotspot, an important bird area and part of the transboundary Tai-Grebo-Krahn-Sapo conservation corridor between Liberia and Cote d'Ivoire. Some of its key species of fauna include forest elephants, western chimpanzees, the endangered Liberian pygmy hippopotamus, pangolins, timneh parrots, Jentink's duiker, Diana and red colobus monkeys, zebra duiker, and some of SNP's species are still unknown to science.

Despite its outstanding biodiversity and huge potential to contribute to sustainable development, the protected area is threatened by hunting, illegal artisanal gold mining, multiple human intrusions and disturbances, damage and changes to habitat, noise, plastic waste, other forms of environmental pollution, commercial areas, and human-wildlife conflicts.

The Forestry Development Authority (FDA) and its partners have implemented interventions to ensure the protection of SNP and enhance the living standards of communities. The interventions include full time employment of at least 70% of park staff from surrounding communities, community ecoguards, auxiliaries, biomonitors, and community led enterprises.

This report shows results of an assessment of SNP covering management activities from 2023 to 2025. The assessment was led by the FDA with technical support from the Wild Chimpanzee Foundation (WCF) and Fauna and Flora (F&F) and funded by the Government of Liberia (GOL) through the Ministry of Finance and Development Planning (MFDP) and the European Union (EU) through the NaturAfrica Project. The assessment brought together participants from communities around SNP, FDA park staff, FDA regional staff and representatives of WCF and F&F.

1.1 Summary of Key Results



Management context	Planning	Inputs	Process	Outputs	Outcomes	IMET index
65.5	67.7	40.3	43.1	45.37	58.3	53.38

2.0 Introduction

Government's bold step towards securing the country's rich biodiversity is clearly stated in the 2006 National Forestry Reform Law. Through the Law, the Government of Liberia made a commitment to set aside at least 30% of the country's forest cover for conservation. The above commitment was intended to strengthen implementation of the 2003 Act for the establishment of the Protected Forest Area Network. To date, the country has three national parks, one nature reserve, one multiple sustainable use reserve and nine proposed protected areas across the country.

Several methodologies have been developed to assess protected area management effectiveness in Africa. The Management Effectiveness Tracking Tool (METT) was used under the World Bank funded project ''The Liberia Forest Sector Project (LFSP)''. The Integrated Management Effectiveness Tool (IMET) is currently being used to assess effectiveness of protected and conserved areas (e.g. community forests) in Liberia. IMET is a decision support tool that provides systematic, robust and results-oriented analysis based on information collected on site through participatory methods.

Results from the assessment will guide the Government of Liberia, donors, implementing partners, communities, the private sector and other stakeholders in making informed decisions for effective management of the protected area. Moreover, it will provide baseline data against which impacts of European Union and other donor funded project will be assessed in 2027.

2.1 Project Background

Southeastern Liberia is home to two national parks and three proposed protected areas. Two out of the three proposed areas have received funding from the European Union. NaturAfrica is one of the key funding sources that is supporting assessments of Sapo National Park and Grebo-Krahn National Park.

The overall objective of the NaturAfrica initiative is to enhance biodiversity while improving the sustainable livelihoods of local communities living in the largest remaining forest block in West Africa: the transboundary TGKS Forest Complex.

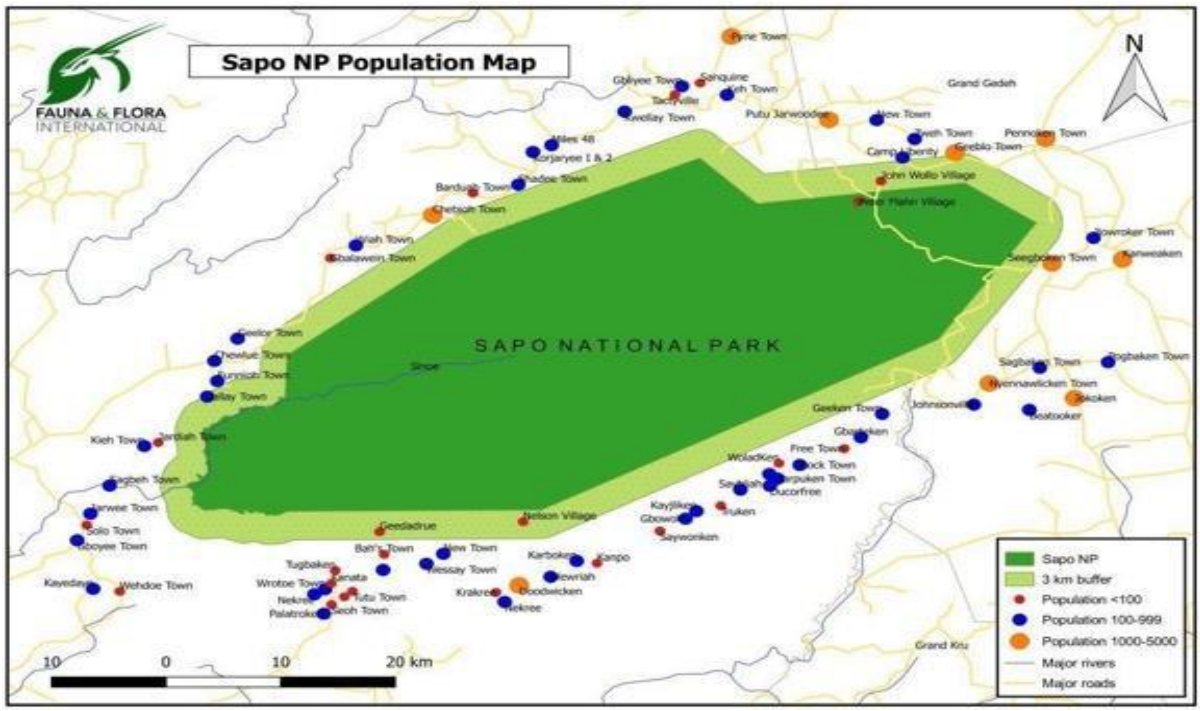
2.2 Specific Objectives

1. Improved protection of high-conservation value biodiversity and ecosystems through community-based forest surveillance and law enforcement support, wildlife and forest cover monitoring, infrastructure development, buffer zone regulations, and ecological corridor establishment
2. Green economy for and by local communities through the support and training of local (women) conservation enterprises, the development of alternative livelihood activities (e.g., beekeeping, conservation-friendly agriculture, sustainable seed, oil, fruits trade, and improved stoves), ecotourism, and research initiatives

3. Inclusive governance at transboundary landscape level through cross-border law enforcement support, strengthened transboundary collaboration and exchanges, increased inclusion of local communities in the management of TGKS forest complex, and environmental awareness and education.

3.0 Brief Description of Sapo National Park

- Country**:** Libéria
- Name**:** Sapo National Park
- Category**:** Protected
- Year of gazettement**:** 1983
- Surface Area**:** 180,363 hectares
- Management Agency**:** Forestry Development Authority (FDA)
- Key Partners: Fauna & Flora (F&F), Wild Chimpanzee Foundation (WCF)
- Biome**:** Tropical Forest



3.1 The Vision

The Sapo National Park's biological, ecological and cultural integrity is protected, conserved, equitably governed and enhanced in accordance with Liberian laws and international best practices for the benefit of the present and future generations.

