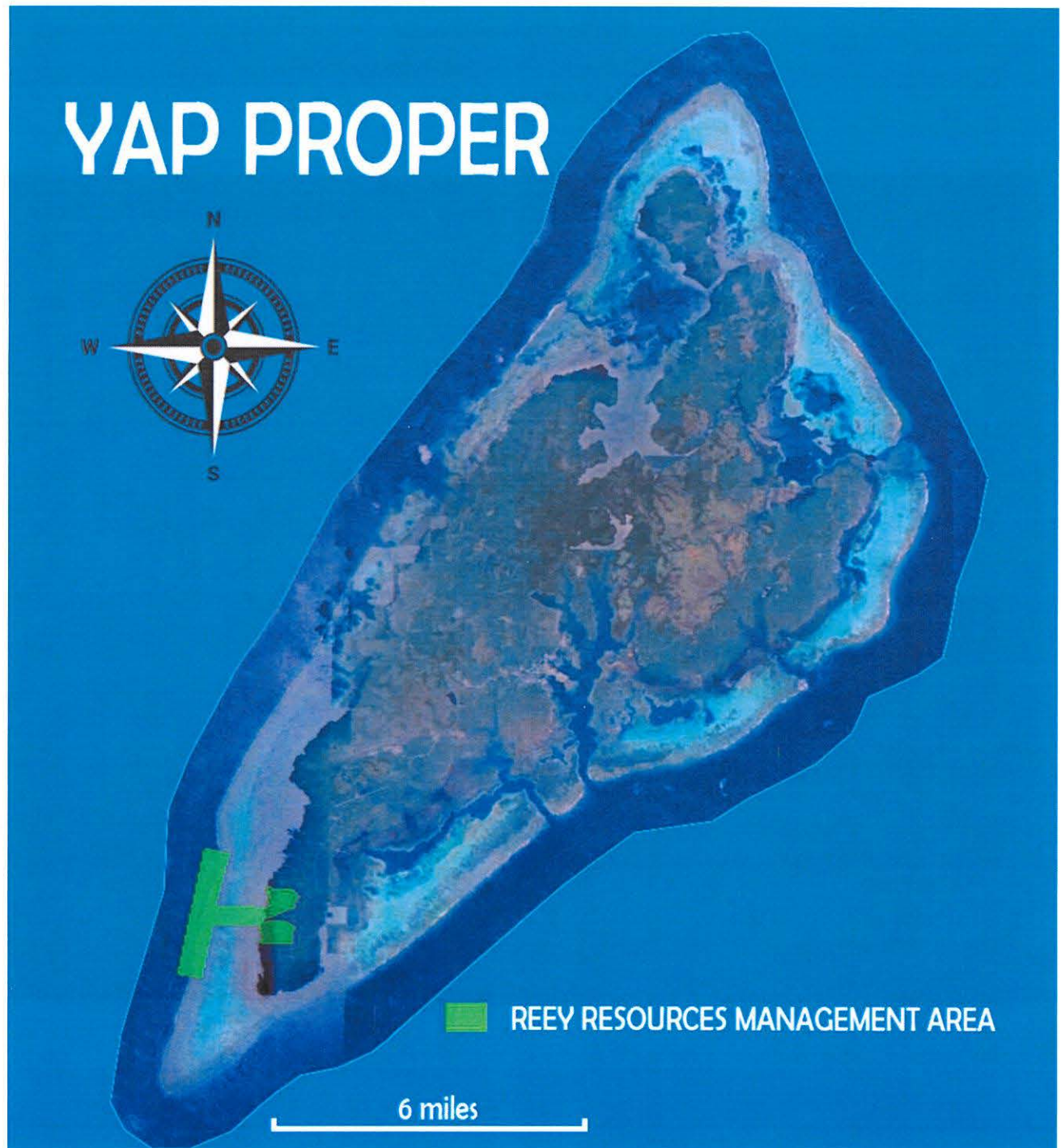


# Reey Resources Management Plan

2024 - 2029

5-year plan of the Communities of Mal'ay, Kanifay and Thabeth, Gilman'



## CONTRIBUTORS TO THIS MANAGEMENT PLAN DOCUMENT RENEWAL AND PROCESS

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YAP CATHOLIC HIGH SCHOOL

BLUE PROSPERITY MICRONESIA

WOMEN IN CLIMATE CHANGE PROJECT

MICRONESIA CONSERVATION TRUST

THE NATURE CONSERVANCY

PACIFIC ISLANDS MARINE PROTECTED AREAS COMMUNITY

ONEREEF MICRONESIA



## Table of Contents

<b>Prologue</b> .....	<b>1</b>
<b>Endorsement</b> .....	<b>2</b>
<b>Introduction</b> .....	<b>3</b>
Management Planning Process .....	3
Vision Statement: .....	4
Mission Statement:.....	4
Community Overview: .....	4
Biophysical Setting:.....	4
Terrestrial (Mal'ay & Thabeth Village Areas).....	4
Marine (Inner and Outer Reef Area).....	4
<b>Management Successes and Challenges</b> .....	<b>6</b>
<b>Moving Forward: Goals and Objectives for the Reey Resource Management Plan</b> .....	<b>8</b>
<b>Threat Assessment</b> .....	<b>9</b>
<b>Roles and Responsibilities</b> .....	<b>11</b>
<b>Reey Core Group</b> .....	<b>13</b>
<b>Zoning, Regulations, and Penalties</b> .....	<b>14</b>
Penalties Upon Violation.....	15
<b>Appendix I: Reey Resource Management 5-Year Work Plan and Budget (2024 - 2029)</b>	<b>17</b>
<b>Appendix II: Monitoring &amp; Evaluation Plan</b> .....	<b>23</b>
<b>Appendix III: Reey Annual Work Plan &amp; Budget (2024 - 2025)</b> .....	<b>24</b>
<b>Appendix IV: Community Session Planning Notes</b> .....	<b>30</b>
<b>Appendix V: Figures</b> .....	<b>33</b>

## Prologue

The villages of Mal'ay, Kanifay and Thabeth, Gilman worked with friends and partners from the Marine Resources Management Division (Yap R&D), One Reef Micronesia, Micronesia Conservation Trust, and The Nature Conservancy to update our resource management plan. The Reey Marine Conservation Area was declared by both communities in 2011 and the first 5-year management plan was endorsed in 2016. In January to July 2024, we came together to review the work accomplished thus far and updated our management plan to reflect the current needs of villages. In this iteration of the plan, we collectively decided to broaden the area of focus beyond the ocean to include coastal and inland areas in our community. This document articulates our continued commitment to sustainably manage our resources against local and global threats to safeguard our future and our children's future. Through genuine interactive planning sessions with community members and especially our elders, we are encouraged by what we've achieved since 2011 and strive to continue to look after our natural resources both in the ocean and on land.

Our Communities' vision remains **“The people of Mal'ay and Thabeth aspire to live in peace and harmony with each other and their natural environment, promote conservation values for healthy environment and healthy people, develop and maintain sustainable economic growth: ensuring future generations to come will continue to enjoy the natural and social bounties of their heritage.”** This updated Reey Management Plan outlines our accomplishment thus far and enumerates the work we set out to do for the next 5 years.

Endorsement



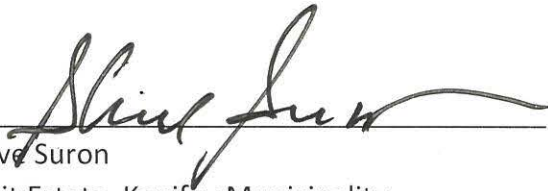
John Noph  
Municipal Chief, Kanifay Municipality

Date: 9.22.24



James Limar  
Municipal Chief, Gilman Municipality

Date: 9/22/24



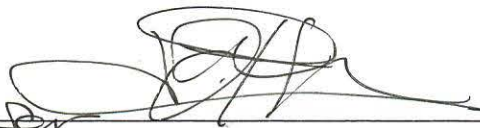
Steve Suron  
Limit Estate, Kanifay Municipality

Date: 9/22/24



Otto Bowoo  
Rungluw Estate, Gilman Municipality

Date: 09.22.24



John Gilsowuth  
Mal'ay Village Chief, Kanifay Municipality

Date: Sept. 22, 2024



Patrick Sogaw  
Thabeth Village Chief, Kanifay Municipality

Date: 9/22/24

## Introduction

This document is an update of the Community Management Plan: Reey Marine Conservation Area Community that was endorsed by the communities of Mal'ay and Thabeth in 2016. The management of Reey began with the establishment of the marine conservation area in 2011 due to the communities observing a decline in their marine resources due to uncontrolled overharvesting.

The communities of Mal'ay and Thabeth appointed representatives to be part of the Yap Cohort for the PIMPAC Adaptive Management Course. This group comprised of State and NGO partners - Marines Resources Management Division (MRMD), Blue Prosperity Micronesia (BPM), OneReef Micronesia, and the Pacific American Fund (PAF) Women in Climate Change Project under the Micronesia Conservation Trust (MCT). The PIMPAC Adaptive Management Course was designed to support efforts toward protected area management effectiveness (PAME) of sites in the Micronesian region. Each island team must select an established protected area site that is ready to go through a management plan update process. The Reey Marine Protected Area management plan expired in 2021 so the community focal point was sought by the group's mentor from TNC for this opportunity.

