



# ***STRATEGIC PLAN***

2026-2030



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## MESSAGE FROM HEAD OF FOUNDATION

# *The next five years are decisive for Anambas*

We are not starting from zero. Over the past years we have seen coral grow back on damaged reefs. We have watched turtles return to beaches that were once silent. We have seen children speak English with confidence, women learn to start small enterprises, and villages organize themselves around protecting the resources that feed them.

But the pressures are growing faster than the progress.

Climate change is no longer abstract. Plastic moves faster than our collection systems. Fish stocks fluctuate. Young people leave because opportunities feel distant. Forests, rivers, and reefs are treated as separate problems, even though they are one system.

This Strategic Plan is our answer to a question:

### *What will the Anambas Foundation do in the next five years?*

Our answer is this: we will move from projects to systems.

We will protect ecosystems at scale, not site by site.

We will build leadership inside communities, not dependency on us.

We will produce credible science, not just good intentions.

And we will build an institution that can stand long after individual programs end.

By 2030, we want Anambas to be known not as a fragile island region struggling to keep up, but as a living example of how conservation and community prosperity can reinforce each other.

This 2026–2030 Strategic Plan is our roadmap to move from participation to leadership, and from project-based work to systemic resilience.

This plan is an invitation, to communities, government, researchers, donors, and partners, to build that future together.

**Devina Mariskova**  
*Head of Foundation*



# *Our Vision*

A sustainable Anambas islands where healthy ecosystems support resilient, thriving communities.

# *Our Mission*

- 1.** Protect and restore marine and terrestrial ecosystems in the Anambas Islands.
- 2.** Support sustainable community development that uplifts local livelihoods.
- 3.** Strengthen community resilience through education, empowerment, and local partnerships.
- 4.** Ensure long-term economic and environmental sustainability.



# *Our Core Values*

- 1. COMMUNITY STEWARDSHIP**  
We believe conservation is most effective and enduring when communities are active leaders and co-managers of the ecosystems on which they depend.
- 2. SCIENCE AND EVIDENCE**  
We ground our strategies and decisions in credible data, applied research, and continuous learning to inform adaptive management and policy engagement.
- 3. RESPECT FOR CULTURE AND PEOPLE**  
We work in partnership with local communities, respecting cultural values, knowledge systems, and social structures as essential foundations for sustainable change.
- 4. INTEGRITY AND ACCOUNTABILITY**  
We uphold transparency, ethical conduct, and responsible resource management in our governance, partnerships, and use of funds.
- 5. INNOVATION AND LEARNING**  
We embrace innovation, appropriate technologies, and reflective practice to address complex environmental challenges and improve impact over time.
- 6. INCLUSION AND EQUITY**  
We are committed to inclusive approaches that enable women, youth, and marginalised groups to participate meaningfully in leadership, opportunity, and decision-making.

# The State of Anambas

The Anambas Islands Regency, part of Indonesia’s Riau Islands Province, spans a land area of approximately 627.03 km<sup>2</sup> and comprises more than 239 islands. It is home to around 50,000 people living across 54 villages in 10 subdistricts. Most residents depend on fishing for their livelihoods, reflecting a deep connection with the region’s rich marine and coastal ecosystems. It is also a small island region with ecosystems far larger than its size suggests. Its reefs, forests, and coastal waters sit inside Indonesia’s second largest Marine Protected Area and support one of the most intact island marine systems in the country. These waters remain nesting grounds for Green turtles (*Chelonia mydas*) and Hawksbill turtles (*Eretmochelys imbricata*), while the upland forests hold rare biodiversity, including species such as *Rafflesia hasseltii*.



## ECOLOGICAL SYSTEMS UNDER PRESSURE

Anambas functions as a connected ridge-to-reef system, and strain in one part quickly spreads to another. Upland forests stabilize watersheds that protect reefs and fisheries, yet only a small portion of priority forest areas has been rehabilitated. Farmers near forest edges face limited livelihood options, increasing the risk of unsustainable land use, while unclear land boundaries and complex governance slow long-term stewardship.

