



Food and Agriculture  
Organization of the  
United Nations

**FISH4ACP**

Unlocking the potential  
of sustainable fisheries and aquaculture  
in Africa, the Caribbean and the Pacific

**Report of the**

**Resource Mobilisation Capacity Development  
Workshop for the Guyana National Fisherfolk  
Organisation (GNFO) and Seabob Working Group (SWG)**

**Under the project**

**Building the Professional Capacities of the SWG and the GNFO**



**Georgetown, Guyana**

**April 21- 22, 2026**

## **Acknowledgements**

The “Building the Professional Capacities of the Seabob Working Group (SWG) and the Guyana National Fisherfolk Organization (GNFO)” is a sub-project under the “Sustainable Development of Fisheries and Aquaculture Value Chains in African, Caribbean and Pacific Countries (FISH4ACP)” project. FISH4ACP is an initiative of the Organisation of African, Caribbean and Pacific States (OACPS), implemented by the Food and Agriculture Organization (FAO) with funding from the European Union (EU) and the German Federal Ministry for Economic Cooperation and Development (BMZ).

**Disclaimer:** This workshop report is an output of the *Building the Professional Capacities of the SWG and GNFO* sub-project, implemented by the Caribbean Natural Resources Institute (CANARI) under the FISH4ACP project. The views expressed in this report are those of CANARI and do not necessarily reflect the views of FAO, the EU, OACPS, or BMZ.

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## List of abbreviations

<b>Abbreviation</b>	<b>Full term</b>
<b>BMZ</b>	German Federal Ministry for Economic Cooperation and Development
<b>CANARI</b>	Caribbean Natural Resources Institute
<b>CRFM</b>	Caribbean Regional Fisheries Mechanism
<b>EU</b>	European Union
<b>FAO</b>	Food and Agriculture Organization of the United Nations
<b>FISH4ACP</b>	Fisheries Value Chains Development Programme for African, Caribbean and Pacific States
<b>GATSOP</b>	Guyana Association of Trawler Owners and Seafood Processors
<b>GDP</b>	Gross Domestic Product
<b>GEF</b>	Global Environment Facility
<b>GNFO</b>	Guyana National Fisherfolk Organisation
<b>NGOs</b>	Non-governmental organisations
<b>OACPS</b>	Organisation of African, Caribbean and Pacific States
<b>SOPs</b>	Standard Operating Procedures
<b>SWG</b>	Seabob Working Group
<b>WWF</b>	World Wildlife Fund

# 1 Introduction

The Caribbean Natural Resources Institute (CANARI) has been engaged by the Food and Agriculture Organization of the United Nations (FAO), under the FISH4ACP initiative, to implement the project [Building the Professional Capacities of the Seabob Working Group \(SWG\) and the Guyana National Fisherfolk Organisation \(GNFO\)](#).

This initiative supports industrial fishers, artisanal fisherfolk organisations, government, and civil-society stakeholders in Guyana to strengthen governance, management capacity, and inclusive participation in fisheries decision-making. It addresses the need for more effective, representative, and sustainable management of the seabob value chain, especially as artisanal fishers assume a greater role in shaping the sector's future.

The project provides targeted capacity-building for the SWG and GNFO and promotes collaborative, democratic structures within both bodies so they can jointly lead efforts to advance sustainable fisheries management in Guyana.

In December 2025, CANARI facilitated roadmap development and capacity needs assessment workshops with the GNFO and the SWG to identify priority areas for strengthening their organisational and institutional capacity. Based on the outcomes, both GNFO and SWG identified resource mobilisation as a key area requiring targeted support.

In response, a two-day workshop was convened to bring together GNFO Executive members and SWG representatives to strengthen their resource mobilisation capacities through practical, hands-on learning.

The workshop took a broad approach to resource mobilisation, recognising that it extends beyond funding proposals to include building strategic partnerships, engaging in aligned initiatives, and leveraging both financial and non-financial resources such as technical support, knowledge, networks, and in-kind contributions.

It also supported participants in aligning resource mobilisation efforts with organisational priorities, identifying potential sources of support, and strengthening skills in developing clear and compelling funding proposals.

The workshop was co-facilitated by Ms. Odacy Davis, an Environmental governance and capacity development specialist with experience supporting resource mobilisation efforts and Ms. Melanie Andrews-Bacchus, Senior Technical Officer, CANARI.

