



SOCIETY FOR THE CONSERVATION OF NATURE OF LIBERIA



2025
ANNUAL
REPORT



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ABOUT SCNL

The Society for the Conservation of Nature of Liberia (SCNL) is Liberia's leading national environmental conservation organization dedicated to protecting the country's rich biodiversity while promoting sustainable livelihoods and inclusive development.

Established in 1986, SCNL has grown into one of the country's most respected conservation institutions, working at the intersection of biodiversity conservation, climate resilience, natural resource governance, community empowerment, and sustainable economic development.

As the official Liberia Partner of BirdLife International, SCNL forms part of a global partnership of conservation organizations committed to safeguarding birds, biodiversity, and the ecosystems upon which both wildlife and people depend.

Through strategic collaborations with government agencies, local communities, development partners, academic institutions, and civil society organizations, SCNL delivers innovative, science-driven, and community-centered conservation solutions across Liberia.

Over nearly four decades, SCNL has played a pioneering role in the establishment and management of protected areas, community forests, biodiversity monitoring systems, environmental education initiatives, climate-smart livelihood programs, and policy reforms that support sustainable natural resource management.

Today, SCNL implements conservation and development interventions across several landscapes in Liberia, including the Northwest, Southeast, and transboundary ecosystems shared with neighboring countries, reaching thousands of beneficiaries while contributing to national, regional, and global conservation priorities.



BOARD CHAIRMAN'S MESSAGE

As I reflect on the past year, I do so with a deep sense of gratitude and confidence in the direction of the Society for the Conservation of Nature of Liberia (SCNL). The progress captured in this report is not simply a record of activities completed or targets achieved. It represents the collective efforts of people who believe that Liberia's forests, wildlife, wetlands, and natural landscapes are invaluable assets that deserve our protection for generations to come.

Serving as Board Chair has given me the privilege of witnessing the dedication with which our staff, management, partners, and community members continue to pursue this shared vision. Across the country, I have seen conservation becoming more than an environmental concern. It is creating opportunities for families, strengthening local leadership, supporting livelihoods, and inspiring young people to become champions for nature.

The Board remains committed to ensuring that SCNL is governed with integrity, transparency, and accountability. Throughout 2025, we continued to strengthen the policies and systems that guide our institution while providing strategic oversight to ensure that every partnership, investment, and programme advances our mission. Strong governance is the foundation upon which lasting impact is built, and we remain determined to uphold the confidence placed in us by our members, partners, and the people of Liberia.

This report demonstrates that meaningful conservation is achieved through collaboration. The encouraging results recorded during the year were made possible because government institutions, local communities, development partners, civil society organizations, and international allies chose to work together toward common goals. Their trust and commitment continue to reinforce SCNL's position as a reliable national institution dedicated to both people and nature.

Yet, we are also reminded that our work is far from complete. Liberia's natural resources continue to face increasing pressure from climate change, unsustainable land use, and growing demands on our forests and biodiversity. These challenges call for renewed determination, innovation, and stronger partnerships. They also remind us that conservation is a long-term investment whose benefits extend well beyond the present generation.

On behalf of the Board of Directors, I extend my sincere appreciation to our Executive Director and the entire SCNL team for their professionalism, dedication, and resilience throughout the year. I also thank our members, donors, government agencies, traditional leaders, community partners, and every individual who continues to stand with SCNL in advancing our mission.

As we look to the future, the Board remains confident that SCNL is well positioned to build on its achievements, strengthen its institutional excellence, and continue making meaningful contributions to Liberia's sustainable development. Together, we can ensure that our country's extraordinary natural heritage remains protected while creating lasting opportunities for the people whose lives are closely connected to it.

Moses Massah



EXECUTIVE DIRECTOR'S MESSAGE

The year 2025 marked a significant milestone in the journey of the Society for the Conservation of Nature of Liberia (SCNL). It was a year of growth, resilience, and renewed commitment to conserving Liberia's rich natural heritage while improving the livelihoods of the communities that depend on it. As environmental challenges continue to evolve, SCNL remained steadfast in delivering integrated solutions that protect biodiversity, strengthen climate resilience, and contribute to sustainable national development.

Throughout the year, SCNL achieved important milestones across its strategic priorities. Our teams strengthened biodiversity monitoring, enhanced protected area management, expanded climate-smart livelihood opportunities, promoted environmental education, and advanced evidence-based conservation planning. These achievements were made possible through strong collaboration with government institutions, local communities, development partners, civil society organizations, and international conservation agencies, reaffirming that lasting conservation is built on strong partnerships.

Equally important were the significant strides made in strengthening SCNL as an institution. We enhanced our governance and financial management systems, modernized administrative processes, and improved organizational efficiency to ensure greater accountability, transparency, and effective delivery of our programs. These investments have strengthened our capacity to respond to emerging conservation challenges while reinforcing the confidence of our donors and partners.

Our success is a reflection of the dedication and professionalism of the entire SCNL team. I extend my sincere appreciation to our staff, ecoguards, researchers, field officers, and support personnel whose commitment continues to drive our mission forward. I also express my heartfelt gratitude to the Government of Liberia, our Board of Directors, traditional leaders, local communities, development partners, and all stakeholders whose trust and collaboration have been instrumental to our achievements.

While we celebrate the progress made in 2025, we remain mindful of the challenges ahead. Liberia's biodiversity continues to face increasing threats from climate change, habitat loss, and unsustainable natural resource use. Addressing these challenges will require continued collaboration, innovation, and sustained investment in conservation and community resilience.