At sea, stress is increasingly visible. Coral reefs are affected by bleaching, disease, and physical damage, reducing habitat quality and fish productivity. Illegal and unsustainable fishing continues to erode fish stocks. Turtle nesting beaches remain vulnerable to disturbance and residual poaching, and marine plastic accumulates along coasts, reflecting both local waste limits and regional currents. These pressures are cumulative. Without integrated management, upstream degradation translates directly into downstream ecological loss.

## SOCIAL AND ECONOMIC DYNAMICS

Environmental strain is closely tied to social trends. Youth migration is rising as education and employment pathways remain limited, weakening the long-term local workforce. Women play central roles in household resilience and community cohesion, yet still face structural barriers to economic participation and leadership.

Waste management remains a persistent small-island challenge shaped by high transport costs and limited infrastructure. Across villages, understanding of ecosystem protection varies widely, reflecting uneven access to information and long-term engagement. Conservation cannot be sustained without parallel investment in livelihoods, skills, and leadership, especially for youth and women.

## INSTITUTIONAL AND GOVERNANCE CONSTRAINTS

Institutional coordination remains uneven. Fragmented agency roles weaken marine enforcement and dilute accountability. Community groups often lack formal recognition, reducing their influence in planning processes. Forest governance remains centralized and slow to adapt to community-based stewardship.

At the same time, planning data is fragmented and inconsistent. The absence of a shared evidence base limits adaptive management and weakens policy translation. Without credible, integrated information, even strong intentions struggle to produce durable outcomes.

## STRATEGIC OPPORTUNITIES

Despite these constraints, Anambas holds significant opportunities. Its 1.27-million-hectare Marine Protected Area, the second largest in Indonesia, provides a foundation for scaling community-linked conservation. Youth movements such as the Guardians of the Anambas Seas show growing local leadership. Digital technology expands possibilities for monitoring, education, and enterprise.

On land, social forestry and nature-based tourism offer pathways to strengthen forest stewardship while improving incomes. National momentum around blue economy strategy and climate resilience creates openings for alignment, funding, and partnerships.

Taken together, these opportunities point to a practical direction: Anambas needs institutions capable of connecting science, communities, and governance into one working system. The challenge is not only to protect ecosystems, but to build a durable model of small-island resilience.

# Our Role

The Anambas Foundation exists to connect what is often separated: ecosystems and livelihoods, communities and policy, science and daily decision-making. Small islands are frequently overlooked, and national solutions rarely fit local realities without adaptation. Our aim is to show that conservation and development can move together at island scale, producing results that last because they are built with the people who depend on them.

We work across the full landscape: Above (forests), Below (marine), and Beyond (community), because the system itself is connected. Our work draws on evidence, local knowledge, and long-term partnerships to address problems no single sector can solve alone. We work alongside villages, government agencies, researchers, educators, businesses, and community groups, to make cooperation possible.

Our role is steady. We do the slow, practical work that lasting change requires: monitoring, training, governance support, education, restoration, and institution building. In small islands, resilience is not built through breakthroughs. It is built through consistent alignment of people, knowledge, and action over time.

## WE BUILD PRACTICAL SYSTEMS

When barriers slow progress, we provide monitoring, tools, and coordination that allow communities and institutions to act. Our 32 ecological monitoring stations now form the most comprehensive dataset in the region, turning observation into evidence that guides real decisions.

## WE STRENGTHEN LOCAL LEADERSHIP

When communities define their priorities, we invest in their capacity to lead conservation themselves. Youth and village groups are not beneficiaries of our work; they are the long-term stewards of the system.

## WE CONNECT EVIDENCE TO POLICY

When solutions need scale, we translate local realities into information governments can use, and bring national priorities back to communities in practical ways. Evidence becomes a working bridge.

## WE SECURE LONG-TERM CONTINUITY

When resources fall short of what the challenge demands, we build partnerships and funding pathways that allow conservation and community programs to continue beyond short project cycles.



OUR POSITIONING

# The Convener of Western Indonesia

Founded in April 2018, the Anambas Foundation was born out of a commitment to protect the Anambas’ unique environment while uplifting its communities.

From the start, our work has been organized around three interconnected pillars (ABOVE, BELOW, BEYOND) forming an integrated approach to conservation and community resilience.