3.2 The Objective

To protect the nationally and globally significant biodiversity and ecological processes of the Sapo National Park and surrounding ecosystems, through responsible stewardship and genuine partnerships with multiple stakeholders for the long-term survival of key species and ecosystems and the benefit of local communities and the Liberian society.

4.0 Key Values

4.1 Conservation Values

Sapo National Park is Liberia's oldest and largest protected area with a permanently humid tropical lowland rainforest, covering swampy flat lands to the rugged Putu Hills and a highly variable biodiversity. The national park is an area of high plant diversity, with more than five hundred vascular plants, and 300 plus woody tree species. A 2002 botanical collection reported 353 higher level species out of which 78 were endemic to the Upper Guinea forest of West Africa. To date, it holds several species of plants that are still unknown to science.

Sapo National Park is a regional center of endemism (Beentje 1996) and a biodiversity hotspot. It is both an Important Bird Area (BirdLife 2001) and Key Biodiversity Area (KBA). The national park is home to several globally threatened species and holds some of the most significant populations of the critically endangered (CR) forest elephants, western chimpanzee, Liberian pygmy hippopotamus, Gola Malimbe, Jentink's duiker, red colobus, and leopard. It is the only CITES-MIKE Site in Liberia. The current list of other threatened species known to be in the park is shown in Annex 1, with the IUCN Red list used as a guide for all listed species.

4.2 Cultural Value

SNP has evidence of several sites of indigenous cultural significance, which gives the Park the potential to be able to demonstrate a successful joint management arrangement between the state and Park communities. It is a preferred and suitable habitat for what appears to be the highest populations of a culturally important keystone species, Chimpanzee (Pan troglodytes), which is a totem for some local people around the park. It has strong indications of support for local traditions and culture because of certain plants that help to sustain local knowledge systems. The vocabulary of locals, especially herbalists, is enriched and enlivened by the existence of these species whose various structures (bark, leaves, roots) are tapped as sources of raw materials for herbal medicine upon which majority of locals depend to cure or treat diseases.

4.3 Recreational and Tourism Values

SNP supports nature-based recreation and tourism opportunities and has outstanding scenic ecosystems (rivers, swamps, forested areas, etc.) and landscapes of great contrast. It provides opportunities for viewing a diverse range of native flora and fauna, including threatened, rare, endemic and endangered species. It has natural and cultural values with the potential to attract nature-based tourism and significantly contributes to local livelihood.

4.4 Educational and Research Values

There is evidence of the existence of various geological, biological, socio-cultural and other features which, if combined, could give unique insights into a range of scientific pursuits (e.g. biogeography, paleoclimatology, archaeology, anthropology, ecology, sociology, zoology, economics, and biology). It provides opportunities for visitors to experience and acquire knowledge regarding natural and cultural values of the landscape. It provides opportunities for conservation learning for primary, secondary and tertiary academic pursuits.

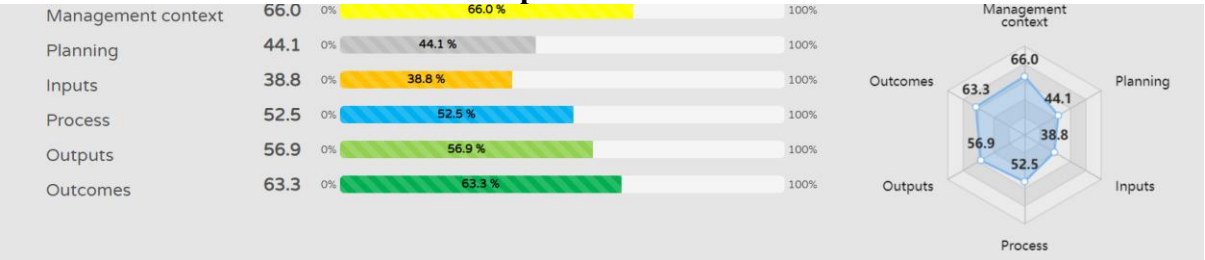
5.0 Methodology

The IMET assessment was conducted in August 2025 in the southeastern landscape with key stakeholders in attendance. Participants included local authorities of Ministry of Internal Affairs (Statutory District Superintendent, District Commissioner) community leadership (Paramount Chiefs, Traditional Leader, women and youth leaders), representatives of conservation partners (WCF and F&F), Sapo National Park staff, the Regional Forester and a team from the Conservation Department, Central Office of the FDA. The assessment was led by the FDA with technical support from WCF and F&F and funded by the European Union (EU) through the NaturAfrica Project.

The assessment covers interventions (activities) in SNP from 2023 to 2025. Involvement of key stakeholders in the assessment provided an opportunity to gather input on the management of the protected area, strengthened coordination between government, local communities and conservation partners. This collaborative approach helps foster transparency, improve decision-making, support protection and long-term management sustainability of Sapo National Park. With financial support from GIZ, previous IMET assessments for Sapo National Park were conducted in 2021 and 2023.

5.1 Results of Previous IMET Assessments

2021 IMET Assessment Results for Sapo National Park



2023 IMET Assessment Results for Sapo National Park

Management Context– 63.1%
Planning ---------- 61.9%
Inputs---------- 36.6%
Process ---------- 40%
Outputs ---------- 21.9%
Outcomes ---------- 48.3%

5.2 Key Elements

Key elements in Sapo National Park comprise its rich fauna and flora which need to be prioritized although the general management objective remains the protection of all natural resources found within the boundary of the protected area. They include:

Key species

Fauna	**Flora**
Forest elephant	Cassia fikifiki
Western chimpanzee	Okoubaka aubrevillei
Liberian pygmy hippopotamus	Cola augustifolia
Leopard	Tieghemella heckelii
Black bellied pangolin	Saccoglotis gabunensis
White bellied pangolin	Panda oleosa
Giant pangolin	Garcinia cola
Sooty mangabey	Garcinia afzelii
Diana monkey	
timneh parrot	
Crowned eagle	
Jentink's duiker	
Zebra duiker	

6.0 Threats to the Protected Area

- Mining or quarrying operations
- Habitat destruction
- Hunting of protected animals
- Multiple human intrusions and disturbances
- Damage and changes to habitat
- Noise and other forms of pollution
- Increased rainfall and seasonal changes
- Commercial areas
- Human-Wildlife Conflict
- Plastics