The two-day workshop was held from April 21-22 at the Herdmanston Lodge Hotel, Georgetown, Guyana.

See workshop concept note and agenda attached at **Appendix 1**.

## 2 Workshop objectives

The objectives of the workshop were to help participants:

- Develop a stronger understanding of resource mobilisation as a strategic process that extends beyond fundraising to include partnerships, networks, and non-financial resources;
- Apply their organisational priorities, as articulated in their 2026 Roadmaps and Annual Workplans for Strategic Capacity Building, to inform and guide resource mobilisation efforts;
- Enhance their ability to identify and assess potential sources of support, including funding opportunities, partnerships, and technical assistance;

- Improve their practical skills in developing clear and compelling funding proposals and concept notes; and
- Identify opportunities for collaboration between GNFO and SWG members to support joint resource mobilisation efforts.

### 3 Participants

The workshop was attended by 12 participants (6 women and 6 men), including members of the SWG and Executive and regular members of the GNFO (see participant list at **Appendix 2**). SWG participants included representatives from the Guyana Fisheries Department, as well as fisherfolk from the Three Door Koker Fishermen Cooperative Society and the Wakenaam Informal Fishing Group.

All participants had previously taken part in the December 2025 workshops to develop the SWG and GNFO 2026 Roadmaps and Annual Work Plans for Strategic Capacity Building.



*Figure 1: Group photo of workshop participants on Day 2. Photo credit: CANARI*

### 4 Methodology and approach

The workshop was designed using a participatory and practical learning approach to support participants in strengthening their understanding and application of resource mobilisation concepts. The methodology combined short presentations with interactive exercises to ensure that learning was grounded in the real experiences and priorities of the GNFO and SWG.

The sessions were structured to progressively move participants from understanding key concepts to applying them in practice. Foundational topics, including the principles of resource mobilisation and identifying available resources, were introduced through facilitated plenary discussions, supported by presentations and real-world examples relevant to the fisheries sector.

These were complemented by small group exercises, where participants worked within their respective organisations (GNFO and SWG) to:

- assess existing resources and capacities;
- identify priority needs based on their roadmaps and work plans; and
- explore potential resource mobilisation opportunities and partnerships.

On Day 2, the focus shifted to practical application, including engaging donors and partners, developing organisational profiles and pitches, and preparing simple concept notes and proposals. Participants engaged in hands-on exercises, including developing and presenting short pitches and drafting concept notes based on real priorities.

A strong emphasis was placed on experiential learning, with participants actively developing outputs such as draft proposals and a rapid resource mobilisation plan for their organisations. Facilitators provided guidance throughout, ensuring that outputs were realistic, context-specific, and immediately applicable.

Reflection and feedback were integrated throughout the workshop, including recap sessions and plenary discussions, allowing participants to consolidate learning, share insights, and identify key takeaways.

Overall, the approach prioritised simplicity, relevance, and practical application, ensuring that participants were equipped with tools and strategies that can be directly applied to support the implementation of their organisational priorities.

## 5 Overview of workshop proceedings

### Day 1

#### 5.1 Understanding resource mobilisation

Day One of the workshop focused on building a strong understanding of resource mobilisation and helping participants recognise that it is a planned and ongoing process, not simply fundraising. Sessions introduced resource mobilisation as the process of accessing the money, people, knowledge, skills, equipment, partnerships, and support needed to strengthen organisations, improve livelihoods, and support sustainable fisheries development.

Participants also examined why resource mobilisation is important for fisherfolk organisations such as GNFO and SWG. Discussions highlighted how stronger resource mobilisation can improve organisational effectiveness, create better opportunities for fisherfolk, support income generation, build leadership capacity, and give fisherfolk a stronger voice in national decision-making processes.

The session helped participants understand that organisations and groups which plan well and organise their resources are better positioned to grow and attract support.



Figure 2: SWG members engaged in small group work. Photo credit: CANARI

#### 5.2 Mobilising resources for your organisation

Participants were then introduced to the resource mobilisation cycle of Plan, Act, and Reflect. This included understanding current challenges, identifying needs, recognising existing strengths, setting priorities, matching needs with opportunities, deciding how to approach supporters, and assigning responsibilities. This simple framework provided a practical tool that participants could use within their own organisations and groups.