Within Indonesia’s vast archipelago, the western small-island frontier has often lacked a dedicated institutional anchor for conservation and resilience. The Anambas Foundation has grown into that role through practice, shaped by the realities of working across dispersed islands where coordination is difficult but essential.

## IN ANAMBAS

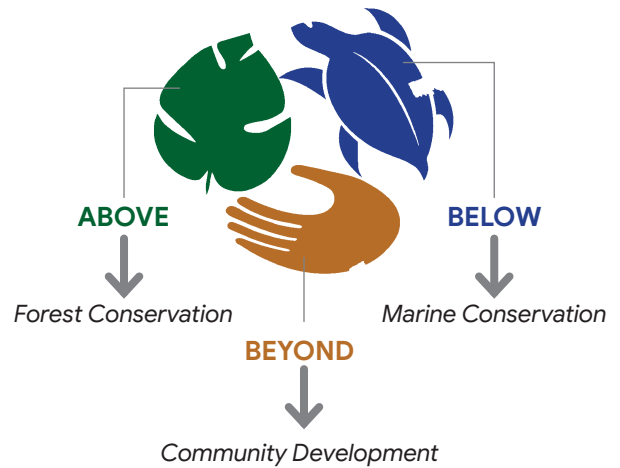
We operate at a scale that links 35 villages with district governance and national policy frameworks. We translate local realities into coordinated action, ensuring that village priorities are visible in formal planning while policies remain grounded in on-the-ground conditions.

## IN INDONESIA

We are steadily evolving into a convener for western small-island resilience. Our aim is to serve as a trusted partner connecting practitioners, policymakers, and researchers facing similar island challenges. By documenting what works, and where limits remain, we help convert field experience into lessons that can inform national policy.

This positioning is grounded in function: small islands require institutions that can hold continuity, evidence, and partnerships over time. That is the role we are building: a bridge that allows local knowledge and national systems to reinforce each other instead of working in isolation.

## Our Pillars



At the heart of our mission, the Anambas Foundation remains a trusted ally to the people and the environment, guided by a sincere covenant of mutual respect and transparency. As we look toward the next five years, we are dedicated to honoring the faith placed in us by our partners and communities, ensuring that our work is always rooted in integrity, openness, and a deep-seated commitment to the place we call home.”

**Ricky Soerapoetra,**  
*Communications and Public Affairs Manager*



# What Success Looks Like

Success in 2030 should be visible in the condition of ecosystems, the strength of local institutions, and the stability of the systems that support them. It should be measurable, understandable to the public, and strong enough to continue beyond individual projects. Our targets align with global Sustainable Development Goals, especially climate action, life below water, life on land, decent work, and strong institutions, but they are grounded in what people in Anambas can see and feel.

## 1. HEALTHIER FORESTS, REEFS, AND TURTLE HABITATS



Ecological recovery is recorded, not assumed. From the 2025 baseline, coral cover in priority reef sites improves by up to 45–50% across rehabilitation areas, with at least 1,500 m<sup>2</sup> of degraded reef restored. Nesting beaches are under routine protection, supporting the annual release of hatchlings, with communities leading 80% of protection efforts and poaching reduced by 90% across all monitored sites. More than 200 hectares of forest in South Tarempa are under active community stewardship, strengthening ridge-to-reef stability. These gains strengthen fisheries, water systems, and coastal protection, linking climate resilience directly to everyday livelihoods.

## 2. CONSERVATION BUILT INTO VILLAGE GOVERNANCE



Environmental stewardship becomes part of how villages operate, not a temporary project. Village regulations formally integrate conservation responsibilities. Over 50 community-led initiatives function with shared accountability between villages and government. Local groups hold recognized authority and stable leadership. Conservation continues because communities own it.

## 3. RIDGE-TO-REEF PLANNING GUIDING REAL DECISIONS



District planning reflects integrated land–sea management. Local ecological data informs watershed protection, coastal zoning, and marine management. Ridge-to-reef approaches move from pilot projects to normal planning practice, ensuring forests, coasts, and fisheries are managed as one connected system.

## 4. CIRCULAR WASTE SYSTEMS THAT SUSTAIN THEMSELVES



Village waste programs operate as permanent services, not occasional cleanups. Materials recovery systems significantly reduce plastic leakage into coastal waters. Waste management enterprises function with local ownership and cost recovery, proving that environmental protection can support local economies.