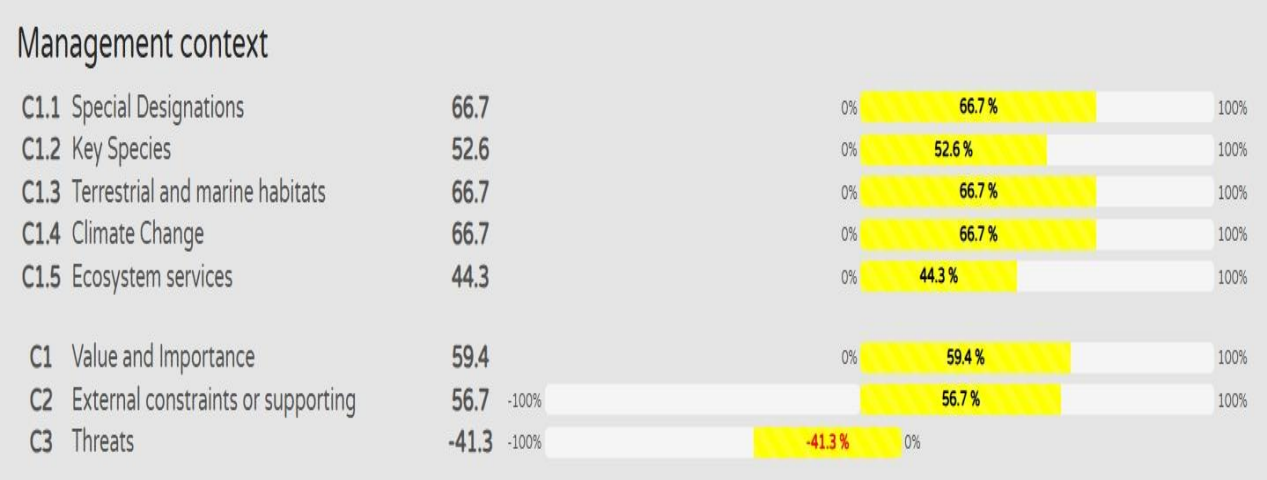
7.0 Ecosystem Services

- Water supply
- Gas regulation (Carbon sequestration)
- Ecotourism and nature watching
- Bird nesting sites (spawning grounds and nursery habitats)
- Pollination (plants)
- Water cycling
- Medicines and blue biotechnology
- Flood control
- Drought control
- Storm protection
- Water erosion control
- Wind erosion control
- Aesthetic (ecosystem integrity)
- Net primary production (vegetation)
- Nutrient cycling
- Waste burial / removal / neutralisation
- Waste regulation (nutrient uptake)
- Sacred or religious areas

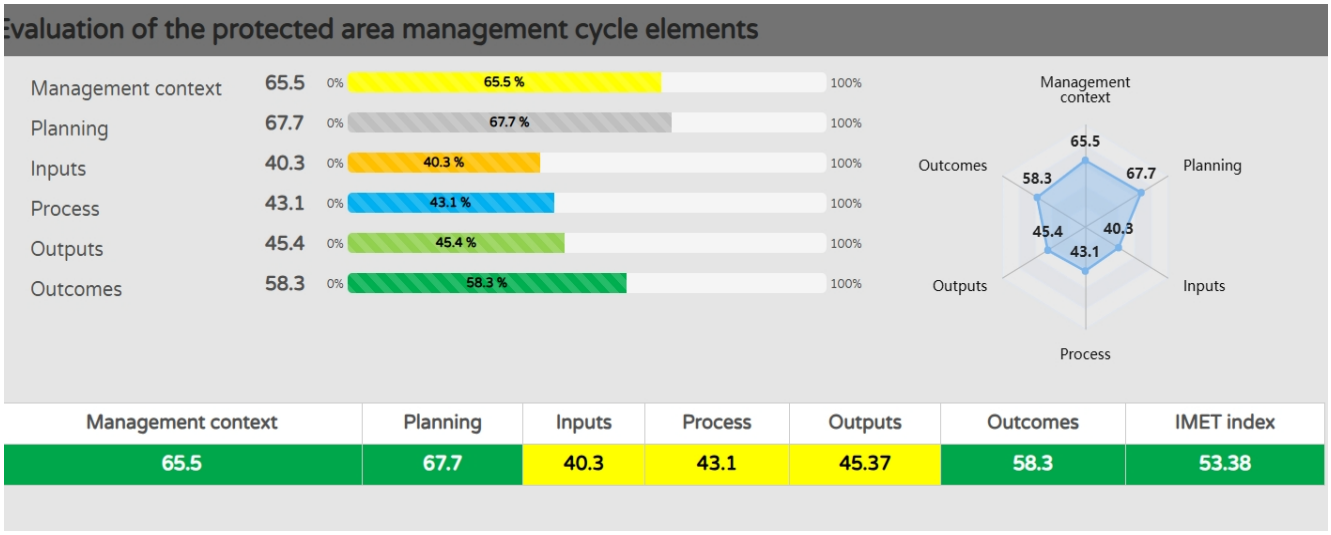
8.0 Strengths, Weaknesses, Opportunities, and Threats (SWAT Analysis)

Strength	**Weakness**
1. Recognised legally as a protected area since 1983 2. Existence of a management team 3. Existence of legal instruments and a Management Plan 4. A biodiversity hotspot which commits government and partners to protect it 5. Potential for carbon trade and mitigation of climate change 6. Government and stakeholder support	1. Inadequately trained staff 2. Delay in replacement of retired staff 3. Lack of operational budget 4. Overdependence on donor funding 5. Poor remuneration and lack of health insurance 6. Inadequate sustainable and substantive livelihood interventions for communities 7. Lack of adequate infrastructure, facilities and equipment
Opportunities	**Threats**
1. Excellent potential for tourism and carbon market 2. Existence of a pilot ecotourism project which could be scaled up 3. Community willingness to work with the FDA and partners in the protected area 4. International recognition (transboundary, Key Bird Area, Key Biodiversity Area) 5. Potential for World Heritage Site 6. Donor willingness to support activities	1. Illegal artisanal mining in the protected area 2. Hunting in and around the protected area 3. Unresolved Park boundary dispute in some communities 4. Inadequate livelihood for communities 5. Encroachment

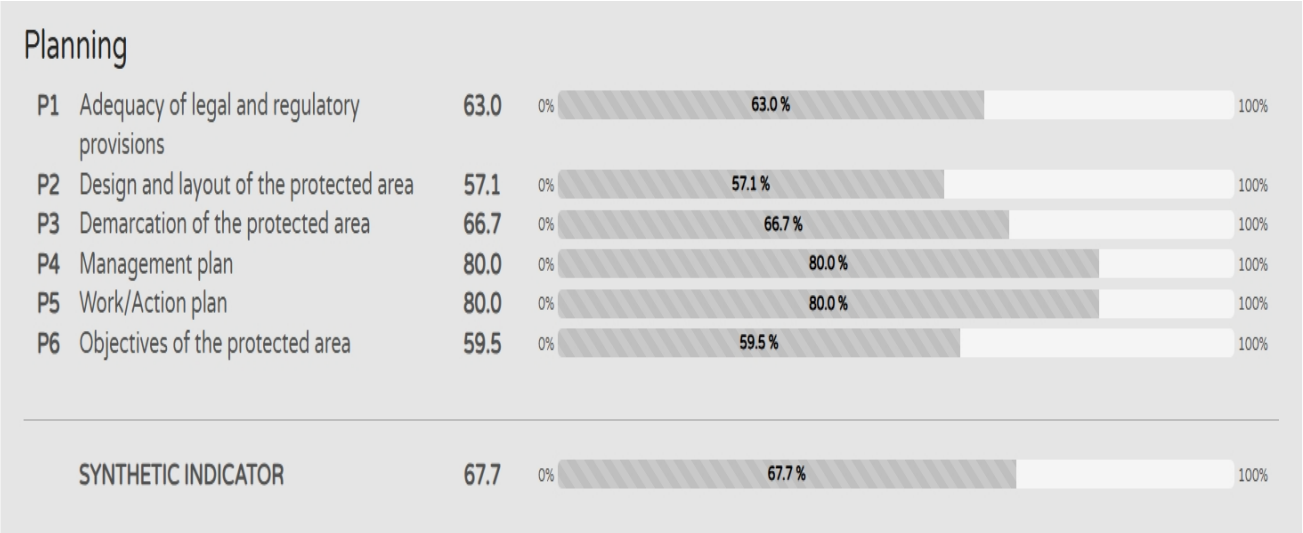
9.0 Management Context



10.0 Evaluation of Protected Area Management Cycle Elements



Management context	Planning	Inputs	Process	Outputs	Outcomes	IMET index
65.5	67.7	40.3	43.1	45.37	58.3	53.38