Looking ahead, SCNL remains committed to expanding its impact through science-based conservation, community empowerment, institutional excellence, and strategic partnerships. We will continue working to strengthen Liberia's natural ecosystems while supporting sustainable livelihoods and contributing to national, regional, and global conservation and climate goals.

On behalf of the Board of Directors, Management, and staff of SCNL, I sincerely thank all our partners and supporters for their continued confidence and commitment. Together, we are conserving nature, strengthening resilience, and building a greener, more sustainable future for Liberia.

Michael F. Garbo

EXECUTIVE SUMMARY

The Society for the Conservation of Nature of Liberia (SCNL) recorded another year of significant progress in 2025, strengthening its position as Liberia's leading national conservation organization. Guided by its Strategic Action Plan, SCNL advanced integrated initiatives that combined biodiversity conservation, climate resilience, sustainable livelihoods, institutional development, and environmental governance. Working in close partnership with government agencies, local communities, development partners, and international organizations, the organization delivered measurable conservation outcomes while strengthening the systems required for long-term sustainability.

Under its Biodiversity and Conservation Science pillar, SCNL expanded ecological monitoring and strengthened protected area management. The organization conducted the International Waterbird Census across five counties, documenting 1,001 waterbirds representing 49 species, while its monthly birdwatching program recorded 90 bird species. Fifty camera traps deployed across Gola National Park and surrounding community forests documented 19 wildlife species, including the Critically Endangered African Forest Elephant and the Endangered Western Chimpanzee. SCNL also trained 120 ecoguards and strengthened joint law enforcement operations that enhanced wildlife protection and reduced illegal activities.

SCNL further demonstrated that conservation and community development are mutually reinforcing. Through its Forest Economy and Climate Action interventions, the organization distributed and transplanted 288,943 cocoa seedlings and 47,943 native tree seedlings, established 40 climate-smart cocoa demonstration sites, supported the cultivation of improved cassava, NERICA rice, and forest-friendly cocoa, trained 1,000 community members in climate-smart agriculture, and disbursed LRD 3.1 million in micro-loans to support sustainable livelihood enterprises. These investments improved food security, strengthened household incomes, restored degraded landscapes, and reduced pressure on Liberia's forests.

Institutional growth also remained a major focus. SCNL expanded its membership by 510 new members, increasing its nationwide membership to 2,230. The organization successfully launched the Global Forest Impact Program (GFIP Liberia) Child Project, strengthened international partnerships through participation in major global environmental forums, and continued diversifying its funding base through domestic resource mobilization initiatives.

Across its cross-cutting priorities, SCNL operationalized a comprehensive Strategic Action Plan with 117 performance indicators, strengthened monitoring and evaluation systems, trained field staff in socio-economic data collection, published quarterly newsletters, expanded its Nature Talks environmental education programme to 17 schools and 180 students, and continued to advocate for stronger environmental protection through strategic communications and policy engagement.

SCNL also made substantial investments in institutional excellence. Funding increased to USD 2.75 million, representing 36 percent growth over the previous year, while the organization's fund balance rose to USD 1.0 million. The migration to QuickBooks Online, adoption of new governance policies, successful audits, investments in Starlink connectivity, solar-powered field offices, upgraded infrastructure, and continued implementation of 13 conservation projects further strengthened SCNL's operational capacity and accountability.

Together, these achievements demonstrate SCNL's commitment to science-based conservation, resilient communities, strong institutions, and collaborative partnerships. As the organization looks ahead, it remains committed to expanding its impact, protecting Liberia's biodiversity, strengthening climate resilience, and advancing sustainable development for present and future generations.

PILLAR ONE

BIODIVERSITY & CONSERVATION SCIENCE





Using science to protect Liberia's biodiversity



1,001
WATERBIRDS
COUNTED

49 SPECIES RECORDED

SCNL conducted the **International Waterbird Census (IWC)** across five counties, documenting **1,001** waterbirds representing **49** different species.

These data strengthen national and global biodiversity databases and guide wetland conservation planning.



90
BIRD SPECIES
MONITORED

CITIZEN SCIENCE IN ACTION

Monthly birdwatching activities documented **90** bird species, helping track seasonal movements, habitat health, and increasing public participation in biodiversity monitoring.



50
CAMERA TRAPS
DEPLOYED

19 WILDLIFE SPECIES RECORDED

SCNL installed **50** camera traps across Gola National Park and surrounding community forests, recording **19** wildlife species, including the **Critically Endangered African Forest Elephant** and the **Endangered Western Chimpanzee**. These findings provide scientific evidence for conservation planning and protected-area management.



120
ECO-GUARDS
TRAINED

ACROSS FOUR PROTECTED LANDSCAPES

SCNL strengthened frontline conservation by training **120** eco-guards in biodiversity monitoring, SMART patrol planning, ecological data collection, species identification, and environmental law enforcement, while promoting women's participation in conservation.



JOINT LAW
ENFORCEMENT
OPERATIONS

PROTECTING WILDLIFE TOGETHER

Joint patrols with the Forestry Development Authority, Liberia National Police, and Liberia Immigration Service improved surveillance, leading to the confiscation of illegal firearms and bushmeat while strengthening compliance with environmental laws.



Monthly Birdwatching in Bentol, Montserrado County

During the reporting period, the Society for the Conservation of Nature of Liberia (SCNL) advanced the implementation of its Biodiversity and Conservation Science strategic pillar through targeted interventions aimed at strengthening biodiversity monitoring, improving conservation law enforcement, and enhancing community participation in natural resource management. These interventions contributed to the generation of critical ecological data, strengthened species protection mechanisms, and improved the institutional and community capacity necessary for sustainable biodiversity conservation in Liberia.