## 5. YOUTH AND WOMEN LEADING THE NEXT GENERATION



At least 50 certified youth and women leaders actively manage conservation and sustainability enterprises. Environmental education is embedded in schools, creating a pipeline of trained guardians. Conservation-linked livelihoods provide real income pathways, reducing youth out-migration and expanding women's economic leadership. Leadership is visible in employment, enterprise, and decision-making.

## 6. DATA THAT SHAPES POLICY AND CONNECTS GLOBALLY



The Anambas Marine Research Center operates as a recognized regional science platform, publishing annual ecosystem health reports and maintaining open datasets. A functioning Monitoring, Evaluation, and Learning system supports adaptive management. Local evidence contributes to national planning and international conservation dialogue. The Foundation maintains diversified financing, allowing core programs to continue beyond individual funding cycles. Programs continue because they are backed by credible data and stable financing.

By 2030, success means ecosystems are recovering, communities are leading, and institutions are strong enough to continue the work without interruption. Anambas becomes a practical example of how small islands can advance climate resilience, conservation, and economic opportunity at the same time.





## *Strategic Goals and Objectives*

The Anambas Foundation will pursue three strategic goals, supported by programs that deliver conservation and community impact, shared platforms that strengthen research and learning, and business units that help sustain the work financially. Each part serves a different purpose, but together they allow impact, knowledge, and funding to grow in balance.

### GOAL 1

#### *Conservation, Science, and Ecosystem Scale*

To protect and restore the terrestrial and marine ecosystems that sustain life and livelihoods by delivering integrated, science-led conservation at ecosystem scale.

#### OBJECTIVES

1. Scale protection and restoration across coral reefs, turtle nesting habitats, and community-managed forests using proven, science-informed approaches.
2. Establish the Anambas Marine Research Center as a flagship platform for monitoring, applied research, partnerships, and knowledge production with national and international relevance.
3. Implement an accelerated Ridge-to-Reef (R2R) approach in priority landscapes, delivering early analytical outputs and actionable recommendations within 1–2 years, followed by phased implementation.
4. Formalise community-led stewardship systems, including monitoring, patrolling, and enforcement, within co-management and governance frameworks.

## GOAL 2

### ***Community Leadership, Partnership and Policy***

To ensure conservation and resilience outcomes are community-led, institutionally embedded, and reinforced through partnerships and policy engagement.

#### OBJECTIVES

1. Strengthen leadership pathways for youth, women, farmers, and POKMASWAS (community surveillance group), linking participation to skills development, certification, employment, and enterprise opportunities.
2. Institutionalise Foundation-supported initiatives within village and district planning, budgeting, and regulatory frameworks to ensure continuity beyond project cycles.
3. Deepen strategic partnerships and policy engagement with government, universities, civil society, and private-sector actors to scale proven models and influence decision-making.
4. Establish and formalise co-managed marine and forest areas with clear roles, responsibilities, and accountability between communities and authorities.

## GOAL 3

### ***Organisational Sustainability, Enterprise and Learning***

To build a resilient and credible institution capable of sustaining long-term impact through strong governance, disciplined enterprise models, and continuous learning.

#### OBJECTIVES

1. Diversify and strengthen funding sources, including multi-year philanthropic support, strategic partnerships, and mission-aligned enterprise models.
2. Establish Plastic Upcycling as a separate business unit, with its own governance and management structure, and a defined pathway to financial self-sustainability within two years.
3. Develop the Materials Recovery Facility (MRF) as a distinct enterprise integrated with community development objectives, targeting financial self-sustainability within five years.
4. Strengthen Monitoring, Evaluation, and Learning (MEL) systems by integrating ecological, social, and governance data through unified digital platforms linked to the Marine Research Center.
5. Invest in staff competencies, leadership, and organisational systems to support scientific excellence, enterprise management, and effective program delivery.
6. Apply high standards of governance, financial transparency, and risk management across programs, flagship platforms, and business units.