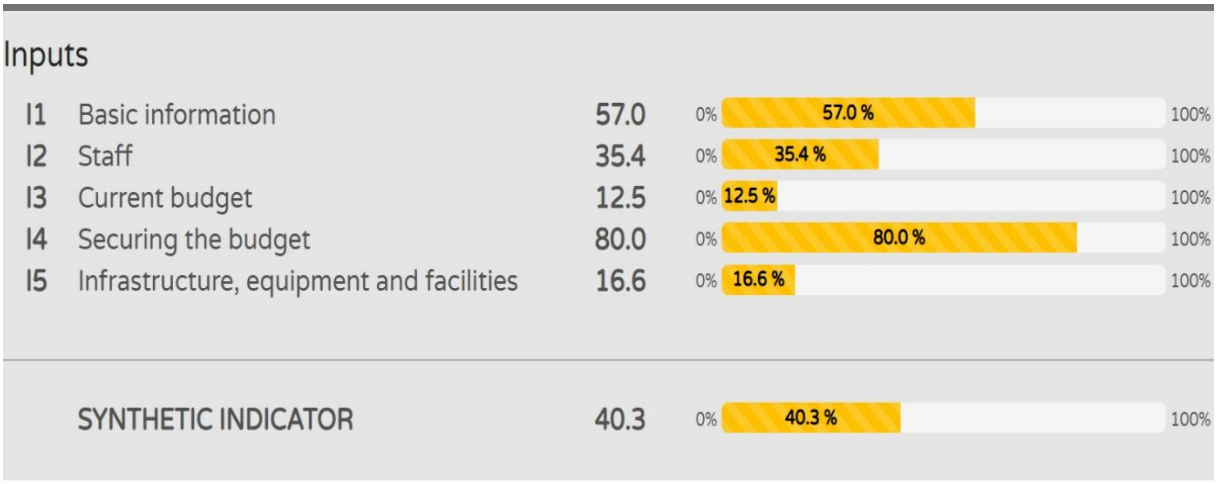
11.0 Planning

The score for planning for the protected area is 67.7%. Sapo National Park was created by Military Decree No. 88 as the first protected area in Liberia. It is managed by the Government of Liberia through FDA and backed by relevant national legislations in addition to international multilateral environmental treaties and conventions. It is a refuge for our rich biodiversity. The protected area is demarcated although its extension in the north and west remains a point of contention with communities. To date, this issue has not been resolved although consultations are ongoing. Due to limited funding, regular cleaning of the non-disputed boundary area remains a challenge which has the potential to encourage encroachment. The most recent cleaning of the boundary was done in 2021.

The SNP Management Plan (MP) exists and runs from 2021-2026. This instrument provides guidance for the day-to-day management of the park. It is expected to be revised in 2027. The management plan has a vision statement and objectives but lacks a mission statement.

The Chief Park Warden (CPW) prepares and submits annual work plans to the Protected Area Management Unit for review, inputs and approval. The CPW also submits monthly and quarterly reports. However, due to limited operational funding, most of the planned activities are not fully implemented as the implementation of activities is donor dependent. However, the size and shape of the park is good for effective management of its rich biodiversity.

12.0 Input



Sapo National Park scored 40.3% in terms of input. Key components of 'Input' include basic information about fauna and floral species, staffing, budget, securing budget, infrastructure, equipment, and facilities. Over the years, research activities have been conducted to access species richness of the protected area. Available data show that activities still focus on fauna species with limited emphasis on flora. The total surface area of SNP is 180,363 hectares but has inadequate staff to effectively manage it. For the past five years, the Government of Liberia retired employees that have reached the required age limit. Some employees of FDA who were working in Sapo National Park were affected by this exercise. Also, some staff died in service. The exercise created a void which has not been filled. So far, three retirement exercises have been done. Moreover, current staff constitute a significant number of aged people which has led to low productivity. In a nutshell, the park is understaffed.

The national park has no operational budget for most planned activities. The current state of infrastructure, equipment and facilities is poor. Through past and current projects, some equipment, vehicles, uniforms, backpacks, GPS, SMART phones, and laptop computers were procured. However, their routine maintenance is a challenge. There are no facilities in Zones One and Three headquarters. Zone two has an office but it is dilapidated. There is an office building and housing for the Chief Park Warden at the park headquarters.

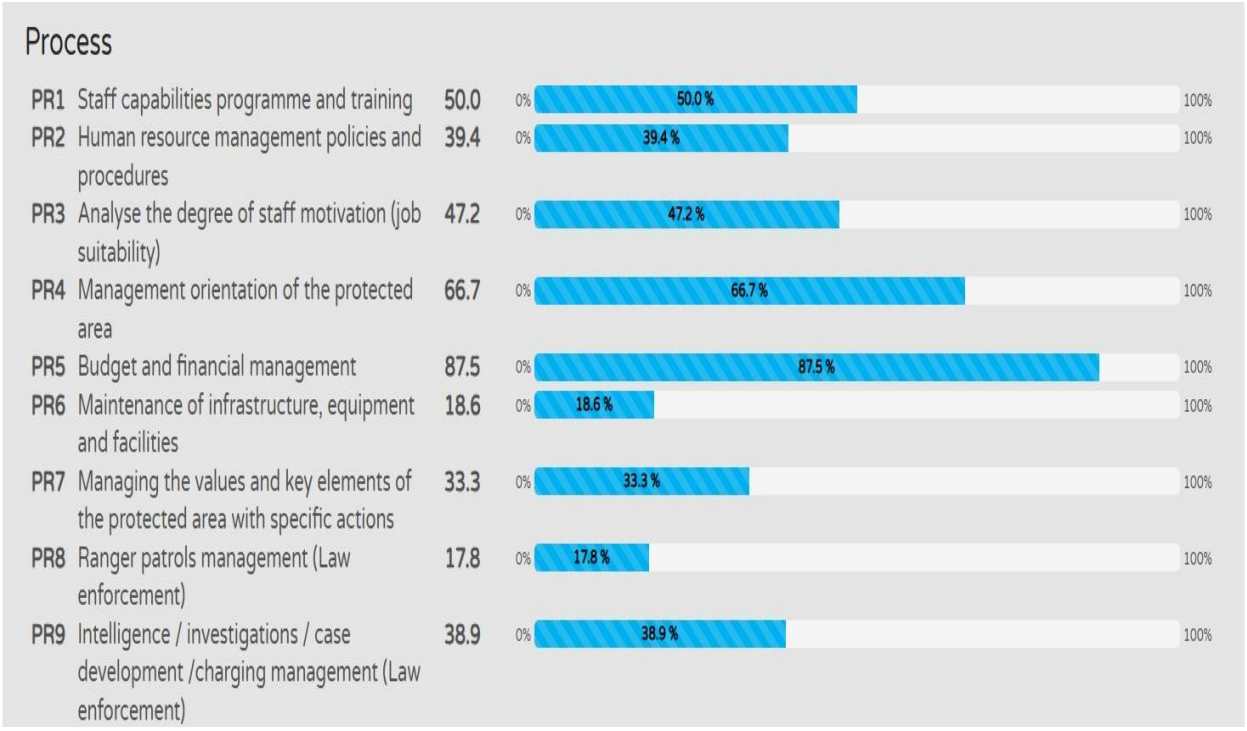
13.0 Process

As shown below, score for process is 43.1%. Key issues addressed under this element are listed below. Staff have opportunities for training, especially on basic protected area management, protection, and One Health. Continuous opportunities to strengthen their capacities is key to ensuring the survival of species and the protected area.