As part of SCNL's contribution to national and global biodiversity monitoring frameworks, the organization successfully conducted the International Waterbird Census (IWC) across five counties in Liberia. This exercise generated important baseline and trend data on waterbird populations and wetland ecosystem health. A total of 1,001 waterbirds representing 49 species were recorded during the census. The data collected contributes to international conservation databases and supports evidence-based decision-making at both national and global levels. The census further reinforced the ecological significance of Liberia's wetlands as critical habitats for migratory and resident bird species, providing valuable information for future site-based conservation planning and policy formulation.

SCNL also sustained its monthly birdwatching and avian monitoring initiatives as part of its citizen science and environmental awareness strategy. These regular biodiversity observation exercises resulted in the documentation of 90 bird species across key landscapes. The continuation of this initiative strengthened local participation in biodiversity monitoring and improved public awareness of the ecological importance of bird conservation. The monthly data collection further contributes to SCNL's long-term biodiversity monitoring framework by providing supplementary ecological data to track species presence, seasonal movement, and habitat conditions over time.

To strengthen terrestrial wildlife monitoring and improve ecological evidence for conservation planning, SCNL deployed 50 camera traps across Gola National Park and adjoining community forest landscapes. The deployment generated critical biodiversity data, recording 19 wildlife species across the monitoring sites. Among the species recorded were the Critically Endangered African Forest Elephant and the Endangered Western Chimpanzee, both of which are globally significant conservation priorities. These findings reaffirm the importance of the Gola transboundary landscape as a key biodiversity hotspot and underscore the need



20 Community Eco-guards undergoing 5-day SMART refresher training in Kolahun, Lofa County

for sustained conservation investments in habitat protection and species monitoring. The camera trap data has also strengthened SCNL's evidence base for adaptive management, landscape-level planning, and species conservation interventions.

In line with efforts to strengthen frontline conservation capacity, SCNL trained 120 ecoguards across four protected landscapes. The training focused on improving competencies in biodiversity monitoring, patrol planning, species identification, ecological data collection, and environmental law enforcement. The intervention deliberately promoted gender inclusion, increasing women's participation in frontline conservation activities and contributing to broader gender equity objectives within environmental governance structures. As a result, local conservation actors are now better equipped to support biodiversity protection efforts, strengthen surveillance systems, and contribute to community-led conservation actions.

To address growing threats related to poaching, illegal hunting, and wildlife trafficking, SCNL strengthened inter-agency collaboration through joint law enforcement patrols conducted in partnership with the Forestry Development Authority, the Liberia National Police, and the Liberia Immigration Service. These coordinated patrols improved surveillance coverage and enforcement presence in priority conservation landscapes, resulting in the confiscation of illegal firearms and bushmeat. The intervention contributed to reducing immediate threats to wildlife while reinforcing compliance with environmental laws and regulations. The strengthened collaboration among government agencies and conservation stakeholders also improved operational coordination and response mechanisms for addressing wildlife crimes.

Collectively, these interventions contributed to strengthening Liberia's biodiversity evidence base and enhancing the effectiveness of conservation management systems. The data generated through bird censuses, monthly monitoring, and camera trapping has improved the availability of scientific information required for informed decision-making, while capacity-building initiatives have enhanced the ability of frontline actors to protect biodiversity and enforce conservation regulations. Furthermore, the integration of community participation and inter-agency collaboration has improved ownership, accountability, and sustainability of conservation interventions at the landscape level.

The progress achieved under this strategic pillar demonstrates SCNL's continued contribution to national biodiversity conservation priorities and international environmental commitments. Through the application of science-based approaches, inclusive stakeholder engagement, and strengthened institutional partnerships, SCNL remains well-positioned to support the long-term protection of Liberia's natural heritage, strengthen ecosystem resilience, and contribute to sustainable development outcomes.



PILLAR TWO

**FOREST ECONOMY
& CLIMATE ACTION**

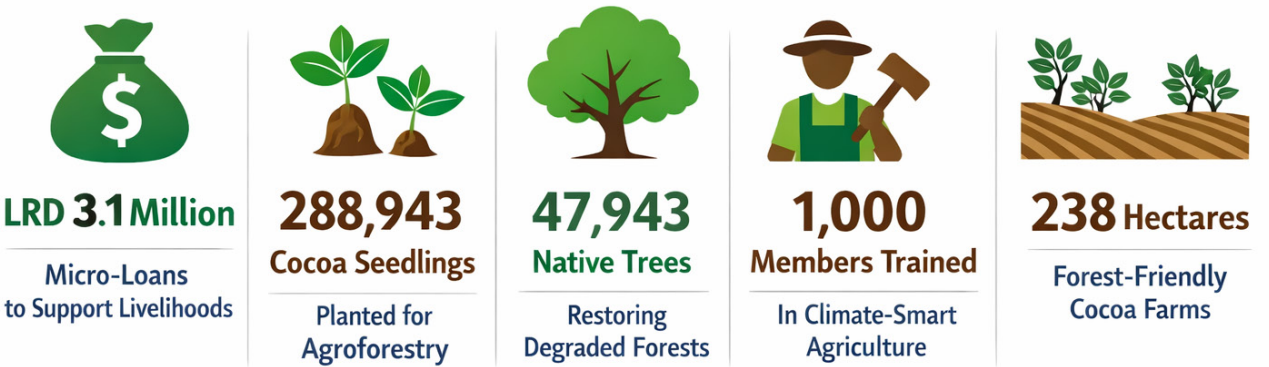


The Society for the Conservation of Nature of Liberia (SCNL) made significant progress under its Forest Economy and Climate Action strategic pillar by implementing integrated interventions designed to strengthen sustainable livelihoods, promote ecological restoration, and enhance community resilience to climate change. These interventions were guided by the recognition that biodiversity conservation and climate resilience are closely linked to the economic wellbeing of forest-dependent communities. Through investments in climate-smart agriculture, forest restoration, and livelihood diversification, SCNL contributed to reducing pressure on natural forests while supporting sustainable local development.