The second half of the day focused on organisational planning. GNFO and SWG worked separately to review their existing roadmaps and work plans. Each group identified resources needed for all the actions identified in their action plan. They then selected one critical action which would later form part of their resource mobilisation plan.

Group exercises generated strong discussion and helped participants reflect on their current situations, including strengths, weaknesses, opportunities, and immediate needs. By the end of Day One, both groups had a clear understanding of their resource base, key priorities, and practical opportunities for moving forward.

## Day 2

### 5.3 Engaging donors and partners

Day Two focused on practical skills development and helping participants turn their ideas from

Day One into clear actions. The morning began with a recap of key lessons from the previous day, followed by participant reflections on what stood out most, what was useful, and how the learning could be applied within GNFO and SWG. This helped reinforce the understanding that resource mobilisation is a continuous process requiring planning, action, and follow-up.

In the first session participants learned what supporters often look for before providing assistance, including clear purpose, strong leadership, active membership, real needs, accountability, and the ability to deliver results.

The session emphasised the importance of organisational readiness and credibility when approaching funders, government agencies, businesses, and development partners. Participants were encouraged to strengthen internal systems and present themselves professionally.

Participants were then guided through how to present their organisations effectively. Using simple frameworks, both GNFO and SWG developed short profiles explaining who they are, who they represent, what problem they help solve, why their work matters, what support is needed, and what difference that support would make. This exercise aimed to improve participants' confidence in communicating with potential supporters and stakeholders.

Discussions also covered how to communicate value and impact by showing positive results such as improved livelihoods, stronger governance, safer fishing practices, better participation, and benefits for women and youth. This session concluded with a focus on building strong relationships.

Participants learned that resource mobilisation is not only about requesting funds, but also about building trust and maintaining long-term partnerships and relationships. Good relationship practices such as regular communication, keeping promises, following up, sharing progress, showing appreciation, and staying connected were highlighted as essential for sustainable support.

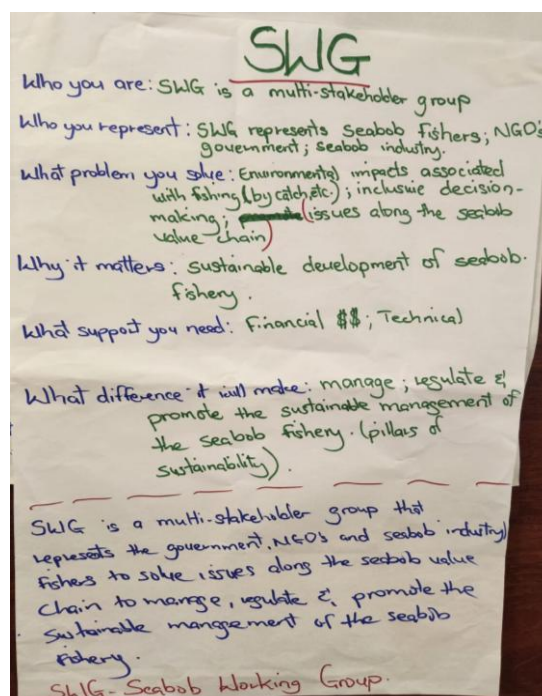


Figure 3: Flipchart showing output from exercise on engaging donors. Photo credit: CANARI

## 5.4 Developing strong proposals

Participants explored what a proposal is and the basic elements of a strong request, including identifying the need, explaining why support is required, describing proposed actions, outlining resources needed, presenting expected results, and demonstrating why their organisation is best placed to deliver.

Common mistakes such as unclear requests, weak budgets, asking for too much, poor presentation, and lack of follow-up were also discussed.

A practical group exercise followed in which participants prepared simple concept notes and funding requests based on real organisational priorities.

The GNFO focused on one of their priority actions “landing site outreach and engagement” while the SWG considered internal funding requests and support for operational priorities.

The afternoon session focused on preparing a Rapid Resource Mobilisation Plan for each organisation. Using a practical template, participants identified priority actions, why they matter, what resources are needed, who could help, first steps, lead persons, and timelines. This helped convert workshop learning into realistic next steps for implementation.