During the period under review, ranger patrols were reduced due to inadequate staff and funding as a result of closure of the Liberia Forest Sector Project (LFSP). This period also saw the encroachment of illegal miners and hunters. These negative impacts restrict rangers from patrolling specific areas of the protected area thereby further reducing their influence.

Park relationship with local communities is above average (69.9%) and could be attributed to the current boundary dispute with communities in the north and west and pressure from other land uses, e.g. agriculture. The development of a land use plan would reduce the pressure.

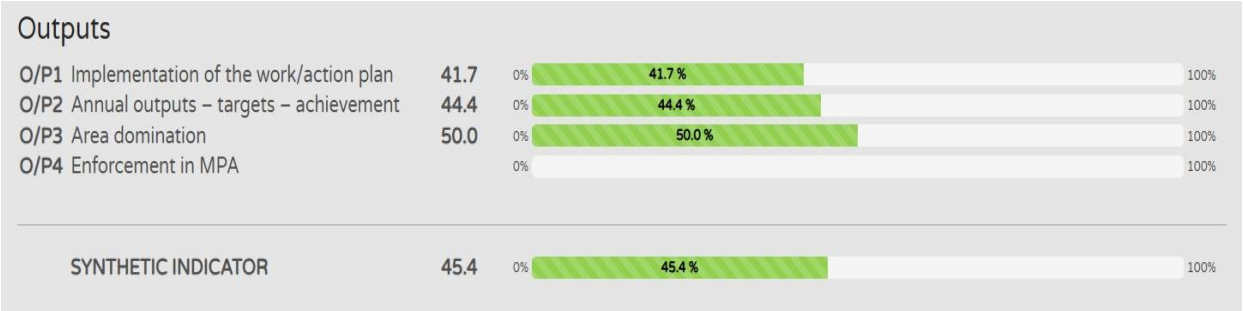
Livelihood interventions were implemented in some communities including Village Saving and Loans (VSLA), renovation of schools, bee keeping, cane rat (ground hog) production, and construction of handpumps. However, there are still huge gaps that need to be filled. Community Ecoguards, auxiliaries and biomonitoring teams were established and are active. At least 70% of current full-time staff in Sapo National Park are citizens of surrounding communities. In Zone One, ecotourism was introduced and has helped to employ tourist guides and tourist ecoguards and raised revenue through use of ecolodges for community development projects.



	enforcement)			
PR10	Cooperation with the stakeholders	69.9	0%	69.9 % 100%
PR11	Appropriate benefits/assistance for local communities	28.9	0%	28.9 % 100%
PR12	Environmental education and public awareness	27.3	0%	27.3 % 100%
PR13	Management of visitors' facilities and services	22.9	0%	22.9 % 100%
PR14	Management of visitors' impact	33.3	0%	33.3 % 100%
PR15	Monitoring systems for natural and cultural resources	33.3	0%	33.3 % 100%
PR16	Research and biomonitoring	33.3	0%	33.3 % 100%
PR17	Management of the effects of climate change	60.0	0%	60.0 % 100%
PR18	Ecosystem services	66.7	0%	66.7 % 100%

SYNTHETIC INDICATOR	43.1	0%	43.1 % 100%

14.0 Output



The protected area has a score of 45.4% for output. Key components of outputs include implementation of work/action plans, annual outputs (targets achieved) and area domination (area of the protected area covered by activities). For years now, Sapo National Park has been a home of illicit mining, poaching and other illegal activities. This is negatively impacting the management of the park. This is exacerbated by limited funding.

i. Implementation of Work/Action Plan—41.7%

Annual and quarterly work plans are prepared and submitted by Chief Park Warden for review and approval. Although work plans were prepared and submitted by the Chief Park Warden which were approved by the Protected Area Management Unit, Park Management failed to achieve desired results. This could largely be due to constraints related to inadequate funding and staff. And the current state (illegal activities) of the protected area.

ii. Annual Outputs (targets achieved) --- 44.4%

Based on the above score, much was not achieved during the period under review. Considering the protected area's national, regional and international importance, urgent steps must be taken to consistently achieve annual results. Monitoring targets will help to address the issue.

iii. Area Domination—50%

Area domination refers to the strategic ability of park management to establish a consistent and visible presence within protected areas. This presence achieved through regular patrols, ecological surveys, rapid response interventions, and surveillance is essential for deterring and minimizing illegal activities such as poaching, unauthorized resource extraction, and encroachment. Despite facing significant resource constraints, park staff have demonstrated commendable initiative by planning and executing patrols that integrate surveillance, law enforcement, and community awareness. While the current performance score may not meet ideal standards, it reflects a reasonable effort given the overwhelming pressures from illegal human activities. Ending uncontrolled access to the park is a critical step toward restoring its ecological integrity. Strengthening area domination not only reinforces the rule of law but also signals a renewed commitment to conservation and sustainable management.

15.0 Management Effectiveness

Management context **65.5**	Value and Importance 59.39	External constraints or supporting 56.67	Threats -41.34				
	Value and Importance	Special Designations 66.67	Key Species 52.63	Terrestrial and marine habitats 66.67	Climate Change 66.67	Ecosystem services 44.3	**Value and Importance 59.39**
Planning **67.7**	Adequacy of legal and regulatory provisions 62.96	Design and layout of the protected area 57.14	Demarcation of the protected area 66.67	Management plan 80	Work/Action plan 80	Objectives of the protected area 59.52	
Inputs **40.3**	Basic information 57.05	Staff 35.42	Current budget 12.5	Securing the budget 80	Infrastructure, equipment and facilities 16.59		
	Internal management systems and processes 51.57	Management / Protection of the values 30	Stakeholder relations 42.02	Tourism management 28.13	Monitoring and Research 33.33	Management of the effects of climate change and ecosystem services 63.34	
	Internal management systems and processes	Staff capabilities programme and training 50	Human resource management policies and procedures 39.39	Analyse the degree of staff motivation (job suitability) 47.22	Management orientation of the protected area 66.67	Budget and financial management 87.5	Maintenance of infrastructure, equipment and facilities 18.64	**Internal management systems and processes 51.57**