A major achievement under this pillar was the large-scale distribution and transplantation of 288,943 cocoa seedlings and 47,943 native tree species across targeted project landscapes. This intervention forms part of SCNL’s long-term strategy to promote forest-friendly agricultural systems while restoring degraded landscapes. The cocoa seedlings were distributed to smallholder farmers to improve productivity, strengthen household incomes, and support sustainable land-use practices. At the same time, the planting of native tree species contributed directly to ecosystem restoration, improved carbon sequestration, and enhanced biodiversity connectivity within fragmented forest landscapes.

The integration of cocoa and native tree planting reflects SCNL’s landscape restoration approach, which seeks to balance economic productivity with environmental sustainability. By promoting agroforestry systems, farmers are able to diversify income sources while maintaining tree cover, improving soil fertility, and reducing vulnerability to climate-related shocks. This intervention has strengthened local understanding of restoration as both an ecological and economic opportunity, creating pathways for communities to actively contribute to climate adaptation and mitigation efforts.

Building Sustainable Livelihoods While Restoring Forests



SCNL’s integrated livelihood approach improved community incomes, restored degraded landscapes, reduced pressure on natural forests, and strengthened climate resilience across Liberia.

To further demonstrate best practices in sustainable agriculture, SCNL established 40 climate-smart cocoa demonstration sites across its operational landscapes. These sites serve as practical learning centers where farmers can observe and adopt improved agricultural techniques designed to increase productivity while minimizing environmental degradation. The demonstration plots incorporate sustainable land management practices such as mulching, intercropping, shade management, organic soil improvement, and integrated pest management. Through these sites, farmers have gained practical exposure to innovative techniques that improve yields, increase climate resilience, and strengthen long-term farm sustainability.

The demonstration sites have also strengthened peer-to-peer learning and knowledge transfer among farming communities. Farmers are increasingly applying the techniques learned on their own farms, contributing to improved farm productivity and reduced expansion into forested areas. This approach aligns with SCNL’s broader objective of decoupling agricultural growth from deforestation by improving productivity on existing farmland rather than expanding into critical forest ecosystems.



Beneficiaries from Grand Gedeh County Posed With Their Cocoa Seedlings

In support of food security and livelihood diversification, SCNL facilitated the cultivation of 30 hectares of improved cassava, 8 hectares of lowland NERICA rice, and 238 hectares of forest-friendly cocoa. These agricultural interventions were designed to strengthen household food production, increase income opportunities, and reduce overdependence on forest extraction activities. The improved cassava and NERICA rice varieties introduced through the program offer higher yields, greater climate resilience, and improved nutritional benefits compared to traditional varieties.

The cultivation of improved cassava has contributed to increased food availability and strengthened household resilience, particularly during periods of economic uncertainty and climate variability. Similarly, the promotion of lowland NERICA rice has enhanced rice production among beneficiary communities, reducing dependence on imported rice and supporting local food systems. These interventions have improved food security outcomes while creating additional income-generating opportunities for participating households.

The establishment of 238 hectares of forest-friendly cocoa further reinforces SCNL's commitment to promoting sustainable agricultural expansion within degraded or already converted lands. This approach supports economic empowerment while reducing incentives for forest encroachment.

The forest-compatible cocoa systems incorporate shade trees and biodiversity-friendly farming practices that contribute to habitat conservation, carbon storage, and ecosystem stability.

To strengthen community capacity for sustainable production, SCNL trained 1,000 community members in climate-smart agriculture and sustainable land management practices. The training covered a broad range of topics, including soil conservation, water management, agroforestry systems, climate adaptation strategies, pest and disease management, and sustainable crop production techniques. These capacity-building efforts aimed to improve farmers' technical knowledge and equip them with the tools necessary to adapt to changing climatic conditions while maintaining productivity.

The training also contributed to strengthening local ownership of sustainable agricultural practices by promoting community-led innovation and adaptation. Beneficiaries reported improved understanding of climate risks and practical strategies for improving farm resilience. This enhanced knowledge base is expected to contribute to longer-term improvements in agricultural productivity, reduced environmental degradation, and increased household incomes.

Recognizing that access to finance remains a critical barrier to livelihood development, SCNL disbursed LRD 3.1 million in micro-loans to support forest-compatible livelihood activities. These loans were targeted



VSLA Beneficiaries From the Sebeh Hill Multipurpose Cooperative in Lofa County

at community groups and individuals engaged in sustainable economic activities such as agroforestry, small-scale farming, and environmentally friendly enterprises. The micro-loan initiative was designed to provide communities with the financial capital needed to invest in productive activities that reduce dependence on unsustainable forest resource extraction.

The availability of micro-financing has improved economic opportunities for beneficiaries, enabling them to strengthen and diversify their income sources. It has also enhanced community confidence in pursuing sustainable livelihood pathways, thereby reducing economic vulnerability and increasing resilience to climate and market shocks. By linking conservation objectives with financial inclusion, SCNL has strengthened the economic foundation for sustainable forest stewardship at the community level.

Collectively, the interventions implemented under this strategic pillar have generated significant outputs and early outcomes in support of climate resilience, sustainable livelihoods, and forest restoration. The large-scale seedling distribution, establishment of demonstration sites, expansion of climate-smart agriculture, and provision of micro-financing have strengthened both ecological and socio-economic resilience across targeted communities.