# *Program Strategies*

The core delivery strategies of the Anambas Foundation, ABOVE, BELOW, and BEYOND, frame how work is carried out on the ground. Together, they focus on practical conservation and community actions designed to produce clear ecological and social results.





**ABOVE**

## Forest Conservation Strategy

To protect and restore upland forest ecosystems while strengthening community stewardship and sustainable livelihoods in forest-dependent areas.

Over the next five years, we envision forest conservation in Siantan as a cornerstone of a truly integrated Ridge to Reef approach. We will work to restore critical forest and mangrove ecosystems, strengthen community led forest governance, and accelerate meaningful social forestry implementation. By bridging gaps in local forest management and aligning conservation with regenerative livelihoods, we aim to reduce extractive pressures while enhancing ecological resilience. Our goal is to ensure that healthy forests continue to safeguard watersheds, coastal ecosystems, and the long-term well-being of Anambas communities.”

**Fitryana Rahayu**

*Forest Conservation Program Manager*



### STRATEGY FOCUS

1. Support community-based forest protection and restoration in priority areas, aligned with local land-use realities and conservation needs.
2. Strengthen Hutan Desa (village forest) governance and operational capacity, including community organisation, management planning, and local enforcement.
3. Expand agroforestry and sustainable forest-based livelihoods that provide economic incentives for conservation and reduce pressure on natural forests.

### OUTCOMES BY 2030

1. Reduced forest degradation and improved forest and watershed health in priority locations.
2. Functioning community-led forest governance systems with clear stewardship responsibilities.
3. Increased household income diversification linked to sustainable forest management.
4. Improved local capacity to monitor and protect forest resources.



**BELOW**

## Marine Conservation Strategy

To restore and protect marine ecosystems through community-led conservation, safeguarding biodiversity and fisheries that underpin island livelihoods.

In the next five years, we will reinforce the BELOW program by moving the focus from “doing projects” to creating a sustainable marine leadership system, which is managed by the communities and supported by reliable science. We will standardise monitoring through the Anambas Marine Research Center, translate our longterm data into ecosystem health report and policy insight with locally relevant climate resilience strategies. We hope that Anambas would be a reference point where reefs are healed, turtle nesting beaches remain secured and the coastal communities recognized as the future guardians of Anambas Seas.”

**Novita Permata Putri**  
*Marine Conservation Program Manager*



**STRATEGY FOCUS**

1. Scale coral reef restoration and rehabilitation in degraded areas, using locally appropriate methods and strong community participation.
2. Protect turtle nesting beaches through routine monitoring, nest protection, and community-based enforcement.
3. Strengthen community marine stewardship groups, including fishers and local monitors, to support sustainable resource use.
4. Expand environmental education and youth engagement through programs such as KELAUT, linking learning to stewardship.
5. Strengthen the Guardians of the Anambas Seas as a structured youth engagement and leadership pathway

**OUTCOMES BY 2030**

1. Improved condition of coral reefs and associated marine habitats in priority sites.
2. Sustained protection of key turtle nesting areas and improved hatchling survival.
3. Community-led marine stewardship embedded in local conservation practice.
4. Increased awareness and participation of youth and communities in marine protection.



## BEYOND

# Community Development Strategy

To strengthen the social and human foundations of conservation by building skills, leadership, and resilience, particularly among youth and women.

The BEYOND program evolves from community engagement into a system that strengthens local leadership, village resilience, and opportunity across small island communities. By connecting sustainable waste systems, youth education, and women led enterprises, we link conservation with livelihoods and future skills suited to small island realities. These initiatives are embedded within villages and local institutions to ensure long-term ownership beyond project cycles. Our vision is an Anambas where resilient villages lead sustainable development where opportunities remain within the islands and conservation is sustained by communities as stewards of their small island ecosystems.”

### Alvino Dwie Putra

Community Development Program Manager



### STRATEGY FOCUS

1. Support community participation in sustainable waste management systems, behaviour change, and local environmental action.
2. Integrate Digital English Clubs (DEC) into schools and community learning spaces to expand skills and future opportunities.
3. Support women-led, environmentally aligned micro-enterprises, focusing on skills development, leadership, and market access.