The following are tools utilized during the course training: Management Effectiveness Tracking Tool and Protected Area Management Effectiveness.

## Management Planning Process

The Mal'ay and Thabeth communities appointed representatives to attend an online PIMPAC Adaptive Management course. This course consisted of five modules that took place through January to March 2024. Offline homework sessions were done after each online module to complete the assignments for that course. The assignments helped inform the updating of the previous management plan. After the five course modules were completed, a total of 13 planning sessions were held, during which the community planning team and resource team met on a scheduled basis to plan ways to engage the two communities. The group facilitated two community engagements with men, women, and youth groups within Mal'ay and Thabeth communities to validate sections from the old management plan. Additionally, the group facilitated discussions on new values, goals, and objectives that emerged as a result of the adaptive management planning process.

## Vision Statement:

The people of Malay and Thabeth aspire to live in peace and harmony with each other and their natural environment, promote conservation values for healthy environment and healthy people, develop and maintain sustainable economic growth, ensuring future generations to come will continue to enjoy the natural and social bounties of their heritage.

## Mission Statement:

While the vision statement focuses the sights of the community forward to their “perfect” future, the mission statement is designed to focus internally on how to get to that “vision”. The phrase *kan pag ko ‘oel* came up during the discussion process of the first management plan which was intended as a negative attitude that erodes community cohesion and is a root cause of many community challenges. Hence, the mission statement remains... **Dab kun pag ko ‘oel.**

## Community Overview:

Mal’ay and Thabeth villages are located on Yap’s main island on the southwestern side of the island. Mal’ay is situated within the Kanifay municipality, while Thabeth is within the Gilman municipality. These two villages are adjacent to each other, lying on the borders of the two southernmost municipalities of Yap’s main island.

## Biophysical Setting:

### Terrestrial (Mal’ay & Thabeth Village Areas)

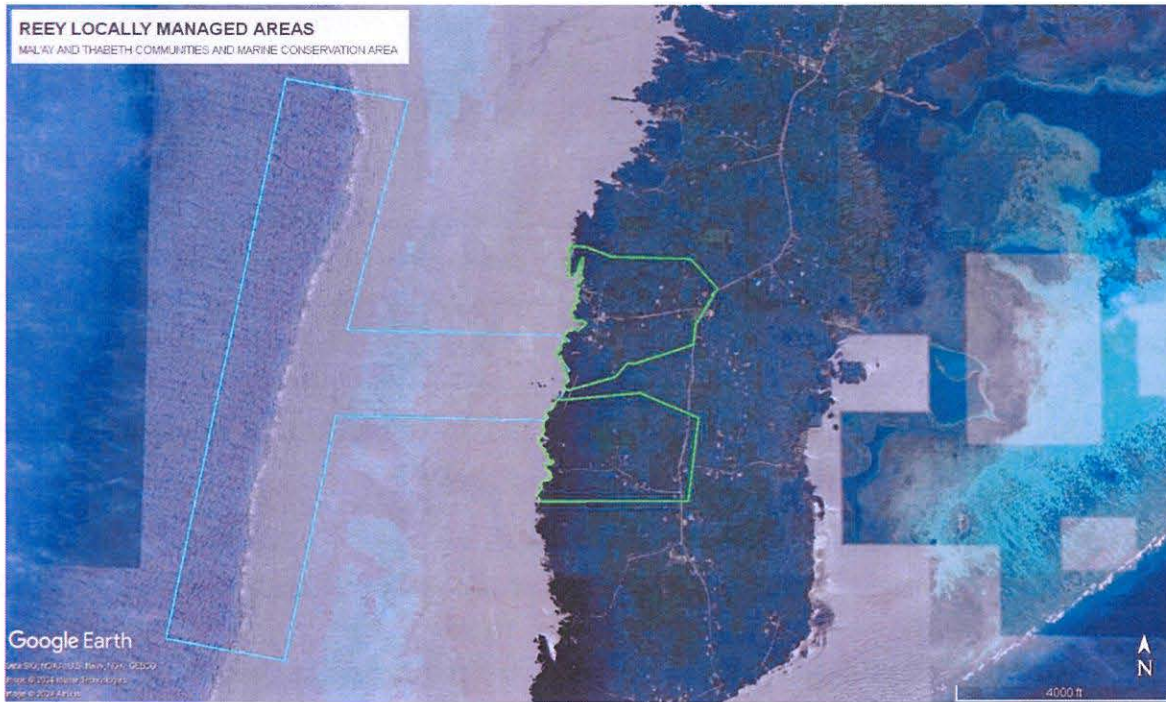
Terrestrial vegetation consists mainly of agroforestry (coconut trees, secondary vegetation, taro patch, bamboo) and areas of freshwater marsh, swamp forest, and mangrove.

### Marine (Inner and Outer Reef Area)

Due to its setting, the Reey MCA hosts a common healthy island marine ecosystem. Current patterns travel north to south and prevailing winds are predominantly from the northeast for most of the year. Reey reefs support a large healthy community of coral (20 genera recorded), reef fish populations (18 species recorded), and various marine invertebrates and other important biodiversity features.

Reey MCA supports two major coral community types: 1) *Diploastrea* and 2) *Porites* distributed in shallow and deep waters. Recent surveys indicate signs of isolated coral bleaching, some degree of crown-of-thorns damage, and physical damages from storms namely Typhoon Sudal.

The two coastal villages are situated in low lying areas that can be easily and drastically impacted by a rise in sea level by 1-meter.<sup>1</sup>



<sup>1</sup> FSM SWARS 2010-2015 p.34.

## Management Successes and Challenges

The table below shows the results from the Reey Marine Conservation Area Management Plan (2016-2021), highlighting the progress achieved by the end of the management plan.

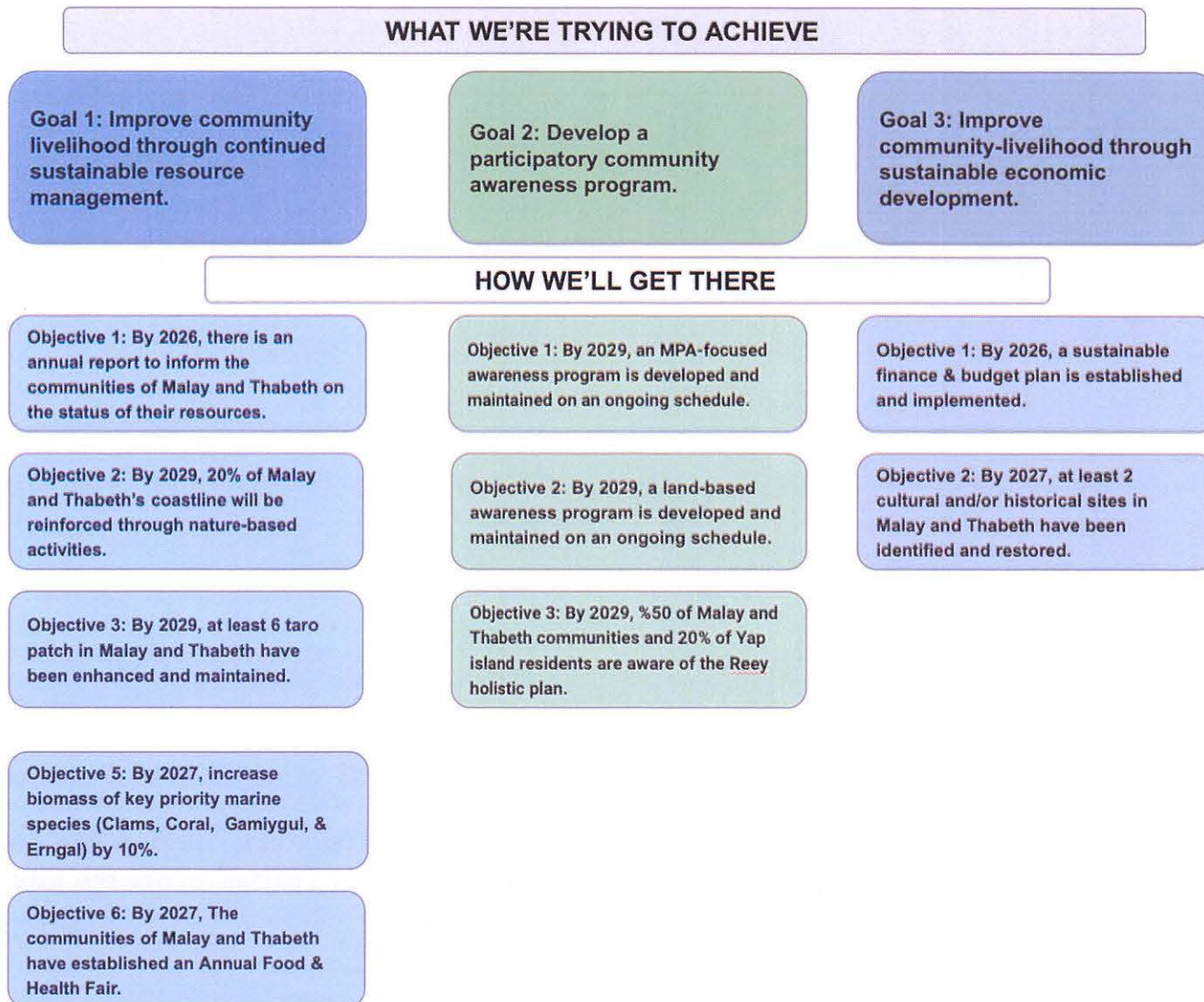
<b>How We're Doing?....There's a lot to celebrate!</b>	
<b>Progress in Conservation Goals</b>	<b>Overall management of resources</b> <ul style="list-style-type: none"> <li>❖ Declaration of MCA; boundary markers installed</li> <li>❖ Aquaculture of clams within MCA - restocking reef</li> <li>❖ Continued monitoring of marine biological stocks (CRM)</li> </ul>
<b>Community Benefits</b>	<ul style="list-style-type: none"> <li>❖ Conservation and preservation of limited resources</li> <li>❖ Healthy people and healthy environment</li> <li>❖ Sustainable economic prosperity</li> <li>❖ Future generation will be able to benefit from the bounties of their heritage</li> </ul>
<b>Management Success</b>	<p><b>Goal 1:</b> Improve community livelihood through continued sustainable resource management.</p> <ul style="list-style-type: none"> <li>❖ <i>(Objective 3)</i> Restoration of Japanese wall, community meeting house, women's meeting house, and stone paths, regular quarterly clean-up</li> <li>❖ <i>(Objective 5)</i> Prohibited deforestation of mangroves, prohibited dredging within the MCA area.</li> </ul> <p><b>Goal 2:</b> Develop a participatory awareness and community education program.</p> <ul style="list-style-type: none"> <li>❖ <i>(Objective 1)</i> Past health fairs in the communities - promoting locally grown and cooked foods</li> <li>❖ <i>(Objective 2)</i> Past CRS project held in the community and focused on climate change - led to the restoration of traditional municipal wells in Thabeth and Malay.</li> </ul> <p><b>Goal 3:</b> Improve community livelihoods through sustainable economic developments.</p> <ul style="list-style-type: none"> <li>❖ <i>(Objective 3)</i> Funding from Agriculture - planting seeds, past R2R Project</li> </ul>