These interventions have contributed to reducing pressure on forests by providing viable livelihood alternatives and improving productivity on existing agricultural lands. As communities diversify their income sources and improve food production, dependence on destructive forest practices such as slash-and-burn farming, illegal logging, and unsustainable charcoal production is expected to decline. At the same time, the restoration and agroforestry interventions contribute to climate mitigation through increased tree cover and carbon sequestration.

The progress achieved under this strategic pillar demonstrates SCNL's integrated approach to linking conservation, livelihoods, and climate action. By addressing the socio-economic drivers of deforestation while strengthening community resilience and promoting sustainable land use, SCNL continues to contribute to Liberia's broader climate adaptation, restoration, and sustainable development goals. These efforts remain critical to building resilient forest economies that support both people and nature for the long term.

PILLAR THREE

PARTNERSHIP & DEVELOPMENT





GFIP Liberia Country Project Launched in
Monrovia, Liberia

In 2025, the Society for the Conservation of Nature of Liberia (SCNL) made substantial progress under its Partnership and Development strategic pillar, strengthening the institutional foundations necessary for long-term organizational sustainability, strategic growth, and enhanced conservation impact. Recognizing that effective conservation outcomes require strong partnerships, diversified financing, and institutional resilience, SCNL prioritized membership expansion, strategic project development, international engagement, and resource mobilization as key drivers of organizational growth.



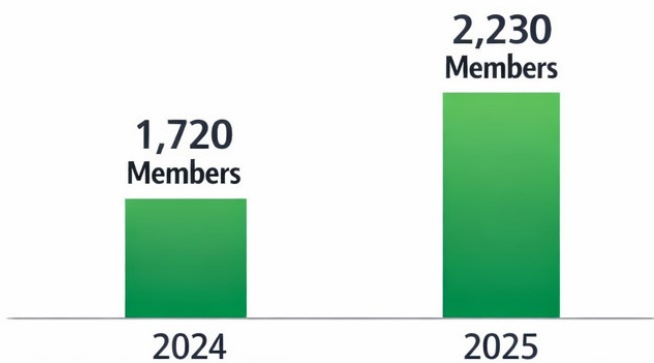
A major achievement under this pillar was the successful recruitment of 510 new members, increasing SCNL's total membership base to 2,230 nationwide. This growth represents a significant expansion of the organization's constituency and demonstrates increasing public confidence in SCNL's mission and conservation agenda. The recruitment process deliberately promoted inclusivity and broad-based participation, resulting in near gender parity among the new members. This reflects SCNL's commitment to strengthening equitable participation in environmental governance and creating opportunities for both women and men to contribute meaningfully to conservation and sustainable development.

The expansion of SCNL's membership base has strengthened the organization's grassroots presence and improved its ability to mobilize public support for conservation initiatives. A broader membership structure enhances organizational legitimacy, increases advocacy reach, and provides a stronger platform for citizen engagement in biodiversity protection and climate action. This growth also contributes to the long-term institutional sustainability of SCNL by building a wider network of supporters, volunteers, and local champions who can support program implementation and policy influence at community and national levels.

SCNL also achieved an important milestone in strategic project development through the successful signing and launch of the Child Project under the Conservation International – Global Environment Facility Integrated Program, the Global Forest Impact Program (GFIP Liberia). This project represents a significant strategic investment in Liberia's forest conservation and sustainable development agenda, providing SCNL with an

SCNL Growth at a Glance (2024–2025)

Membership Growth



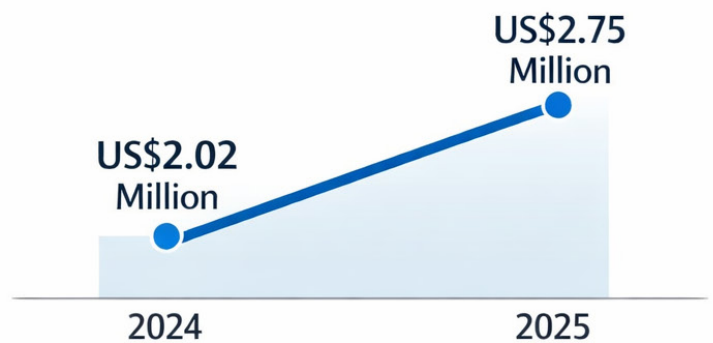
+510 New Members (30% Growth)



Membership:

Near gender parity achieved

Financial Growth



36% Increase in Funds Received



Finance:

Fund balance increased to US\$1.0 million

important platform to scale up its interventions in biodiversity conservation, forest governance, and climate resilience.

The launch of the GFIP Liberia Child Project further strengthens SCNL's program portfolio and institutional credibility as a key national implementing partner for large-scale environmental initiatives. It positions the organization to contribute directly to international commitments related to forest conservation, climate mitigation, and sustainable land management while enhancing opportunities for long-term partnership and co-financing. The project also reinforces SCNL's role as an important bridge between global environmental financing mechanisms and local conservation action.

As part of its strategy to strengthen international visibility and strategic engagement, SCNL participated in several high-level global platforms during the reporting period, including the Global Environment Facility Assembly and the United Nations Climate Change Conference. Participation in these global forums provided important opportunities for knowledge exchange, strategic networking, and engagement with international donors, technical partners, and policy actors. It also enabled SCNL to showcase Liberia's conservation priorities and share lessons learned from field-based implementation.

Engagement in these platforms has strengthened SCNL's international profile and expanded its access to emerging global conservation and climate finance opportunities. By participating in international policy and funding discussions, SCNL is better positioned to align its programming with evolving donor priorities, global environmental frameworks, and innovative financing mechanisms. These engagements also contribute to institutional learning by exposing SCNL staff and leadership to best practices, emerging trends, and strategic partnerships that can strengthen program delivery and organizational growth.