Process **43.1**	Management / Protection of the values	Managing the values and key elements of the protected area with specific actions 33.33	Ranger patrols management (Law enforcement) 17.78	Intelligence / investigations / case development /charging management (Law enforcement) 38.89	**Management / Protection of the values 30**
	Stakeholder relations	Cooperation with the stakeholders 69.89	Appropriate benefits/assistance for local communities 28.89	Environmental education and public awareness 27.27	**Stakeholder relations 42.02**
	Tourism management	Management of visitors' facilities and services 22.92	Management of visitors' impact 33.33	**Tourism management 28.13**	
	Monitoring and Research	Monitoring systems for natural and cultural resources 33.33	Research and biomonitoring 33.33	**Monitoring and Research 33.33**	
	Management of the effects of climate change and ecosystem services	Management of the effects of climate change 60	Ecosystem services 66.67	**Management of the effects of climate change and ecosystem services 63.34**	

Outputs 45.37	Implementation of the work/action plan 41.67	Annual outputs – targets – achievement 41.67	Area domination 50
Outcomes 58.3	Achievement of long-term conservation objectives of the management 46.67	Conditions and trends of the key conservation elements of the protected area 32.85	Effects and outcomes for stakeholders on quality of life 23.81

16.0 Conclusion

SNP has been plagued by human-induced activities for a long time which is reducing its value as a biodiversity hotspot, a key biodiversity area, and a transboundary conservation corridor. Stakeholder involvement in its management is key to its survival and sustainability. The threats need to be reduced to their bare minimum. Park staff whose statutory mandate is to ensure its protection is limited and therefore overwhelmed by threats.

17.0 Key Management Actions and Recommendations

1. **Increase human resource capacity**

The current staff capacity at SNP is low. This is worsened by the FDA's inability to replace its retired staff. Increasing human resource capacity through recruitment and deployment of trained and qualified staff is critical to ensuring sustained protection of SNP.

2. **Provision of infrastructure, equipment and facilities**

The park headquarters has fair infrastructure that comprises an administrative building and accommodation for the Chief Park Warden. There is need to construct modern infrastructure and equip with facilities to enhance staff welfare and productivity.

3. **Promote sustainable and substantive livelihood programs for communities around the protected area**

Although livelihood interventions have been implemented and some ongoing, there is need to do more in improving living standards of communities. Ecotourism provides an opportunity to promote protection of SNP, enhance community incomes and contribute to community development. The current ecotourism activities in the park need to be scaled up.

4. **Strengthen Law Enforcement and Anti-Poaching Measures**

SNP is currently overwhelmed by hunting, artisanal mining, habitat destruction, and environmental pollution. To reduce the above threats, there is a need to increase capacity of park rangers through training and provision of logistics to enhance their performance.

5. **Capacity Building and Training of staff**

To enhance productivity, staff should participate in continuous training on protected area management and protection, research, and One Health. More staff should be trained in SMART data collection and analysis and basic computer literacy.

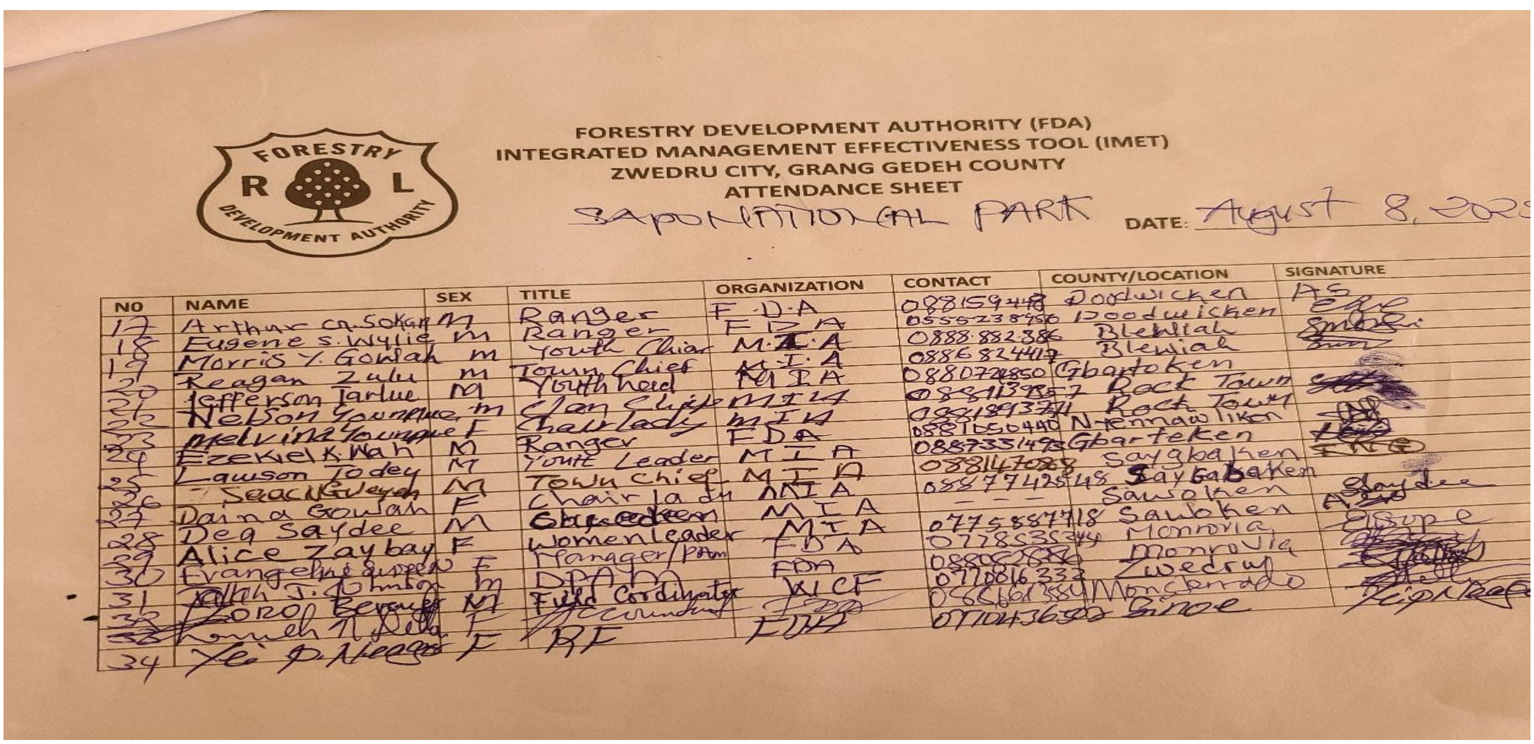
6. **Operational support for park management**

There is no operational budget for the protected area which heavily undermines its effective management. To implement all activities in the work plans, funding should be allocated to the protected area. This will also reduce over dependence on donor funding.