The table below highlights some of the challenges that the communities faced during the implementation of the Reey Marine Conservation Area Management Plan (2016-2021).

<b>How We're Doing?....There are still challenges to address</b>	
<b>Challenges in Conservation Goals</b>	<ol style="list-style-type: none"> <li>1. Resources are not being managed properly</li> <li>2. Sustainable funding mechanism</li> <li>3. Lack of consistent sharing of monitoring data</li> </ol>
<b>Challenges in Community Benefits</b>	<ul style="list-style-type: none"> <li>❖ No secured budget to fund management operations</li> <li>❖ Lack of regular review of management objectives</li> <li>❖ Poaching due to lack of active enforcement and awareness/education outreaches</li> <li>❖ Fewer resources due to lack of active management</li> </ul>
<b>Management Challenges</b>	<p><b>Goal 1:</b> Improve community livelihood through continued sustainable resource management.</p> <ul style="list-style-type: none"> <li>❖ <i>(Objective 1)</i> No measurable indicators and no recent data monitoring have been shared</li> <li>❖ <i>(Objective 2)</i> High poaching in the buffer outer reef zone of the MPA</li> <li>❖ <i>(Objective 4)</i> Unconfirmed number of taro patches (?) - if there's been an increase or not</li> </ul> <p><b>Goal 2:</b> Develop a participatory awareness and community education program.</p> <ul style="list-style-type: none"> <li>❖ <i>(Objective 3)</i> No educational program(s) established yet</li> </ul> <p><b>Goal 3:</b> Improve community livelihoods through sustainable economic developments.</p> <ul style="list-style-type: none"> <li>❖ <i>(Objective 1)</i> No ongoing grants from regional/international partners</li> <li>❖ <i>(Objective 2)</i> No sustainable revenue stream at the moment</li> </ul>

## Moving Forward: Goals and Objectives for the Reey Resource Management Plan

Based on the PIMPAC-PAME course and several community planning sessions, the three main goals from the previous management plan were carried over unchanged into the new plan. Several new objectives and tasks were added, as the plan now extends beyond the MCA area to cover the whole of Mal’ay and Thabeth communities (both marine and terrestrial), making it more holistic.



## Threat Assessment

A threat assessment was also conducted during the planning process to identify the target areas and resources for the updated management plan, evaluate how these areas are being affected, and determine what management actions can be done to mitigate these threats.

<b>Target Areas and Resources</b>	<b>Threats</b> <i>the human action(s) that degrade the targets</i>	<b>Extent</b> <i>(i.e., how much of the site does the threat occur)</i>	<b>Severity</b> <i>(i.e., how likely the threat will degrade the value)</i>	<b>Management Actions</b>
<b>Sustainable Fisheries</b>	Trash/Litter	High	High	<ul style="list-style-type: none"> <li>● Penalty for zone regulations violation</li> <li>● non-extensive awareness (info sharing and bulletin)</li> <li>● Declaration of site demarcation</li> </ul>
	Overfishing			
	Poaching	Medium	Medium	
	Sedimentation from nearby dredging	Low	Low	
<b>Coastal Zone</b>	Ocean surge	High	High	<ul style="list-style-type: none"> <li>● Quarterly cleanup</li> <li>● Community declaration of site</li> </ul>
	Trash/Litter	Medium	Medium	
	Deforestation	Low	Low	
<b>Mangrove Ecosystem</b>	Trash/Litter	Medium	Medium	
	Deforestation	Low	Low	
<b>Taro Patches</b>	Lack of maintenance	High	High	<ul style="list-style-type: none"> <li>● Tonari/Kiyodo - group activities</li> <li>● Raised taropatch beds; clearing taropatch waterways and culverts</li> <li>● Tonari/Kiyodo - group activities</li> </ul>
	Saltwater intrusion			
	Invasive species			
	Poaching	Low	Low	
<b>Cultural &amp; Historical Sites</b>	Trash/Litter	High	High	<ul style="list-style-type: none"> <li>● Cultural courses in municipal school curriculum</li> <li>● Encouraging sense of</li> </ul>
	Loss of cultural pride and identity	High	High	
	Lack of maintenance	Low	Low	

<b>Target Areas and Resources</b>	<b>Threats</b> <i>the human action(s) that degrade the targets</i>	<b>Extent</b> <i>(i.e., how much of the site does the threat occur)</i>	<b>Severity</b> <i>(i.e., how likely the threat will degrade the value)</i>	<b>Management Actions</b>
				<ul style="list-style-type: none"> <li>ownership to increase community participation</li> <li>• Quarterly cleanups/ inspection</li> </ul>
<b>Community Health</b>	Non-communicable diseases	High	High	<ul style="list-style-type: none"> <li>• Awareness/ Welfare activities with CHC</li> <li>• Quarterly cleanups/inspection</li> </ul>
	Trash/Litter			
	Recurring epidemics	Medium/High	High	
	Lack of proper septic/sewage facilities	Medium	Low	
<b>Community Outreach &amp; Awareness</b>	Lack of participation and commitment	High	High	<ul style="list-style-type: none"> <li>• Appointing village elders to reinstill community values and sense of resource ownership</li> <li>• Establish/enhance partnerships with government agencies and NGOs</li> </ul>
	Poor collaboration and coordination			
<b>Ecotourism</b>	Trash/Litter	Low	Low	<ul style="list-style-type: none"> <li>• Daily limit on number of park users</li> </ul>

<b>Target Areas and Resources</b>	<b>Threats</b> <i>the human action(s) that degrade the targets</i>	<b>Extent</b> <i>(i.e., how much of the site does the threat occur)</i>	<b>Severity</b> <i>(i.e., how likely the threat will degrade the value)</i>	<b>Management Actions</b>
	Excessive number of visitors			<ul style="list-style-type: none"> <li>● Increase user fee</li> <li>● Solid waste management scheme</li> <li>● Repurposed trash</li> </ul>