Figure 4: GNFO members engaged in small group work. Photo credit: CANARI

## 6 Key outputs

During the workshop both the GNFO and SWG completed the following.

- A stock take of current resources
- Public relations profile/ brief overview of their organisation/group
- Identified resources needed to implement their 2026-2027 Roadmap and Annual Work Plans for Strategic Capacity Building
- Development of a simple proposal/request for a critical priority action
- A resource mobilisation plan with assigned responsibilities and deadlines for implementation.

See workshop outputs attached at **Appendix 3**.

## 7 Conclusion and next steps

The workshop provided a practical foundation for GNFO and SWG to strengthen their understanding of resource mobilisation, improve organisational readiness, and begin moving from ideas to action. Participants highlighted that the sessions helped them recognise that resource mobilisation extends beyond funding to include partnerships, networks, and non-financial resources, and provided useful guidance on preparing proposals and representing their organisations.

Participant reflections underscored the need for immediate action and the importance of applying the tools and approaches introduced. Participants noted that the workshop offered a pathway for future progress, reinforced the importance of prioritisation and planning, and highlighted that responsibilities for implementation can be shared across members.

Overall, the workshop created a shared understanding and practical starting point for advancing resource mobilisation efforts and strengthening the effectiveness and sustainability of both organisations.

### 7.1 Next Steps

Building on this foundation, it is recommended that further work with the GNFO and SWG should focus on formalising and operationalising the approaches introduced during the workshop. This should include the development of financial and communication Standard Operating Procedures (SOPs), preparation of a simple operational budget and assessment of member contributions for GNFO, and the development of a resource mobilisation strategy for the SWG. These activities will build directly on the tools, concepts, and draft outputs developed during the workshop, ensuring that participants are supported to apply what they have learned.

This further work will translate the foundation established during the workshop into practical systems and structures to strengthen implementation, coordination, and long-term sustainability.

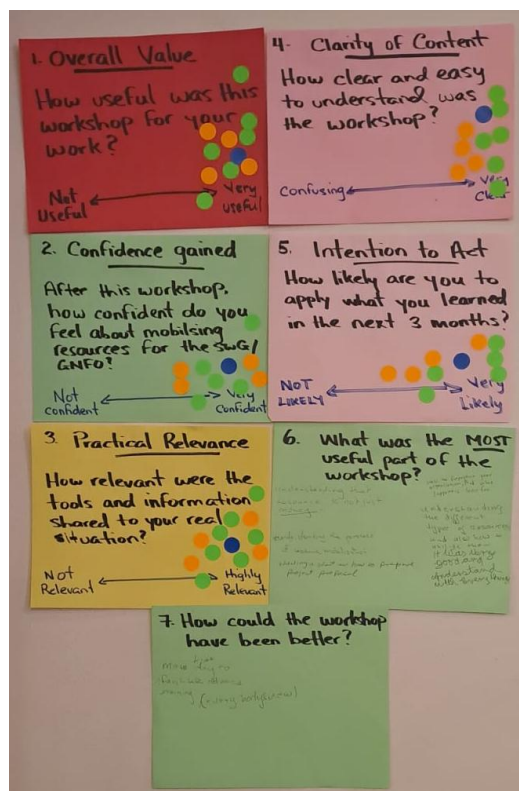


Figure 5: Results of workshop evaluation conducted with participants. Photo credit: CANARI

## Appendix 1 – Workshop concept and draft agenda



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### **Building the Professional Capacities of the Seabob Working Group (SWG) and the Guyana National Fisherfolk Organisation (GNFO)**

#### **Resource Mobilisation Capacity Development Workshop for the GNFO and SWG**

**April 21-22, 2026**

**Venue: Herdmanston Lodge Hotel (19-20 Peter Rose Street, Queenstown, Georgetown)**

#### **CONCEPT & DRAFT AGENDA**

The Caribbean Natural Resources Institute (CANARI) has been engaged by the Food and Agriculture Organization of the United Nations (FAO), under the FISH4ACP initiative, to implement the project [Building the Professional Capacities of the Seabob Working Group \(SWG\) and the Guyana National Fisherfolk Organisation \(GNFO\)](#).