### OUTCOMES BY 2030

1. Reduced waste leakage into marine and coastal environments through community engagement and improved practices.
2. Youth equipped with skills, confidence, and pathways linked to conservation and sustainable livelihoods.
3. Increased participation and leadership of women in environmentally aligned economic activities.
4. Stronger community ownership of sustainability and conservation initiatives.

# Flagship Platforms and Accelerated Initiatives

The Anambas Foundation’s flagship platforms and accelerated initiatives provide the scientific, analytical, and institutional backbone required to scale impact, integrate programs, and influence policy and investment.

## ANAMBAS MARINE RESEARCH CENTER

The Anambas Marine Research Center (AMRC) is the Foundation’s flagship science and knowledge platform, strengthening its role from implementation to contribution in national and international conservation knowledge, particularly in small-island and archipelagic contexts. By combining long-term monitoring, applied research, and partnerships, AMRC positions Anambas as a reference site for applied marine and coastal research, combining long-term monitoring, innovation, and partnerships that informs policy and investment.

### Role in Science, Monitoring, and Partnerships.

The Anambas Marine Research Center will:

- Provide a centralised platform for standardised ecological monitoring, data management, and analysis across marine and coastal systems.
- Host applied research and innovation, in partnership with universities, research institutes, and technology partners.
- Set data standards and protocols that underpin the Foundation’s Monitoring, Evaluation, and Learning (MEL) system.
- Build technical capacity among staff, community monitors, and youth through training linked to credible scientific practice.

### Contribution to Policy Influence and Thought Leadership.

The AMRC will serve as primary interface with policy and knowledge networks by:

- Producing regular ecosystem assessments, policy briefs, and knowledge products tailored to government and partners.
- Supporting evidence-informed decision-making for marine spatial planning, fisheries management, and climate adaptation.
- Representing the Anambas Foundation in national and international forums, research collaborations, and conservation networks.

### OUTCOMES BY 2030

1. A fully operational Marine Research Center recognised as a credible science and monitoring platform for small-island ecosystems.
2. High-quality, standardised ecological datasets routinely informing planning, policy, and investment decisions.
3. Sustained partnerships with national and international research and academic institutions.
4. Regular publication of ecosystem health reports and policy-relevant knowledge products.
5. Increased visibility and influence of the Anambas Foundation within regional and global conservation discourse.

## RIDGE-TO-REEF (R2R) INITIATIVE

The Ridge-to-Reef (R2R) Initiative provides the Foundation with a time-bound, integrative framework to address cumulative environmental pressures across forests, watersheds, coasts, and reefs.

### OUTCOMES BY 2030

1. Integrated Ridge-to-Reef frameworks guiding conservation and development across priority landscapes.
2. Improved alignment and coherence between forest, watershed, coastal, and marine interventions.
3. Ridge-to-Reef recommendations reflected in village and district planning and investment decisions.
4. Stronger cross-sector collaboration around shared land-sea objectives.
5. A replicable R2R approach that positions Anambas as a learning site for other small-island contexts.



## ***Business Units and Financial Sustainability Pathways***

To ensure long-term institutional resilience while maintaining strategic focus, the Anambas Foundation will operate selected mission-aligned initiatives as distinct business units: Plastic Upcycling Business Unit and Materials Recovery Facility (MRF). These units are designed to deliver environmental and social value while being governed, managed, and financed according to commercial and operational discipline, separate from the Foundation's core programs and flagship platforms.

### **INSTITUTIONAL AND ENTERPRISE SUSTAINABILITY INITIATIVE**

The Institutional and Enterprise Sustainability Initiative establishes a hybrid conservation–enterprise architecture that strengthens long-term financial resilience and institutional continuity. It separates mission-aligned business units under commercially disciplined governance and integrates diversified financing with strong monitoring and learning systems to shift the Foundation from project-based delivery toward durable institutional sustainability.

#### **OUTCOMES BY 2030**

1. Plastic Upcycling and the Materials Recovery Facility function as financially disciplined, semi-autonomous business units with clear governance structures and defined pathways to self-sustainability.
2. Diversified funding streams, including philanthropic partnerships, earned revenue, and strategic collaborations, reduce dependence on short-term project grants.
3. Stable and predictable financing enables uninterrupted delivery of core conservation, research, and community programs beyond individual funding cycles.
4. The Anambas Foundation is recognised as a hybrid conservation–enterprise institution capable of sustaining long-term ecosystem and community impact.