## Roles and Responsibilities

<b>Stakeholder</b> ( <i>ulung</i> )	<b>Role</b> ( <i>mat'won</i> )	<b>Responsibility</b> ( <i>thawon</i> )
<b>Traditional leaders/elders</b> ( <i>Pilung/mitethin</i> )	Community leadership	<ul style="list-style-type: none"> <li>● Ensure community livelihood through continued sustainable resource management, participatory awareness, and economic development.</li> <li>● Final decision makers for community-wide affairs and policies.</li> </ul>
<b>Reey Core Group</b>	Coordination and management	<ul style="list-style-type: none"> <li>● Implement and monitor project objectives and daily oversight of community operations and activities.</li> </ul>
<b>Men</b> ( <i>Pumoon</i> )	Community coordination and	<ul style="list-style-type: none"> <li>● Implement and monitor community</li> </ul>

	management	<p>objectives and daily oversight of community operations and activities.</p> <ul style="list-style-type: none"> <li>● Decision makers for community affairs and final decision makers for family.</li> </ul>
<b>Women</b> ( <i>Puwelwol</i> )	Managing families and community	<ul style="list-style-type: none"> <li>● Decision makers for community affairs and final decision makers for family.</li> </ul>
<b>Youth</b> ( <i>Falyangran</i> )	Community's main workforce and future decision makers	<ul style="list-style-type: none"> <li>● Full participation in community functions to learn and contribute.</li> </ul>
<b>Yap Marine Resource Management Division</b> (MRMD)	Technical support and assistance	<ul style="list-style-type: none"> <li>● Support the community with project implementations through capacity building, training, marine monitoring, etc.</li> </ul>
<b>Yap Community Action Program</b> (YapCAP)	Technical support and assistance	<ul style="list-style-type: none"> <li>● Support the community with project implementations through capacity building, training, fundraising, etc.</li> </ul>
<b>Waab Community Health Center</b> (WCHC)	Technical support and assistance	<ul style="list-style-type: none"> <li>● Support the community with health related actions through capacity building, training, fundraising, etc.</li> </ul>
<b>Historical Preservation Office</b> (HPO)	Technical support and assistance	<ul style="list-style-type: none"> <li>● Support the community with historical and traditional preservation related activities.</li> </ul>
<b>Other local government agencies/NGOs</b>	Technical and financial support	<ul style="list-style-type: none"> <li>● Support community actions through capacity building, training, fundraising, etc.</li> <li>● Sources of funding</li> </ul>
<b>External partners and donors</b>	Technical and financial support	<ul style="list-style-type: none"> <li>● Support community actions</li> <li>● Sources of funding</li> </ul>

<b>Other communities</b>	Partnership and networking	● Sharing of resources and knowledge
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## Reey Core Group

Both villages of Mal'ay and Thabeth appoint Core Group members to take lead in the management of both marine and land areas. The Core Group can also appoint group(s) in the villages to take lead of certain activities.

<b>Position Title</b>	<b>Mal'ay Village</b>	<b>Thabeth Village</b>
President	Richard F. Nruw	Peter Waayan
Vice President	John Y. Gilsowuth	Anthony Folbuw
Treasurer	Jamie P. Gilmar	
Secretary	Stephania T. Gilsowuth	Emerenthiana R. Yoruw
Member	Ezekiel G. Gilsowuth	Perkins Googag
Member	Xavier Gilsowuth	Al Sogaw
Member	Deshaunte Walbuw	Charlie Goonug
Member		Perkins Googag

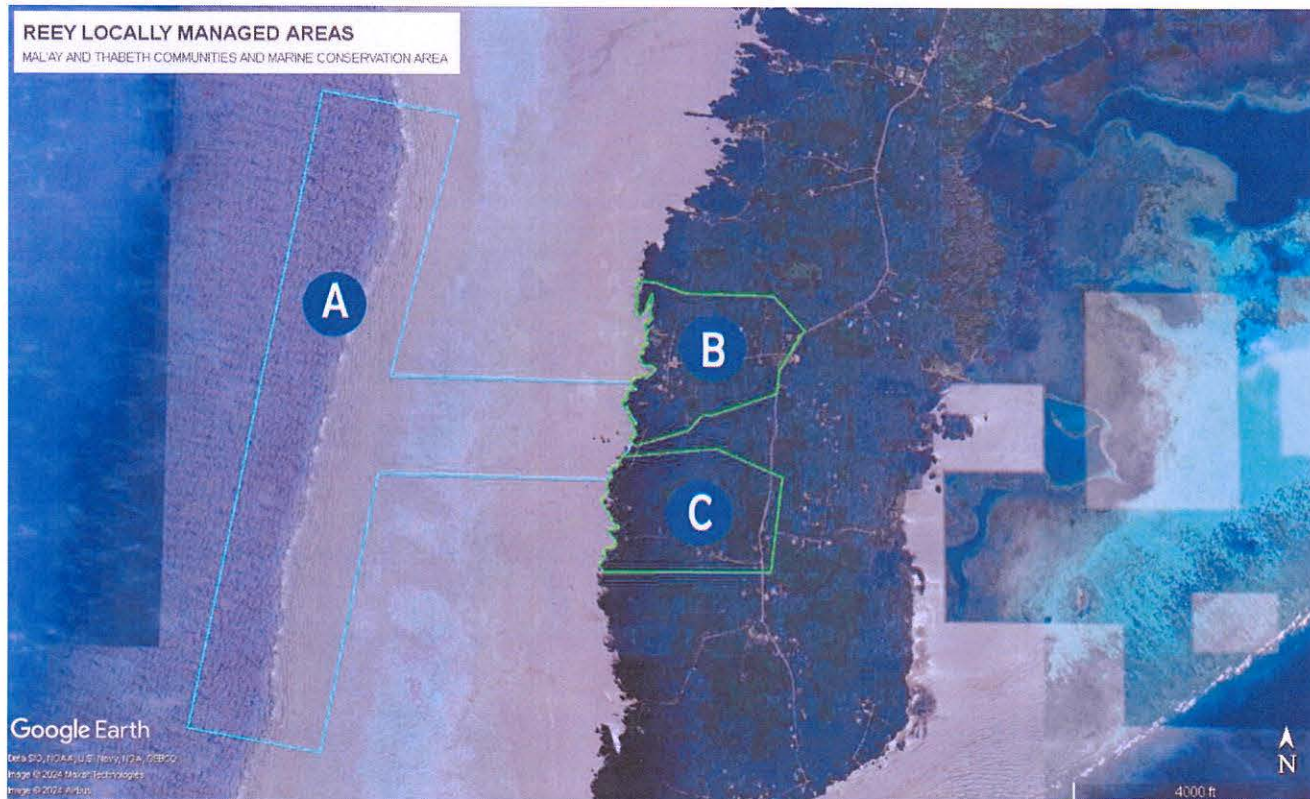
## Zoning, Regulations, and Penalties

Reey Marine Conservation Area covers an area from Gafgow to Yoqor and consists of a NO-TAKE approximately 387 hectares and a Buffer Zone that extends fifty (50) feet outward from the designated "NO-TAKE" zone. The following set of rules, regulations, and penalties are solely for the MCA that was carried over from the old management plan. Since this updated document is a holistic management plan for the communities of Mal'ay and Thabeth, traditional rules and penalties are being practiced where applicable.

1. Ban harvesting of all marine life forms from both the designated NO-TAKE (Gafgow to Yogor) and BUFFER ZONES (Wulyeag on Thabeth side and Misngal on Mal'ay side).
2. Prohibit swimming, snorkeling, walking or wading, and/or any type of marine recreational sports in the area unless authorized by the communities of Malay and Thabeth. Use of jet skis is also prohibited. Diving activities of local dive shops are allowed only if authorized by communities.
3. Permit exceptions for normal ocean travels by boats, rafts, and kayaks. All crafts crossing the area shall not anchor in the area unless such crafts are a part of the area's monitoring and other research related activities authorized by the communities.
4. Pollution prevention measures were also established for all marine areas owned by the communities of Mal'ay and Thabeth including the conservation zones. Prevention measures include:
5. Littering, discarding, or throwing of any non-organic materials into the water or coastal areas is prohibited.
6. Discharging or spilling of petroleum products i.e. oil and fuel or any other harmful foreign substances into the designated or surrounding waters is prohibited.
7. All destructive and harmful activities to the reef, coral growth, seaweeds and seagrass, and mangroves are prohibited.
8. Dredging of any kind is strictly prohibited along the coast between Gafgow and Yoqor.

## Penalties Upon Violation

1. Violator(s) will be brought to Mal'ay to be dealt with in accordance with the customs and traditions.
2. Transportation vessel(s) and gears will be confiscated and they will remain in Mal'ay until such a violation issue is properly resolved.
3. A mandatory fine of \$500.00 per head shall be paid to the communities of Mal'ay and Thabeth. The money will be deposited into an account for the project.
4. Violator(s) may be given community service penalties and such violator(s) shall not be allowed to leave the island until such time that they have completed their community service assignment(s).