This initiative supports industrial fishers, artisanal fisherfolk organisations, government, and civil-society stakeholders in Guyana to strengthen governance, management capacity, and inclusive participation in fisheries decision-making. It addresses the need for more effective, representative, and sustainable management of the seabob value chain, especially as artisanal fishers assume a greater role in shaping the sector's future.

The project provides targeted capacity-building for the SWG and GNFO and promotes collaborative, democratic structures within both bodies so they can jointly lead efforts to advance sustainable fisheries management and resilience in Guyana.

#### **Background and rationale for the workshop**

In December 2025, CANARI facilitated roadmap development and capacity needs assessment workshops with the Guyana National Fisherfolk Organisation (GNFO) and the Seabob Working Group (SWG) to identify priority areas for strengthening their organisational and institutional capacity. Based on the outcomes, both GNFO and SWG identified resource mobilisation as a key area requiring targeted support.

In response, this two-day workshop will bring together GNFO Executive members and SWG representatives to strengthen their resource mobilisation capacities through practical, hands-on learning.

The workshop will take a broad approach to resource mobilisation, recognising that it extends beyond funding proposals to include building strategic partnerships, engaging in aligned initiatives, and leveraging both financial and non-financial resources such as technical support, knowledge, networks, and in-kind contributions.

It will also support participants in aligning resource mobilisation efforts with organisational priorities, identifying potential sources of support, and strengthening skills in developing clear and compelling funding proposals.

The workshop will be co-facilitated by a consultant, Ms. Odacy Davis, who will provide practical guidance to enhance participants’ ability to identify opportunities, engage effectively with partners and donors, and clearly articulate their priorities and resource needs.

### Workshop Objectives

By the end of the two-day workshop, participants would have:

- Developed a stronger understanding of resource mobilisation as a strategic process that extends beyond fundraising to include partnerships, networks, and non-financial resources
- Applied their organisational priorities, as articulated in their 2026 Roadmaps and Annual Workplans for Strategic Capacity Building, to inform and guide resource mobilisation efforts
- Enhanced their ability to identify and assess potential sources of support, including funding opportunities, partnerships, and technical assistance
- Improved their practical skills in developing clear and compelling funding proposals and concept notes
- Identified opportunities for collaboration between GNFO and SWG members to support joint resource mobilisation efforts

### Draft Agenda

<b>Day 1 -Tuesday 21 April, 2026</b>	
<b>Time</b>	<b>Topic</b>
9:30- 10:00 a.m.	<b>Registration</b>
10:00 -10:05 a.m.	Welcome and Opening Remarks
10:05 - 10:30 a.m	Introductions and Workshop overview
10:30 -10:45 a.m.	Overview of the “Building the Professional Capacities of the Seabob Working Group (SWG) and the Guyana National Fisherfolk Organisation (GNFO)” project
10:45- 11:45 a.m.	<b>Understanding Resource Mobilisation</b> <ul style="list-style-type: none"> <li>• What is Resource Mobilisation?</li> <li>• Why Resource Mobilisation Matters for Fisherfolk</li> <li>• Core elements of Resource Mobilisation</li> <li>• Types of Resource Mobilisation Opportunities</li> </ul>
11:45 –12:15 p.m.	Recap of GNFO and SWG roadmaps and priority areas
12:15 – 1:00 p.m.	<b>Lunch (and group photo)</b>
1:00 – 2:00 p.m.	<b>Understanding Resource Mobilisation (cont’d)</b> <ul style="list-style-type: none"> <li>• Where and how to find RM Opportunities</li> <li>• Types of funding sources</li> <li>• Identifying and accessing opportunities</li> </ul>
2:00 - 3:30 p.m.	<b>Mobilising Resources for your Organisation</b> <ul style="list-style-type: none"> <li>• Identify and prioritise resource needs using GNFO &amp; SWG Roadmap</li> <li>• Map potential resource mobilisation opportunities</li> <li>• Match priorities to funding and partnership opportunities</li> </ul>
3:30 – 4:00 p.m.	Next steps and Preview of Day 2

<b>Day 2 -Wednesday 22<sup>nd</sup> April, 2026</b>	
<b>Time</b>	<b>Topic</b>
8:30 – 9:00 a.m.	Recap of Day 1 and Participant Reflections
9:00 – 10:00 a.m.	<b>Engaging Donors and Partners</b>

