



The StewardFish Fisherfolk Organisational Strengthening Programme

About the StewardFish project

The *Developing Organisational Capacity for Ecosystem Stewardship and Livelihoods in Caribbean Small-Scale Fisheries (StewardFish)*¹ project seeks to implement the 10-year Strategic Action Programme for the Sustainable Management of the Shared Living Marine Resources of the Caribbean and North Brazil Shelf Large Marine Ecosystems (CLME+ SAP) within seven Caribbean Regional Fisheries Mechanism (CRFM) Member States by empowering fisherfolk throughout fisheries value-chains to engage in resource management, decision-making processes and sustainable livelihoods with strengthened institutional support at all levels.

Seven countries in the Caribbean are participating in the project. These are Antigua and Barbuda, Barbados, Belize, Guyana, Jamaica, Saint Lucia and St. Vincent and the Grenadines.

As one of five regional executing partner organisations, the Caribbean Natural Resources Institute (CANARI) is working in collaboration with the Caribbean ICT Research Programme (UWI-CIRP), Caribbean Network of Fisherfolk Organisations (CNFO), the Caribbean Regional Fisheries Mechanism (CRFM), the Centre for Resource Management and Environmental Studies of the University of the West (UWI-CERMES) and fisheries authorities (national executing partners) and fisherfolk leaders from the 7 project countries to implement the United Nations Food and Agriculture Organization Global Environment Facility (FAO/GEF) funded StewardFish.

What is the StewardFish fisherfolk organisational strengthening programme?

One of the objectives of CANARI's work under StewardFish is to contribute to strengthening the capacity of fisherfolk organisations in the seven target countries in management, administration, planning, sustainable finance, leadership and other operational skills. To achieve this, CANARI will use trained in-country Mentors to deliver a tailored programme of training, mentoring, coaching and action learning for organisational strengthening to the fisherfolk organisations.

This will contribute to Outcome 1.1 and Output 1.1.1 of the StewardFish project:

- **Outcome 1.1:** Fisherfolk improve organisational capacity to meet objectives that enhance well-being
- **Output 1.1.1:** Leaders with strengthened capacity in management, administration, planning sustainable finance, leadership and other operational skills.

Who are the targeted beneficiaries of the programme?

In line with the objectives of the StewardFish project, the beneficiaries of the StewardFish fisherfolk organisational strengthening programme are the national fisherfolk/lead primary fisherfolk

¹ <https://canari.org/stewardfish-project>

organisations that are members of the Caribbean Network of Fisherfolk Organisations (CNFO) in the seven project countries. These are:

- Barbuda Fisherfolk Association
- Barbados National Union of Fisherfolk Organizations (BARNUFO)
- Belize Fishermen Cooperative Association (BFCA)
- Guyana National Fisherfolk Organisation (GNFO)
- Jamaica Fisherfolk Co-operative Union (JFCU)
- Saint Lucia Fisherfolk Cooperative Society Limited
- St. Vincent and The Grenadines National Fisherfolks Co-Operative Limited

How were Mentors selected?

Mentors were selected and confirmed by CANARI to participate in the programme based on their competencies and experience in strengthening civil society organisations (CSOs), including fisherfolk organisations, in five key organisational capacity areas: internal governance and management; human resource management; fundraising and financial management; planning, monitoring and evaluation; partnership building and knowledge management and communication.

As part of the selection process:

- CANARI requested nominations for potential Mentors from CANARI staff who had previously worked with in-country mentors, UWI-CERMES, and some of the fisherfolk organisations participating in the StewardFish project. Nominations were also received from current mentors under the “Powering Innovations in Civil Society and Enterprises for Sustainability in the Caribbean” project.
- Nominees were pre-screened by CANARI to see if they met the basic criteria to be a Mentor, which included: willingness to be a mentor and able to volunteer their time until April 2021; being physically based in the project country; having experience working with CSOs; and being available to participate in a Mentor training workshop in October 2019.
- Once meeting the basic criteria, nominees were sent official nomination letters with a Terms of Reference for Mentors by CANARI and asked to complete an application form detailing their experience working with CSOs and competencies in the five organisational capacity areas. Nominees were also asked to submit a recent resume.
- Each application and resume were reviewed by CANARI and Mentors were selected and confirmed in each country based on their competencies and experience.
- Once selected, Mentors were provided with a confirmation letter and invited to participate in a four-day Mentors Training Workshop in St. Vincent and the Grenadines in October 2019.

How do Mentors work?

The overall purpose of the Mentors is to provide organisational strengthening support to the selected target fisherfolk organisations in the seven project countries. Mentors will provide support to their designated fisherfolk organisation from November 2019 through to the end of the StewardFish project in April 2021. Mentors may continue to provide support to their designated fisherfolk organisation beyond this time based on mutual agreement between the Mentor and the Mentee.

Mentors operate on a voluntary basis. Their work under the programme is guided by a Terms of Reference (TOR) which includes the functions and duties of a Mentor and a code of conduct.

Mentors are required to establish a **Mentoring Agreement** with their Mentee organisation which specifies how the Mentor and Mentee will work together in a voluntary mentoring relationship. The Mentor Agreement gives the Mentee an opportunity to define the specific relationship they would like to have with their Mentor.

This relationship appreciates that a fisherfolk will likely have multiple other mentoring or partnership arrangements which also provide support to them. The StewardFish Mentor will provide additional support focusing on activities related to the StewardFish project.

What is CANARI's role in the programme?

Each Mentor will work under the guidance and with the support of CANARI to provide organisational strengthening support to their designated fisherfolk organisation. CANARI will support Mentors by:

- facilitating a four-day Mentors training workshop to build the capacity of Mentors to conduct organisational needs assessments of fisherfolk organisations and provide organisational strengthening;
- synthesising the findings on priority capacity needs of fisherfolk organisations identified through the needs assessments conducted, and developing an overall capacity building strategy for fisherfolk organisations to guide work under the StewardFish project; and
- providing advice and technical guidance to Mentors for organisational capacity building.



StewardFish is being funded by the Global Environment Facility (GEF), implemented by the Food and Agriculture Organization of the United Nations (FAO) Sub-Regional Office for Latin America and the Caribbean, and executed by five (5) regional partners - Caribbean Natural Resources Institute (CANARI), Centre for Resource Management and Environmental Studies (UWI-CERMES), Caribbean ICT Research Programme (UWI-CIRP), Caribbean Network of Fisherfolk Organisations (CNFO), and the Caribbean Regional Fisheries Mechanism Secretariat (CRFM Sec.) - in Antigua and Barbuda, Barbados, Belize, Guyana, Jamaica, St. Lucia and St. Vincent and the Grenadines