To support institutional sustainability and reduce dependency on a narrow funding base, SCNL implemented targeted fundraising initiatives that mobilized over USD 5,300 and LRD 10,000 during the reporting period. While modest in scale, these fundraising efforts demonstrate the organization's commitment to strengthening domestic resource mobilization and building a culture of financial resilience. The funds mobilized were generated through strategic outreach, stakeholder engagement, and membership-driven fundraising activities. These fundraising initiatives have contributed to strengthening SCNL's unrestricted funding base, providing



Mr. Alexander Peal, Founder of SCNL in Attendance at SCNL 39th Anniversary and Fundraising Gala

flexible resources that can support core operational needs, emergency interventions, and strategic organizational priorities not always covered by project-based grants. Diversifying funding sources remains a critical component of SCNL's sustainability strategy, and the progress made during the reporting period represents an important step toward building a more balanced and resilient financing model.

Collectively, the interventions implemented under this strategic pillar have strengthened SCNL's institutional capacity, expanded its strategic partnerships, and improved its readiness to engage with diversified financing opportunities. Membership growth has enhanced the organization's social capital and national legitimacy, while strategic project development and international engagement have strengthened its positioning within both national and global conservation networks. At the same time, domestic fundraising efforts have contributed to building a stronger foundation for long-term financial sustainability.

These achievements have significantly improved SCNL's capacity to deliver on its mission and adapt to an increasingly competitive funding and policy environment. By investing in institutional growth, partnership development, and strategic visibility, SCNL has reinforced its role as a leading national conservation organization in Liberia. The progress under this strategic pillar demonstrates that strong institutions and strategic alliances are essential to achieving sustainable conservation outcomes and advancing national and international environmental goals.

Looking ahead, SCNL remains committed to deepening partnerships, expanding its funding base, and strengthening institutional systems to support long-term growth and impact. The organization will continue to leverage its growing membership, strategic partnerships, and global engagement to position itself as a credible and effective partner for conservation, climate action, and sustainable development in Liberia and beyond.

PILLAR FOUR

**CROSS-CUTTING PRIORITIES
POLICY, ADVOCACY, COMMUNICATION,
GENDER, LEARNING, AND EDUCATION**





Jamesetta Cheazar-Barquoi, Head of Pillar Four Posed With the ED After Winning Employee of the Year 2025

During the reporting period, the Society for the Conservation of Nature of Liberia (SCNL) strengthened its institutional systems for planning, monitoring, communication, and public engagement through targeted investments in organizational accountability, data management, policy advocacy, and environmental education. These interventions contributed to improved institutional effectiveness, enhanced stakeholder engagement, and increased public awareness on critical conservation issues. By strengthening internal systems and expanding outreach initiatives, SCNL has improved its capacity to track results, influence policy discussions, and cultivate a new generation of environmental stewards.

A major institutional milestone during the reporting period was the operationalization of SCNL's Strategic Action Plan (SAP), which established a comprehensive results framework consisting of 117 performance indicators across five strategic pillars. The implementation of this framework has significantly strengthened SCNL's planning, monitoring, and evaluation systems by providing clear benchmarks for tracking progress, measuring outcomes, and assessing organizational impact. The SAP serves as a critical management tool for aligning programmatic interventions with strategic priorities, improving coordination across departments, and ensuring accountability to stakeholders, donors, and beneficiaries.

The introduction of a robust indicator framework has improved the organization's ability to generate evidence-based reports and assess the effectiveness of its interventions across thematic areas. This has enhanced organizational learning, facilitated adaptive management, and strengthened SCNL's capacity to demonstrate results against strategic objectives. The operationalization of the SAP also positions the organization to improve donor reporting compliance and align more effectively with results-based management approaches increasingly required by development partners.

To support effective implementation of the Strategic Action Plan and strengthen field-level data systems, SCNL trained 22 field staff in socio-economic data collection methodologies and monitoring tools. The training focused on improving technical competencies in data gathering, beneficiary assessments, field verification, and results tracking.



Communication & Knowledge Management Officer Lassana M. Dorley, II Showcased SCNL's Pepperbird Newsletter

Particular emphasis was placed on strengthening the quality, consistency, and reliability of socio-economic data generated through community-based interventions.

This investment in staff capacity has strengthened SCNL's ability to collect and analyze high-quality data needed for evidence-based decision-making and program design. Improved field-level data collection has enhanced the organization's understanding of community needs, livelihood trends, and the socio-economic impacts of conservation interventions. This, in turn, has improved the relevance and responsiveness of program implementation while strengthening accountability to both communities and funding partners.

As part of its communications and advocacy strategy, SCNL published three quarterly newsletters during the reporting period, providing regular updates on organizational achievements, field activities, policy developments, and conservation priorities. These newsletters served as an important platform for stakeholder engagement, transparency, and information dissemination, ensuring that partners, members, and the broader public remained informed of SCNL's work and impact.

In addition to these publications, SCNL issued a national press release in defense of Sapo National Park, reaffirming its commitment to protecting Liberia's largest protected area from emerging threats. This advocacy intervention demonstrated SCNL's active role in shaping national conservation discourse and responding to environmental issues of public and ecological significance. The press release contributed to raising national awareness on the importance of safeguarding protected areas while reinforcing SCNL's position as a credible and influential voice in environmental advocacy.