<b>Day 2 -Wednesday 22<sup>nd</sup> April, 2026</b>	
<b>Time</b>	<b>Topic</b>
	<ul style="list-style-type: none"> <li>• How to present your organisation and its work</li> <li>• Communicating value and impact</li> <li>• Building relationships</li> </ul>
10:00 – 12:00 p.m.	<b>Developing Strong proposals</b> <ul style="list-style-type: none"> <li>• What is a proposal?</li> <li>• What makes a strong request?</li> <li>• Common mistakes to avoid</li> <li>• Let’s prepare a simple concept/request</li> </ul>
12:00-1:00 p.m.	<b>Lunch</b>
1:00- 2:00 p.m.	<b>Putting together a Rapid Resource Mobilisation Plan for your Organisation</b>
2:00 – 2:30 pm	Evaluation, next steps and close

## Appendix 2 – List of Participants

Building the Professional Capacities of the Seabob Working Group (SWG) and the Guyana National Fisherfolk Organisation (GNFO)

Resource Mobilisation Capacity Development Workshop for the GNFO and SWG

April 21-22, 2026

Venue: Herdmanston Lodge Hotel (19-20 Peter Rose Street, Queenstown, Georgetown)

### List of Participants

	First name	Last name	Position/Occupation	Day 1	Day 2
1	Deonarine	Singh	GNFO member/ Fisher and Boat Owner	x	x
2	Latchmanie	Singh	GNFO member; Fisher/Boat Owner/Vendor	x	x
3	Noresh	Jairam	GNFO member/ Chair Three Door Fishermen Cooperative	x	x
4	Parmeshwar	Jainarine	GNFO Chair/ President Upper Correyne Fishermen's Cooperative	x	x
5	Renita	Joseph	GNFO Secretary/ Processor	x	x
6	Vishnu	Persaud	GNFO member/ Secretary Three Door Fishermen Cooperative	x	x
7	Bhanmattie	VanBrook	SWG member/Boat Owner Three Door Fishermen Cooperative	x	x
8	Olanna	Bacchus	SWG member/Fisheries Officer, Fisheries Department, Ministry of Agriculture	x	x
9	Rory	Osborne	SWG member/Boat Owner, Wakenaam Informal Fishing Group	x	x
10	Kadesha Shawyana	Nedd	SWG member/Fisheries Officer, Fisheries Department, Ministry of Agriculture	x	
11	Terrence	Browne	SWG member/Fisheries Officer, Fisheries Department, Ministry of Agriculture	x	x
12	Desha	Husbands-Spellen	SWG Chair/Fisheries Officer, Fisheries Department, Ministry of Agriculture	x	x

## Appendix 3 – Workshop outputs for GNFO and SWG

Resource Mobilisation Capacity Development Workshop  
April 21-22, 2026  
Herdmanston Lodge Hotel Georgetown, Guyana

### Guyana National Fisherfolk Organisation (GNFO) – Session/Activity Notes

#### 1. GNFO Profile – How to Represent your Organisation

<b>Who you are</b>	❖ We are Guyana National Fisherfolk Organisation.
<b>Who you represent</b>	❖ We represent fisherfolk across Guyana.
<b>What problem you solve</b>	❖ We are bridging the gap between fisherfolk and policy makers
<b>Why it matters</b>	❖ To improve their livelihood and sustain the industry for generations to come.
<b>What Support you need</b>	❖ We need the support of the fishers, government, NGOs, and other stakeholders.
<b>What difference it will make</b>	❖ We improve the fishers' livelihood. ❖ We promote sustainable fishing. ❖ We build better relationships with the Fisheries Dept. and Government.

#### 2. GNFO Stock-Take – What Resources you Have..or have Access to?

##### Knowledge

- Training
- Experience
- History of fishing
- Fishing gears
- Processing / packaging
- Health & safety
- Many years of institutional knowledge in management
- Knowledge in research
- Marketing

## **Money**

- Membership fees
- Donor agencies
- Government funding
- WWF / CNFO
- NGOs

## **People**

- Fishers
- Co-ops
- Vendors
- Exporters
- Family
- Leaders
- Access to Minister of Agriculture & Chief Fisheries Officer
- Regional Fisheries Officer

## **In-kind Contribution**

- Volunteer time & money

## **Skills**

- Communication
- Technical skills (computer, PowerPoint, Excel, media interaction)