## ZONES

- A. **REEY MARINE CONSERVATION AREA: PROTECTED AREA STARTING AT THE FORE REEF EXTENDING TOWARDS SHORE INCLUDING SEAGRASS BED AND MANGROVES (387 HECTARES)**
- B. **MAL'AY COMMUNITY: INCLUSIVE OF ALL TERRESTRIAL VEGETATION, HISTORICAL STRUCTURES, SOCIAL AND TRADITIONAL VALUES OF ITS RESIDING POPULATION (47.6 HECTARES)**
- C. **THABETH COMMUNITY: INCLUSIVE OF ALL TERRESTRIAL VEGETATION, HISTORICAL STRUCTURES, SOCIAL AND TRADITIONAL VALUES OF ITS RESIDING POPULATION (48.4 HECTARES)**

## Appendix I: Reey Resource Management 5-Year Work Plan and Budget (2024 - 2029)

Activities/Tasks	Output	Indicator	Lead/Support	Timeline	Budget
<b>Goal 1: Improve community livelihood through sustainable resource management</b>					
<b>Objective 1: By 2026, there is an annual report to inform the communities of Mal'ay and Thabeth on the status of their resources.</b>					
<ul style="list-style-type: none"> <li>Sharing of overall marine resource status on an annual basis focusing on the identified target/key species.</li> </ul>	Increased community awareness regarding their natural resources	<ul style="list-style-type: none"> <li>Annual reports completed</li> <li>Meeting minutes</li> <li>Sign-in sheet</li> <li>MRMD data collected/shared</li> </ul>	Reey CG MRMD, YapCAP	1. Annually	No budget needed
Conduct marine monitoring at 4 established Reey monitoring stations			Reey CG MRMD, YapCAP	3rd - 4th Quarter	
Compile data on key marine species within Reey MCA (Appendix Pg.27)					
Conduct community information sessions			Reey CG	1st Quarter (upcoming year)	
<b>Objective 2: By 2029, 20% of Mal'ay and Thabeth's coastline will be reinforced through nature-based activities.</b>					
Planting of mangrove/nipa (seagrass bed/coastal revegetation)	Restoration of Reey coastline	<ul style="list-style-type: none"> <li># of mangrove/nipa planted</li> <li>% of area planted (# of hectares planted)</li> </ul>	Community (women, men, and youth groups)	December 2024	Rental: \$1,000 Refreshments: \$500
Collaborate with DAF to conduct a baseline survey on vegetation type		<ul style="list-style-type: none"> <li># of baseline surveys conducted</li> </ul>	Reey CG DAF		No budget needed
Gather seedlings		# of seedlings planted	Community (women, men, and youth groups)		

**Objective 3: By 2029, at least 4 taro patches in Mal'ay and Thabeth have been enhanced and maintained.**

<ul style="list-style-type: none"> <li>Conduct a focus group survey to identify baseline data of taro patches within both communities</li> </ul>	Analyzed baseline survey with report	❖ # of taro patches surveyed	Community (women, men, and youth groups)	December 2024	No budget needed
<i>Draft and print survey forms</i>					
<b>Taro patch enhancement</b>	Taro patches and waterways are cleared of overgrown vegetation	# of taro patches cleared	Community (women, men, and youth groups)	May 2025	Labor: \$600 Tools: \$1,000
<i>Clearing of overgrown vegetation in taro patches</i>					
<i>Clearing of taro patch waterways</i>					
<b>Maintenance of taro patches</b>	"Tonari" groups established and taro patch benefits identified	# of taro patches maintained	Community (women, men, and youth groups)	Annually	\$600 - tonari groups
<i>formulate groups (tonari)</i>					
<b>Objective 4: By 2029, at least 70% of invasive plants have been eradicated in Mal'ay and Thabeth.</b>					
<b>Conduct baseline survey to identify invasive species within both communities.</b>	analyzed baseline survey with report	of area surveyed; baseline survey report/data with photos	Community DAF	May 2026	No budget needed
<i>Engage DAF (invasive species coordinator) to conduct survey</i>					
<b>Implement eradication measures</b>	Identified areas have been cleared of invasive vegetation	# of eradication measures implemented	Men and youth groups	May 2029	\$2500 (labor cost, refreshments/ lunches, fuel)

Replanting [x] seedlings to replace invasive species	Cleared out areas have been revegetated	# of [x] seedlings planted	Men and youth groups	May 2029	\$2500 (labor cost, refreshments/lunches, fuel)
<b>Objective 5: By 2029, increase biomass of key priorities marine species</b>					
Seek technical support to identify types of corals and how to grow them	Types of corals identifies and specified growth	# of gov't agency engaged; # of engagements conducted	Reey CG COM-CRE, MRMD, YapCAP, UOG	1. December 2025	No budget needed
Clam spawn, maintain and monitor growth	Clam spawned and ensured of healthy growth	# of clams spawned and grown; photos; monitoring data/reports	Reey CG COM-CRE, MRMD, YapCAP	1. December 2024	\$500 - labor costs \$200 - fuel \$300 - drinks/food \$10k - PVC raft & small outboard motor
Coral farming/restock	coral restocked	types of coral; coverage area		December 2028 1.	\$500 - labor costs \$200 - fuel \$300 - drinks/food
Initiate ongoing inner-reef sites monitoring focused on prioritized key species	updated data on key marine species within Reey MCA	# of spotted key species; % of common Reey marine species spotted	Reey CG MRMD, YapCAP	1. Annually	\$500 - labor costs \$200 - fuel \$300 - drinks/food
Train community members to conduct inner-reef monitoring	At least 4 community members trained in reef monitoring survey methods and protocols	# of trainings conducted; # of people trained; photos and reports	Reey CG MRMD, YapCAP	2nd Quarter 2025	No budget needed
<b>Objective 6: By 2027, the communities of Mal'ay and Thabeth have established an annual food and health fair.</b>					
Collaborate with CHC to conduct health fair events	secured partnership/collaboration to establish an ongoing health fair and walkathon schedule	# of participants; # of events conducted; photos, sign-in sheets; agenda or program copies	Women and youth groups CHC	March 2025	\$1k - incentive merch (water bottles, keychains, t-shirts, towels)

					\$500 - supplies (ads, program, agenda printing)
<b>Objective 7: By 2029, there has been a 100% decrease in marine protected area poaching.</b>					
<b>Surveillance &amp; Compliance</b>	re-established surveillance team and enhanced compliance	log sheets; timesheets; work schedules; incident reports	<b>Reey CG</b> <i>Community</i>	January 2026	\$20K - boat & outboard motor \$30K - Surveillance platform \$20k - Stipend for enforcer \$5K - Fuel/5 yrs \$2K - kayak \$3K- binoculars \$5K - drone
<b>Goal 2: Develop a participatory community awareness program.</b>					
<b>Objective 1: By 2029, a Reey managed area focused awareness program is developed and maintained on an ongoing schedule.</b>					
<b>Identify and develop applicable outreach methods/programs and collaborate with relevant stakeholders</b>	established partnerships, programs implemented	# of partners identified, # of programs identified	<b>Reey CG</b>	December 2025	No budget needed
<i>Research/set up online programs/sites to increase awareness on Reey MPA</i>					
<b>Production of awareness materials (e.g. brochures, signage, tour markers, t-shirts, stickers, Logo)</b>	Increased awareness of Reey MCA site	# of signage/ tour markers placed, #/type of brochures made	<b>Reey CG</b>	December 2024	Brochure: \$ 1,000.00 Signage: 2 ea @ \$2,000.00 Tour Markers: \$500.00 T-Shirts: \$5,000:00 Stickers: \$1,000.00 Logo: \$500.00
<i>Set up logo contest; use winning logo for production of brochures, signage, tour markers, t-shirts, stickers</i>					
<b>Conduct outreach and awareness of Reey MPA</b>	Increased awareness of Reey MCA site	# of outreach conducted	<b>Reey CG</b> <i>Community (women, men, and youth groups)</i>	Annually	\$500 - Refreshments

<i>Set up a schedule of coastline cleaning/walkathon awareness promotion</i>		# of clean up conducted, # of participants, Signing sheets & photos	<b>(Alternating) youth, women, and men groups</b>	Annually	\$200 - supplies \$200 - POL \$500 - incentives
<i>Set up and conduct community health fair event</i>	Increased awareness of Reey MCA and welfare	# of event conducted, # of participants, & photos	<b>Women groups</b> <i>WCHC, DAF, COM-CRE, community groups</i>	Annually	\$1,500 - tents \$500 - chairs \$500 - tables
<b>Objective 2: By 2029, 50% of Mal'ay and Thabeth communities and 20% of Yap island residents are aware of the Reey holistic plan.</b>					
<b>Broaden awareness to larger audience</b>	Social media platforms created and managed	# of posts; # of views and likes; #shared posts;	<b>Youth groups</b> <i>DYCA</i>	December 2024	No budget needed
<b>Present holistic plan to communities of Mal'ay and Thabeth</b>	Community of Malay and Thabeth are aware of the updated Reey Management Plan	# of meetings, meeting minutes, sign-in sheets, photos	<b>Reey CG</b> <i>Community elders</i>	Annually	\$500 - Refreshments
<b>Produce outreach/awareness materials</b>	Posters, brochures, stickers, t-shirts	#Posters, #brochures, #stickers, #tshirts, #banners, #photos	<b>Youth groups</b> <i>DYCA</i>	Semi-annual	\$1,000 - Brochures \$2,000 - Banners/ Posters \$5,000 - T-shirts \$1,000 - Stickers
<b>Conduct socio-economic survey to establish Reey holistic plan awareness baseline</b>	Awareness baseline established (percentage of individuals aware of the Reey Holistic Plan)	# of surveys conducted; sign-in sheet; #of incentives procured	<b>Reey CG</b> <i>SEM expert</i>	September 2024	\$1,500 - printing costs other costs for incentives (phone cards, water bottles with site logo, gift cards, keychains)
<i>Consult SEM experts to provide training</i>				September 2024	\$5,000 - Contractual services and training materials costs
<b>Goal 3: Improve community-livelihood through sustainable economic development.</b>					
<b>Objective 1: By 2026, a sustainable finance and budget plan is established and implemented.</b>					