7. **Conservation education and community engagement**

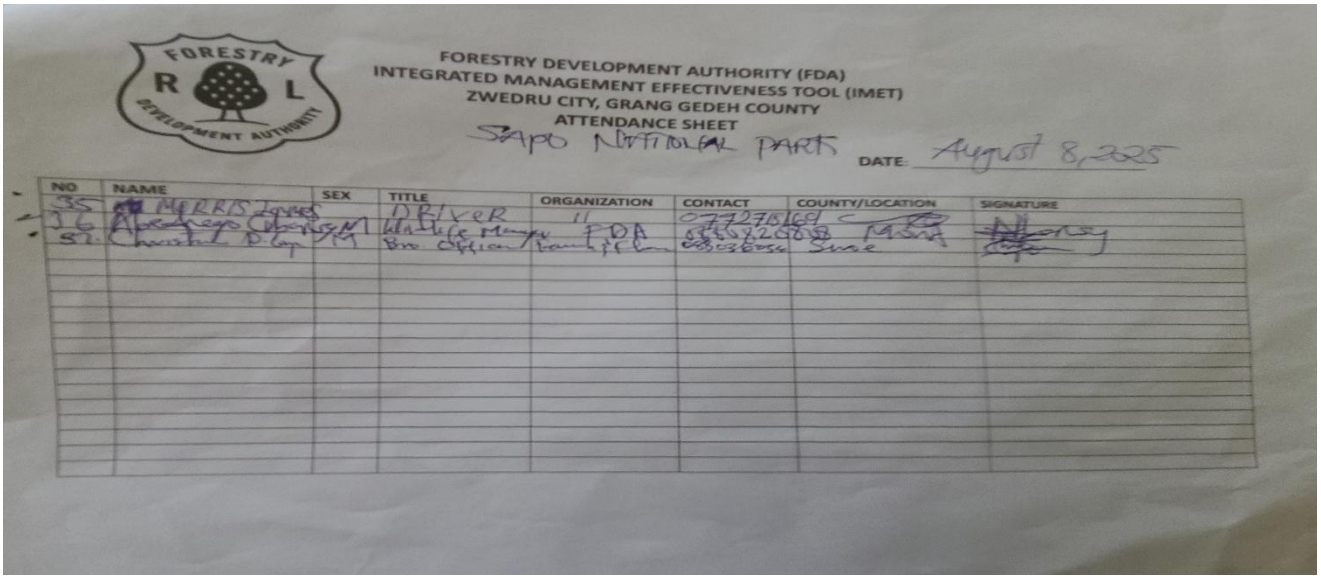
The boundary dispute in the north and west of the protected area remains unresolved which is negatively impacting the management of the park. Efforts should be made to re-engage communities to resolve the dispute. Awareness and education programs should be strengthened. There is a need to bring all stakeholders on board as we strive towards improving the management of the protected area.

18.0 Annex – Attendance Sheets and Photos



FORESTRY DEVELOPMENT AUTHORITY (FDA)
INTEGRATED MANAGEMENT EFFECTIVENESS TOOL (IMET)
ZWEDRU CITY, GRANG GEDEH COUNTY
ATTENDANCE SHEET
SAPO NATIONAL PARK DATE: August 8, 202[illegible]

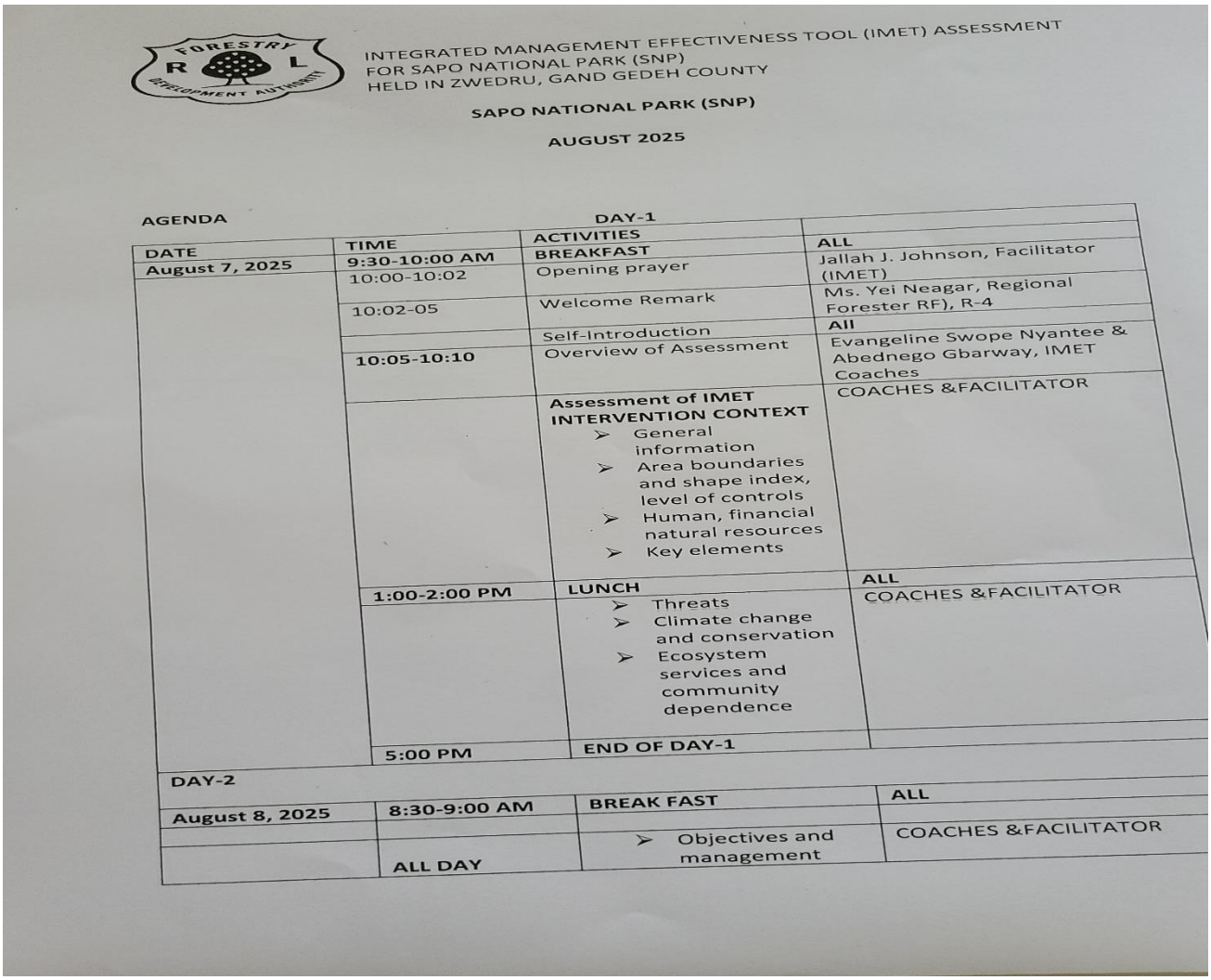
NO	NAME	SEX	TITLE	ORGANIZATION	CONTACT	COUNTY/LOCATION	SIGNATURE
17	Arthur Q. Sokan	M	Ranger	F.D.A	088159448	Doodwicken	AS
18	Eugene S. Wylie	M	Ranger	FDA	0555238950	Doodwicken	[illegible]
19	Morris Y. Gowah	M	Youth Chair	M.I.A	0888882386	Blehiah	[illegible]
20	Reagan Zulu	M	Town Chief	M.I.A	0886824417	Blewiah	[illegible]
21	Jefferson Tarlue	M	Youth head	MIA	0880724850	Gbartoken	[illegible]
22	Nelson Younque	M	Clan Chief	MIA	0881139857	Rock Town	[illegible]
23	Melvina Younque	F	Chairlady	MIA	0881893771	Rock Town	[illegible]
24	Ezekiel K. Wah	M	Ranger	FDA	0881050440	Nyennawliken	[illegible]
25	Lawson Todey	M	Youth Leader	MIA	0887331493	Gbarteken	[illegible]
26	Isaac Gueyeh	M	Town Chief	MIA	0881147088	Saygbaken	[illegible]
27	Daina Gowah	F	Chairlady	MIA	0887742548	Saygbaken	Saydee
28	Dea Saydee	M	[illegible]	MIA	—	Sawoken	[illegible]
29	Alice Zaybay	F	Women Leader	MIA	0775887718	Sawoken	[illegible]
30	Evangeline Queen	F	Manager/PAM	FDA	0778535344	Monrovia	[illegible]
31	Ralph J. Johnson	M	DPAM	FDA	0880828886	Monrovia	[illegible]
32	[illegible] Beyan	M	Field Cordinator	WCF	0770816333	Zwedru	[illegible]
33	Hannah N. Dolo	F	Accountant	FDA	0886613884	Montserrado	[illegible]
34	Yei D. Neegar	F	RF	FDA	0770436502	Sinoe	[illegible]