# Cross Cutting Enablers

Cross-cutting enablers apply across all programs, flagship platforms, and business units. They shape design choices, partnerships, implementation approaches, and accountability mechanisms throughout the Strategic Plan.

## ENABLER 1

### Gender Equality, Disability, and Social Inclusion (GEDSI)



*To ensure that conservation and development outcomes are inclusive, equitable, and reflective of the diverse roles, knowledge, and capacities within Anambas communities.*

## FOCUS

1. Ensure meaningful participation of women across all programs, moving beyond participation toward leadership, skills development, and economic opportunity.
2. Expand access and inclusion for persons with disabilities, particularly in education, skills development, and community initiatives.
3. Apply inclusive design principles across programs, platforms, and enterprises, recognising different needs, constraints, and opportunities.

## OUTCOMES BY 2030

1. Women participate in and lead conservation, enterprise, and community initiatives across programs.
2. Increased inclusion of persons with disabilities in learning, livelihood, and community activities.
3. Programs and enterprises designed with attention to equity, access, and social outcomes.

## ENABLER 2

### Youth Leadership Pathways



*To position youth as current and future leaders in conservation, stewardship, and sustainable livelihoods.*

## FOCUS

1. Ensure meaningful scale youth engagement across conservation, eco-tourism, monitoring, and community initiatives.
2. Develop structured pathways linking education, certification, volunteering, and employment opportunities.
3. Integrate youth leadership into program governance, monitoring activities, and partnership initiatives.

## OUTCOMES BY 2030

1. Youth equipped with practical skills, leadership experience, and career pathways linked to conservation and sustainability.
2. Stronger intergenerational stewardship of natural resources.
3. A pipeline of local leaders supporting long-term program continuity and impact.

### ENABLER 3

#### Climate Change Adaptation and Resilience



*To strengthen the resilience of ecosystems and communities in the face of climate variability and long-term climate change.*

### FOCUS

1. Integrate climate adaptation considerations across conservation, community development, and enterprise initiatives.
2. Evaluate coastal and ecosystem vulnerability, prioritising intervention sites based on exposure, sensitivity, and adaptive capacity.
3. Promote nature-based solutions that enhance ecosystem resilience and reduce climate-related risks.

### OUTCOMES BY 2030

1. Conservation and development interventions designed with climate risks and resilience in mind.
2. Improved prioritisation of sites and actions based on climate vulnerability assessments.
3. Increased capacity of communities to anticipate, adapt to, and recover from climate impacts.

### ENABLER 4

#### Governance, Policy, and Co-Management



*To embed conservation and resilience outcomes within formal governance systems, ensuring durability beyond project cycles.*

### FOCUS

1. Influence district-level planning and policy processes, including marine zoning, fisheries management, waste systems, and climate adaptation.
2. Support village regulations, agreements, and co-management arrangements that formalise community stewardship roles.
3. Clarify roles, responsibilities, and accountability between communities and government institutions.

### OUTCOMES BY 2030

1. Conservation and sustainability priorities reflected in village and district plans and policies.
2. Functioning co-management arrangements for marine and forest resources.
3. Stronger alignment between community action and government decision-making.

### ENABLER 5

#### Partnerships and International Engagement




*To amplify impact through strategic partnerships and position the Anambas Foundation as a credible national and international collaborator.*

### FOCUS

1. Build partnerships with government, universities, research institutions, civil society, and private-sector actors aligned with strategic priorities.
2. Leverage flagship platforms (Marine Research Center, Ridge-to-Reef Initiative) to engage in regional and international networks.
3. Align partnership approaches with innovation, learning, and systems-level impact.

### OUTCOMES BY 2030

1. Strong, mission-aligned partnerships contributing expertise, resources, and influence.
2. Increased national and international visibility of the Anambas Foundation.
3. Enhanced ability to attract investment, knowledge exchange, and collaborative opportunities



**“We believe that when conservation works for people, and people are trusted to lead, impact endures.”**

## Contributors to The 2026-2030 Strategic Plan

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