These communication efforts have strengthened SCNL's visibility, improved stakeholder confidence, and enhanced its capacity to influence public and policy discussions related to biodiversity conservation and natural resource governance. Through strategic communication, the organization continues to build public



Members of SCNL Sponsored Nature Club in Grand Cape Mount County

trust, mobilize support for conservation priorities, and strengthen accountability through transparent reporting. SCNL also expanded its environmental education initiative, Nature Talks, as part of its strategy to promote environmental awareness and youth engagement. During the reporting period, the initiative reached 17 schools and directly engaged 180 students through interactive learning sessions focused on biodiversity conservation, climate change, forest protection, and sustainable environmental practices. The program is designed to build environmental literacy among young people and encourage early appreciation for conservation as a shared responsibility.

The expansion of Nature Talks represents an important investment in long-term behavior change and environmental stewardship. By engaging students at an early stage, SCNL is helping to shape positive attitudes toward environmental protection and sustainability. The initiative also provides a platform for connecting schools, educators, and communities to broader conservation efforts, thereby strengthening local ownership of environmental issues and fostering future leadership in conservation.

Collectively, the interventions implemented under this strategic pillar have strengthened SCNL's institutional accountability, improved monitoring and reporting systems, and expanded the organization's influence in policy and public engagement spaces. The operationalization of the Strategic Action Plan has improved organizational coherence and results tracking, while investments in staff capacity have strengthened the quality of socio-economic data collection and analysis.

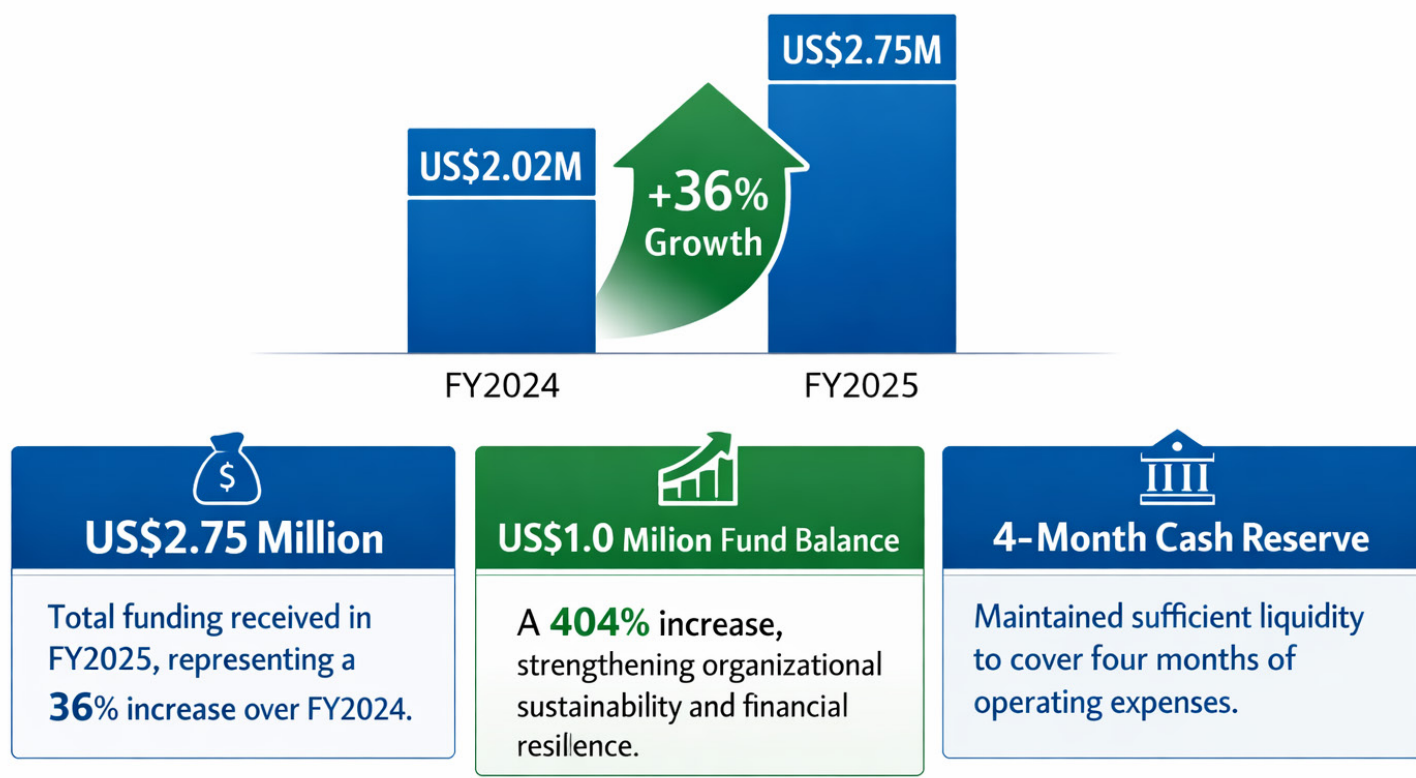
At the same time, communication and advocacy initiatives have enhanced SCNL's visibility and influence in national environmental discourse, contributing to stronger public awareness and policy engagement. The expansion of environmental education through Nature Talks has further strengthened youth awareness and participation, creating opportunities for long-term community transformation and environmental stewardship. The progress achieved under this strategic pillar demonstrates SCNL's commitment to strengthening the institutional systems and public engagement mechanisms necessary to sustain effective conservation action. By improving accountability, enhancing evidence generation, strengthening advocacy, and investing in environmental education, SCNL has reinforced its capacity to deliver impactful, transparent, and sustainable conservation programming. These efforts remain essential to achieving broader organizational goals and advancing Liberia's environmental and development priorities.