Identify tour activities within the community (kayaking, handicrafts, snorkeling, etc.)	increasing community activities within Reey and raising funds for Reey holistic management plan	# of tour activities identified and established	Reey CG <i>Community (women, men, and youth groups)</i>	December 2024	\$300 - Refreshments
Establish ecotourism user fee (system in place for collecting fees based on different recreational activities)	User fee established, additional funds raised to support Reey holistic plan	amount of user fee identified	Reey CG <i>Community (women, men, and youth groups)</i>	December 2025	\$300 - Refreshments
Utilize established awareness programs and other events to raise additional funds	Additional funds raised to support Reey holistic plan	financial report; amount of funds raised	Reey CG <i>Community (women, men, and youth groups)</i>	December 2027	<i>(Refer to task budget estimates below)</i>
<i>Yap Island Market Day</i>					\$1,000 - tent \$600 - folding tables \$500 - chairs
<i>Movie Night</i>					\$5,000 - Equipment (projector, projector screen, extension cord, multi-plug, speaker system)
<i>Halloween (Haunted House)</i>					\$100 - tickets \$300 - supplies
<i>Concert</i>					\$100 - tickets \$200 -POL \$500 - Band fee \$100 - Venue rental \$300 - Supplies
<b>Objective 2: By 2027, at least 2 cultural and/or historical sites in Mal'ay and Thabeth have been identified and restored.</b>					
Site assessment	2 sites identified for restoration	assessment report; photos	Reey CG <i>Youth groups</i>	December 2026	No budget needed
Restoration of historical and cultural sites	Identified historical site restored	progress report with # of participants & photos	Reey CG <i>Youth groups</i>	December 2028	\$10,000 per site - contractual services
<ul style="list-style-type: none"> <li>Task: Seek assistance from HPO</li> </ul>					

## Appendix II: Monitoring & Evaluation Plan

<p><b>Goal 1:</b> Improve community livelihood through continued sustainable resource management.</p>	<ul style="list-style-type: none"> <li>● How many site monitoring activities have been conducted.</li> <li>● Annual report on outcomes of monitoring, status of natural resources             <ul style="list-style-type: none"> <li>○ Trends on key marine species</li> </ul> </li> <li>● Coastline reinforced</li> <li>● Mangroves and Nipa planted</li> <li>● Taro Patches cleaned and enhanced</li> <li>● Health fairs conducted</li> <li>● Surveillance and Enforcement</li> <li>● Invasive species eradicated</li> </ul>	<p>Annually</p> <p>Annually</p> <p>5 years</p> <p>5 years</p> <p>Annually</p> <p>Semi-annually</p> <p>Quarterly</p> <p>2.5 years</p>
<p><b>Goal 2:</b> Develop a participatory community awareness program.</p>	<ul style="list-style-type: none"> <li>● How many outreach programs/activities have been conducted</li> <li>● How many awareness materials have been produced and disseminated</li> </ul>	<p>Annually</p> <p>Annually</p>
<p><b>Goal 3:</b> Improve community-livelihood through sustainable economic development.</p>	<ul style="list-style-type: none"> <li>● How much money has been raised</li> <li>● Sustainable financing plan has completed and implemented</li> <li>● How many historical sites have been identified and restored</li> <li>● How many tourism activities have been conducted</li> </ul>	<p>Annually</p> <p>5 years</p> <p>5 years</p> <p>5 years</p>

## Appendix III: Reey Annual Work Plan & Budget (2024 - 2025)

### ANNUAL WORK PLAN (August 2024 - August 2025)

Goal 1: Improve community livelihood through continued sustainable resource management.					
Objective 1: By 2026, there will be an annual report to inform the communities of Malay and Thabeth on the status of their resources.					
Activities	Output	Indicator	Lead/Support	Timeline	Budget
<ul style="list-style-type: none"> <li>Sharing of overall marine resource status on an annual basis focusing on the identified target/key species.</li> </ul>	Increased community awareness regarding their natural resources	<ul style="list-style-type: none"> <li>Annual reports completed</li> <li>Meeting minutes</li> <li>Sign-in sheet</li> <li>MRMD data collected/shared</li> </ul>	Lead:Reey CG Support:MRMD, YapCAP	Annual	No budget needed
Task - conduct marine monitoring at 4 established Reey monitoring stations			Lead: Reey CG Support: MRMD, YapCAP	3rd - 4th Quarter	
Task - compile data on key marine species within Reey MCA					
Task - Conduct community info session			Lead: Reey CG	1st Quarter (upcoming year)	
Objective 2: By 2029, 20% of Malay and Thabeth's coastline will be reinforced through nature-based activities.					
Activities	Output	Indicator	Lead/Support	Timeline	Budget
Planting of mangrove/nipa (seagrass bed/coastal revegetation)	restoration of Reey coastline	# of mangrove/nipa planted, % of area planted (# of hectares)	<b>Lead: Community</b> (women, men, and youth groups)	<b>December 2024</b>	Rental: \$1,000 Refreshments: \$500

		planted)			
Task - Collaborate with Div. of Agriculture & Forestry (DAF) to conduct a baseline survey on vegetation type		# of baseline surveys conducted	Lead: Reey CG Support: DAF		No budget needed
Task - Gather Seedling		# of seedlings planted	<b>Community</b> (women, men, and youth groups)		
<b>Objective 3: By 2029, at least 6 taro patches in Malay and Thabeth have been enhanced and maintained.</b>					
<b>Activities</b>	<b>Output</b>	<b>Indicator</b>	<b>Lead/Support</b>	<b>Timeline</b>	<b>Budget</b>
<b>Conduct focus group survey to identify baseline data of taro patches within both communities</b>	analyzed baseline survey with report	# of taro patches surveyed	Lead: Community (women, men, and youth groups)	<b>December 2024</b>	No budget needed
Task - draft & print survey forms					
<b>Taro patch enhancement</b> <b>1. Clearing of overgrown vegetation in taro patches</b> <b>2. Clearing of taro patch waterways</b>		# of taro patches cleared	Lead: Community (women, men, and youth groups)	<b>May 2025</b>	\$600 - contractual labor; \$1,000 - tools & supplies
<b>Maintenance of taro patches</b>		# of taro patches maintained		<b>Annually</b>	\$600 - tonari groups
Task - Formulate groups (tonari)					
<b>Objective 5: By 2029, Increase biomass of key priority marine species</b>					

Activities	Output	Indicator	Lead/Support	Timeline	Budget
<b>Seek technical support to identify types of corals and how to grow them</b>	Types of corals identified and specified growth	Name of gov't agency engaged; # of engagement (meetings)	Lead: Reey CG; Support: COM-CRE; MRMD, YapCAP, UOG (Dr. Peter Houk)	<b>December 2025</b>	No budget needed
<b>Clam spawn, maintain and monitor growth</b>	Clam spawned and ensured healthy growth	# of clams spawned and grown; photos; monitoring data/report	Lead: Reey CG; Support: COM-CRE; MRMD, YapCAP	<b>December 2024</b>	\$500 - labor costs \$200 - fuel \$300 - drinks/food \$10k - PVC raft & small outboard motor
<b>Initiate ongoing inner-reef sites monitoring focused on prioritized key species</b>	Updated data on key marine species within Reey MCA	# of spotted key species, % of coral cover, # of common Reey marine species spotted	Lead: Reey CG Support: MRMD, YapCAP	<b>Annually</b>	\$500 - labor costs \$200 - fuel \$300 - drinks/food
Task - Train community member to conduct inner reef monitoring	At least 4 community members trained in reef monitoring survey methods and protocols	# of trainings conducted; #of people trained; photos and reports produced	Lead: Reey Core Group Support: MRMD, YapCAP	<b>2nd Quarter 2025</b>	No budget needed
<b>Objective 6: By 2027, The communities of Malay and Thabeth have established an Annual Food &amp; Health Fair.</b>					
Activities	Output	Indicator	Lead/Support	Timeline	Budget
<b>Collaborate with CHC to conduct health fair events</b>	Secured partnership/collaboration to establish an on-going health fair and walkathon	# of participants; # of events conducted; photos, sign-in sheets; agenda or program copies	Lead: Women's group, youth Support: CHC	<b>March 2025</b>	\$1K - incentive merch (water bottles, keychains, tshirts, towels); \$500 - supplies (ads,

	schedule				program, agenda printing)
<b>Goal 2: Develop a participatory community awareness program.</b>					
<b>Objective 1: By 2029, a Reey Managed Area-focused awareness program is developed and maintained on an ongoing schedule.</b>					
<b>Activities</b>	<b>Output</b>	<b>Indicator</b>	<b>Lead/Support</b>	<b>Timeline</b>	<b>Budget</b>
<b>Identify and develop applicable outreach methods/programs and collaborate with relevant stakeholders</b>	established partnerships, programs implemented	# of partners identified, # of programs identified	Lead: Reey CG	<b>December 2025</b>	No Budget Needed
Task - research/set up online programs/sites to increase awareness on Reey MPA.					No Budget Needed
<b>Production of awareness materials (e.g. brochures, signage, tour markers, t-shirts, stickers, Logo)</b>	Increased awareness of Reey MPA site	# of signage/ tour markers placed, #/type of brochures made	Lead: Reey CG	<b>December 2024</b>	Brochure: \$ 1,000.00 Signage: 2 ea @ \$2,000.00 Tour Markers: \$500.00 T-Shirts: \$5,000.00 Stickers: \$1,000.00 Logo: \$500.00
<b>Conduct outreach and awareness of Reey MPA</b>	Increased awareness of Reey MPA site	# of outreach conducted	Lead: Reey CG Support: Community (women, men, and youth) Schools	<b>Annually</b>	Refreshments: \$500.00