FORESTRY DEVELOPMENT AUTHORITY (FDA)
INTEGRATED MANAGEMENT EFFECTIVENESS TOOL (IMET)
ZWEDRU CITY, GRANG GEDEH COUNTY
ATTENDANCE SHEET
SAPO NATIONAL PARK

DATE: August 8, 2025

NO	NAME	SEX	TITLE	ORGANIZATION	CONTACT	COUNTY/LOCATION	SIGNATURE
35	MERRIS Lewis		DRIVER	"	0777278169		
36	Abednego Gbarway	M	Wildlife Manager	FDA	0886420088	Zwedru	
37	Christian D. Lay	M	Bio Officer	"	0886386...	Zwedru	



INTEGRATED MANAGEMENT EFFECTIVENESS TOOL (IMET) ASSESSMENT
FOR SAPO NATIONAL PARK (SNP)
HELD IN ZWEDRU, GAND GEDEH COUNTY

SAPO NATIONAL PARK (SNP)

AUGUST 2025

AGENDA

DAY-1

DATE	TIME	ACTIVITIES	
August 7, 2025	9:30-10:00 AM	BREAKFAST	ALL
	10:00-10:02	Opening prayer	Jallah J. Johnson, Facilitator (IMET)
	10:02-05	Welcome Remark	Ms. Yei Neagar, Regional Forester RF), R-4
		Self-Introduction	All
	10:05-10:10	Overview of Assessment	Evangeline Swope Nyantee & Abednego Gbarway, IMET Coaches
		Assessment of IMET INTERVENTION CONTEXT ➢ General information ➢ Area boundaries and shape index, level of controls ➢ Human, financial natural resources ➢ Key elements	COACHES &FACILITATOR
	1:00-2:00 PM	LUNCH	ALL
		➢ Threats ➢ Climate change and conservation ➢ Ecosystem services and community dependence	COACHES &FACILITATOR
	5:00 PM	END OF DAY-1	

DAY-2

August 8, 2025	8:30-9:00 AM	BREAK FAST	ALL
	ALL DAY	➢ Objectives and management	COACHES &FACILITATOR

		➢ Ecosystem services and community dependence ➢ Objectives and management	
	1:00-2:00 PM	LUNCH	ALL
		MANAGEMENT EVALUATION ➢ Planning ➢ Inputs	COACHES &FACILITATOR
	5:00 PM	END OF DAY-2	
DAY-3			
August 9, 2025			
	8:30-9:00 AM	BREAKFAST	ALL
	9:00-1:00 AM	MANAGEMENT EFFECTIVENESS ➢ Process ➢ Outputs ➢ Outcomes and	Evangeline, Gbarway and Jallah
	1:00-2:00PM	LUNCH	
		➢ Objectives ➢ Data Analysis ➢ Report	Evangeline, Gbarway and Jallah
	4:00 PM	END FOR SAPO NATIONAL PARK ASSESSMENT (DAY-3)	

Annex 2: Participants Photos

Figure 1: FDA, WCF, F&F and local authorities during the IMET session in Zwedru

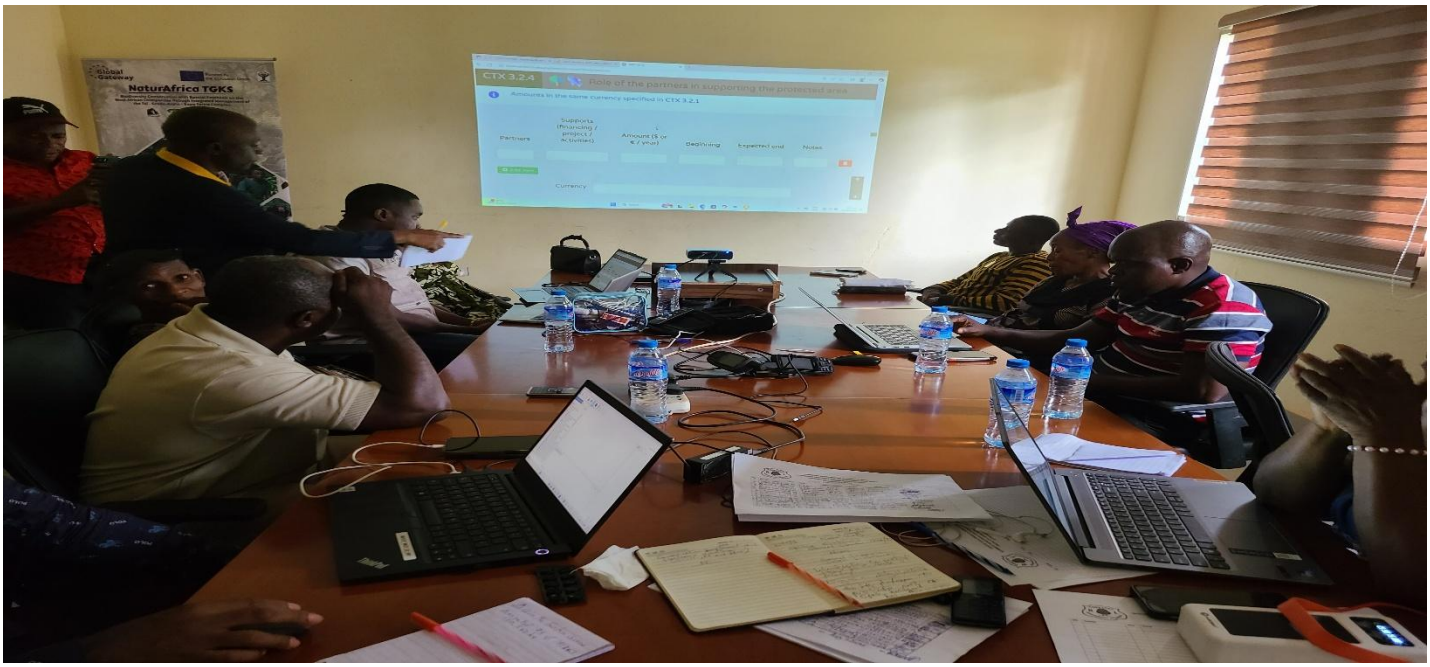


Figure 2: FDA, WCF, F&F and local authorities during the IMET session in Zwedru

Figure 3: FDA, WCF, F&F and local authorities during the IMET session in Zwedru