PILLAR FIVE

**ADMINISTRATION, FINANCE &
HUMAN RESOURCES**

SCNL Financial Growth and Stability (FY2024–FY2025)



During the 2025 financial year, the Society for the Conservation of Nature of Liberia (SCNL) recorded significant institutional growth, strengthened its financial position, and made important investments in governance systems, operational infrastructure, and strategic readiness. These gains reflect the organization’s continued commitment to institutional resilience, transparency, and operational efficiency as critical enablers for delivering impactful conservation and sustainable development outcomes.

SCNL’s financial performance in FY2025 demonstrated strong growth and improved financial stability. During the reporting period, the organization received a total of USD 2.75 million in funding, representing a 36 percent increase compared to the previous financial year. This increase reflects growing donor confidence in SCNL’s capacity to design, implement, and account for conservation and development interventions across Liberia’s critical forest landscapes. The increase in funding also underscores SCNL’s expanding project portfolio and strengthened ability to mobilize resources aligned with national and global environmental priorities.

In addition to increased revenues, SCNL recorded substantial growth in its fund balance, which reached USD 1.0 million by the close of the reporting period, representing a 404 percent increase from the previous year. This growth significantly strengthens the organization’s financial position and provides a stronger foundation for sustainability, operational flexibility, and risk management. A stronger fund balance enhances SCNL’s ability to absorb operational shocks, co-finance strategic opportunities, and maintain continuity in program implementation during funding transitions.

The organization also maintained a cash-on-hand reserve equivalent to four months of operational coverage, an important benchmark for financial health and institutional resilience. This reserve strengthens SCNL’s liquidity position and demonstrates prudent financial management practices, ensuring that critical operations can continue without disruption in the event of delays in donor disbursements or unforeseen operational challenges.

To further strengthen financial accountability and improve reporting efficiency, SCNL migrated its financial management system to QuickBooks Online during the reporting period. This transition has improved the



Budget Training For All Staff at Ala Lagune Resort in Monrovia

organization's ability to generate real-time financial reports, strengthen budget monitoring, and enhance internal financial controls. The migration also supports improved donor compliance by facilitating timely and accurate reporting against grant requirements and institutional budgets. This investment represents a significant step toward modernizing SCNL's financial systems and improving overall organizational efficiency.

In the area of governance and institutional systems strengthening, SCNL approved and operationalized several key internal policies, including its Data Protection Policy, Document Retention Policy, and Risk Management Policy. These policy frameworks strengthen the organization's internal governance systems by improving data security, institutional memory, and risk mitigation processes. The adoption of these policies aligns SCNL with emerging best practices in organizational governance and strengthens its readiness to meet increasing donor compliance requirements related to data integrity, accountability, and institutional safeguarding.

SCNL also successfully completed its annual institutional audits and compliance reviews, including spot checks conducted by United Nations Development Programme. These successful assessments reinforce the organization's credibility and demonstrate strong adherence to financial management standards, internal controls, and donor compliance requirements. The positive audit outcomes provide assurance to partners and stakeholders regarding SCNL's ability to manage funds responsibly and maintain transparency in program delivery.

Significant progress was also made in strengthening operational infrastructure and administrative systems. To improve communication, data transmission, and field coordination, SCNL installed Starlink internet connectivity and solar power systems in multiple field offices. These investments have improved connectivity in remote operational landscapes where reliable internet and electricity remain major challenges. Enhanced digital connectivity has strengthened communication between field teams and headquarters, improved access to online reporting systems, and increased overall operational efficiency.



Field Staff Posed For a Photo After Human Resources Training in Kumgbor, Gbarpolu County

The installation of solar power systems has also reduced dependence on costly and unreliable fuel-based generators, contributing to improved sustainability and lower operational costs over time. This investment aligns with SCNL's broader climate-conscious operational approach and enhances the organization's ability to maintain continuity of operations in off-grid and hard-to-reach areas.

SCNL also maintained a fleet of five fully registered and insured vehicles during the reporting period, ensuring the mobility required for effective field supervision, stakeholder engagement, and project implementation across multiple landscapes. Reliable transportation remains essential to SCNL's ability to deliver conservation interventions in geographically challenging and remote areas. The maintenance of these vehicles has improved operational responsiveness, reduced implementation delays, and strengthened field oversight capacity.

Further administrative improvements included the upgrading of SCNL's field offices in Grand Gedeh, Gbarpolu, and Cape Mount counties. These upgrades improved working conditions for field staff, enhanced operational functionality, and strengthened SCNL's physical presence in key conservation landscapes. Improved office infrastructure contributes to staff productivity, operational coordination, and institutional visibility at the local level, reinforcing SCNL's commitment to decentralized program delivery.

By the end of 2025, SCNL was actively implementing 13 projects across multiple landscapes in Northwest and Southeast Liberia. These projects span biodiversity conservation, forest restoration, climate resilience, sustainable livelihoods, governance strengthening, and environmental education. Through these interventions, SCNL continues to reach thousands of community beneficiaries, directly supporting vulnerable populations while advancing conservation and sustainable development objectives.

The organization's impact continues to be strengthened through strategic partnerships with government institutions, donor agencies, civil society organizations, local communities, and international partners. These partnerships remain central to SCNL's implementation model, enabling collaborative action, technical support, policy engagement, and resource mobilization. Strong partnership networks have improved SCNL's ability to scale interventions, strengthen policy influence, and sustain impact across landscapes.

Looking ahead to 2026, SCNL has identified several strategic priorities aimed at consolidating progress and positioning the organization for greater impact. These priorities include scaling up climate-smart livelihood interventions and ecosystem restoration efforts to strengthen resilience among forest-dependent communities. Building on lessons learned in 2025, SCNL will continue to expand sustainable agriculture, agroforestry, and restoration models that link conservation outcomes with livelihood security.

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