Task - Set up a schedule of coastline cleaning/walkathon awareness promotion	Increased awareness of Reey MPA site	# of clean up conducted, # of participants, Signing sheets & photos	(Alternating) Youth - Women - Men groups	Annually	Supplies: \$200.00/yr POL: \$200/yr Incentives: \$500/yr
Task - Set up and conduct community health fair event	Increased awareness of Reey MPA site and welfare	# of event conducted, # of participants, & photos	Lead: Women group Support: WCHC, DAF, COM-CRE, community	Annually	Supplies: Tent: \$1,500 Chairs: \$500 Tables: \$500
<b>Objective 2: By 2029, 50% of Malay and Thabeth communities and 20% of Yap island residents are aware of the Reey holistic plan.</b>					
<b>Activities</b>	<b>Output</b>	<b>Indicator</b>	<b>Lead/Support</b>	<b>Timeline</b>	<b>Budget</b>
<b>Broaden awareness to larger audience</b>	Social media platforms created and managed	# of posts; # of views and Likes; #shared posts;	Lead: Youth Support: DYCA	<b>December 2024</b>	No Budget Needed
<b>Present holistic plan to community of Malay and Thabeth</b>	Community of Malay and Thabeth are aware of the updated Reey Management Plan	# of meetings, meeting minutes, sign-in sheets, photos	Lead: Reey CG Support: Community elders	<b>Annually</b>	Refreshments: \$500.00
<b>Produce outreach/awareness materials</b>	Posters brochures stickers t-shirts	#Posters, #brochures, #stickers, #tshirts, #banners, #photos	Lead: Youth Support: DYCA	<b>Semi-annual</b>	Brochure: \$ 1,000.00 Posters/Banners: 2 ea @ \$2,000.00 T-Shirts: \$5,000.00 Stickers: \$1,000.00
<b>Conduct Socio-Economic Survey to establish Reey Holistic Plan awareness baseline</b>	Awareness baseline established (percentage of individuals aware of the Reey Holistic Plan)	# of surveys conducted; sign-in sheet; #of incentives procured	REEY CG Support: SEM Expert	<b>September 2024</b>	Printing: \$1.5k Incentives: \$(Phone card, water bottle with site logo, gift cards, Keychains)

<i>Consult SEM experts to provide training</i>				<b>September 2024</b>	\$5,000 - Contractual services and training materials costs
<b>Goal 3: Improve community-livelihood through sustainable economic development.</b>					
<b>Objective 1: By 2026, a sustainable finance &amp; budget plan is established and implemented.</b>					
<b>Activities</b>	<b>Output</b>	<b>Indicator</b>	<b>Lead/Support</b>	<b>Timeline</b>	<b>Budget</b>
<b>Identify tour activities within the community (kayaking, handicrafts, snorkeling, etc.).</b>	Increasing community activities within Reey and raising funds for Reey holistic management plan	# of tour activities identified and established	Lead: Reey CG Support: Community (women, men, and youth)	<b>December 2024</b>	No Budget Needed
<b>Establish ecotourism user fee (system in place for collecting fees based on different recreational activities).</b>	User fee established, additional funds raised to support Reey holistic management plan	amount of user fee identified (?)	Lead: Reey CG Support: Community (women, men, and youth)	<b>December 2025</b>	No Budget Needed

## Appendix IV: Community Session Planning Notes

### Actions to Address Challenges (low METT scores):

#### Management and Operations

- Community to be active and committed to seek support in acquiring equipment & building a facility for safe storage or operations.
- Need to motivate the community to implement PA work (staff).
- Select a group of people to be in charge of the Plan (core group).
- Staff to be in charge of looking for source of funding (grants, technical assistance from gov't departments (admin staff)).
- Seek assistance from Marine Resource for monitoring to identify ways to preserve and replenish rare species of tow found in the MPA.
- Training & workshop to implement PA activities (e.g. surveys).
- Conduct regular monitoring surveys to help better inform the community.

#### Raise awareness! Awareness activities to improve

- Update community of monthly progress via meetings.
- Regular information sharing of key marine resources to both communities.
- Create events to attract more youth.
- Promote Reey MCA on social media platforms.

#### Fundraise

- Participate in the monthly Island Market events to sell local food.
- Apply for grants – need training.
- Tourist – marine tours.
- Utilize updated management plan to seek funding from donors.

### Key Marine Species:

Species	Tally	Why?
Gamiygul	3	Cultural/traditional use, health benefit, declining population, almost extinct
Coral – lugoch nge langith	4	Fish habitat, increase fish population
Clams – fasuw nge tow	7	Rare & exclusive to Reey MCA, ocean filter,
Sea cucumber		
Elbad		Maintain population since there's a lot observed during bio surveys
Goychaf		Maintain population since there's a lot observed during bio surveys
Bilaw	1	
Qum	1	Consumption
Numem	1	Need to recover population
Erngal	3	Household consumption, health benefit,
Fakeraen		
Machagwog		Clean algae on the coral – coral janitor
Ngarar	1	Clean algae on the coral – coral janitor

### Target Priorities:

Target Areas	Tally
Subsistence Fisheries	
Community Health	2
Coastal Zone	11
Mangrove Ecosystem	1
Cultural and Historical Sites	
Taro Patch	6
Ecotourism	
Community Awareness & Outreach	3

**Actions for top 4 Priorities:**

Coastal Zone by Youth

- Seawall
- Don't litter (plastics)
- Coastal Clean Up
- Avoid deforestation (mangrove)
- Plant more of mangroves & nipa
- Avoid beach dredging

Awareness & Outreach by Youth

- Social media platforms – promote the MPA through pictures & short stories
- Community meetings
- Posters, brochures, stickers, t-shirts

Subsistence Fisheries by Mens' Group

- Clam – seek technical support to spawn & expand its population
- Coral – seek support to identify all types & how to grow
- Fish
  - Improve monitoring & survey
  - Surveillance
  - Seek support to spawn & grow

Taro Patch by Women's Group

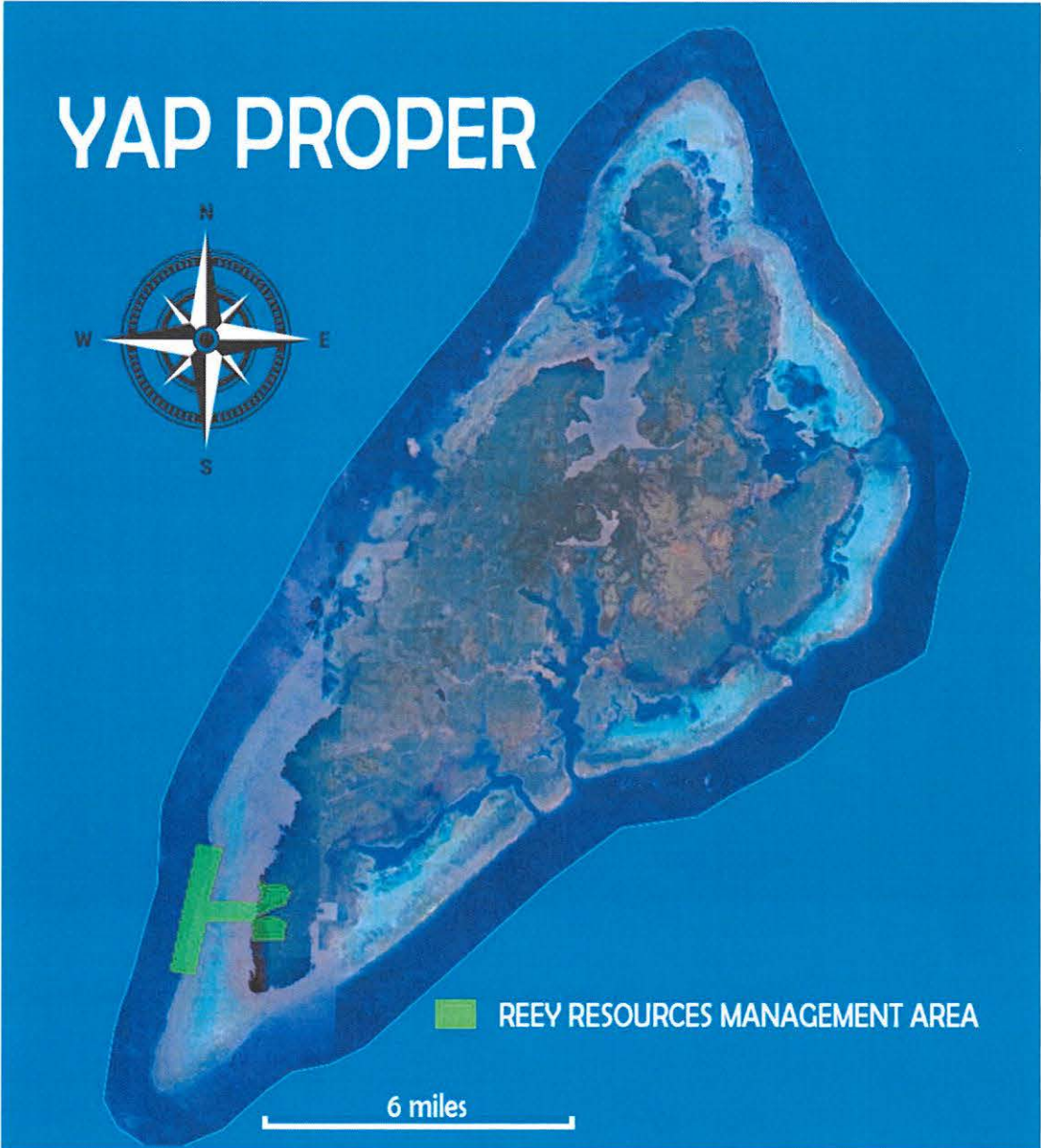
- Ngan bing wa'en e raen (dokang, ditch)
- Fal'eg e group ni nge clean nage muut (tonari)
- Ngan gafseg bo'or mitee laak nge maal
- Ngan fal'eg dapel'ay
- Involve youth into planning, cleaning taro patches – passing on of traditional knowledge
- Maintain local food to help with health benefits

## Appendix V: Figures

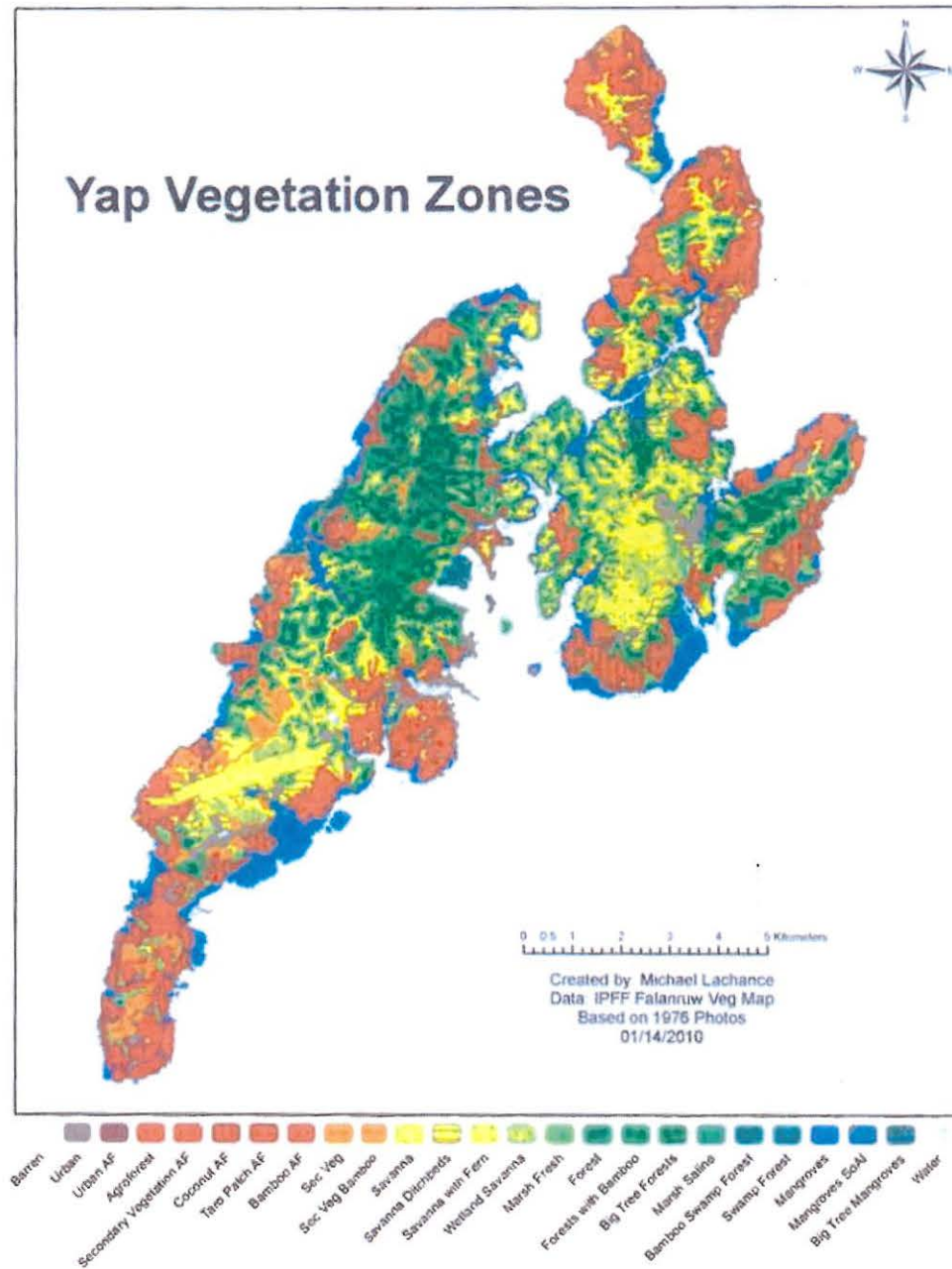
Map 1 - Derived from planning sessions with Reey Core Group, 2024



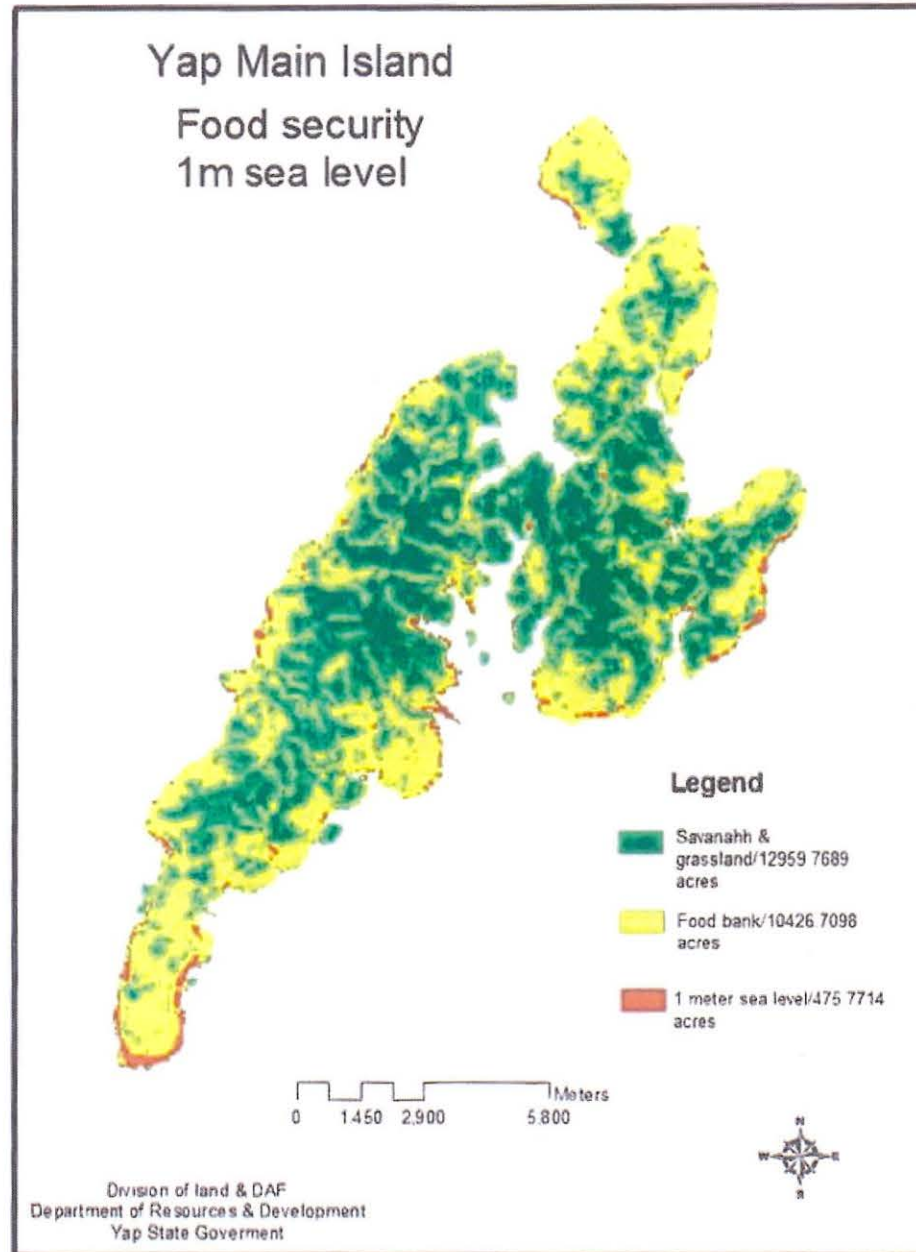
Map 2 - Derived from planning sessions with Reey Core Group, 2024



Map 3 - Vegetation type zones [FSM SWARS 2010-2015 map]



Map 4 - 1 meter sea level rise map [FSM SWARS 2010-2015]



### Map 5 - Housing Distribution - Yap main island 2010 (2011 Yap State Statistical Yearbook)

The shaded area is indicative only of the location of the villages of Mal'ay and Thabeth and is not meant to indicate boundaries.