## **Equipment & Material**

- Laptop
- Office space
- Stationery
- Boats / landing sites

## **Partnership / Technical Support**

- FAO
- CANARI
- WWF
- CNFO
- Fisheries Dept
- Co-op Dept

### 3. Identifying Resources Needed to Implement the GNFO Workplan

Priority Area	Actions	General Resources Needed
<b>1) Resource Mobilisation &amp; Financial Sustainability</b>	<b>Open Bank Account</b>	<b>Funds</b> – Minimum deposit <b>People</b> – Membership needs to know; Executive <b>Knowledge</b> – Persons who understand banking, especially for organisations <b>Equipment/Materials</b> – GNFO stamp, letterhead <b>Partnership/Technical Support</b> – Letter from Labour Ministry <b>Skills</b> – Accounting, management (financial)
	<b>Hold formal Executive meeting + Record minutes</b>	<b>People</b> – Executive body <b>Knowledge</b> – Of standing orders <b>Equipment</b> – Zoom, stationery <b>Skills</b> – Secretarial skills
	<b>Formalise basic financial procedures</b>	<b>Money</b> – To purchase supplies <b>People</b> – Executive body <b>Skills</b> – Basic accounting, money management, cashbook, budgeting <b>Knowledge</b> – Computer skills, basic accounting skills <b>Equipment</b> – Stationery, laptop, ledger book, receipt book, cashbook, stamp
	<b>Compile list of landing sites across various regions</b>	<b>Money</b> – Transportation, meals, accommodation <b>People</b> – Executive body, fisherfolks, Fisheries Dept, managers of landing sites (leaders) <b>Equipment</b> – Stationery, file space <b>Knowledge</b> – — <b>Partnerships/Technical Support</b> , – Fisheries, fisherfolks
	<b>Develop fisherfolk membership database</b>	<b>Knowledge</b> – With computer skills <b>People</b> – Execs, Fisheries Dept, fisherfolk, landing sites <b>Equipment</b> – Computer, stationery, flyers/brochures <b>Skills</b> – Computer skills <b>Money</b> – Money for transportation, meals, money for flyers & printing <b>Partnerships/Technical Support</b> , – Landing site leaders, Fisheries Dept
	<b>Develop proposal for fundraising</b>	<b>Knowledge</b> – Writing project proposals <b>Skills</b> – Training in proposal writing, use of computer and budgeting skills

		<b>Partnerships/Technical Support</b> , – CANARI, NGOs, Fisheries Dept, private sector <b>Equipment</b> – Computer, printer, access to internet, stationery <b>People</b> – Execs, consultant <b>Money</b> – Pay consultant, purchase equipment and stationery, pay internet
<b>2. Governance &amp; Organisational Strengthening</b>	<b>Conduct governance and board / roles training</b>	<b>Knowledge</b> – Duties of each executive <b>People</b> – Executive body, trainers, facilitator <b>Equipment</b> – Meeting room, stationery, projector, laptop, lunch & refreshments
	<b>Fill vacancies on Executive Committee</b>	<b>Money</b> – Transportation fee, other costs <b>People</b> – Committed and dedicated persons <b>Knowledge</b> – Ensure education / awareness <b>Equipment/Materials</b> – Room, stationery <b>Partnerships/Technical Support</b> , – Members
	<b>Develop and adopt GNFO Standing Orders</b>	Completed
	<b>Hold quarterly Executive meetings</b>	<b>People</b> – Executives <b>Equipment/Materials</b> – Room, stationery, computer Take minutes
<b>3. Advocacy, Communication &amp; Visibility</b>	<b>Conduct advocacy and communication training</b>	<b>People</b> – Facilitator, executives <b>Money</b> – To pay trainers / refreshments <b>Equipment/Materials</b> – Venue, vehicles <b>Skills</b> – Laptop / phone / tablet
	<b>Create and manage GNFO Facebook page</b>	<b>People</b> – Content creators etc. <b>Equipment</b> – Laptop / phone <b>Knowledge</b> – Online history, timeline, events <b>Partnerships/Technical Support</b> , – Technical support (keep updates, regular posts), guidelines, management
	<b>Establish functional GNFO email address</b>	Completed
	<b>Conduct landing site outreach and engagement</b>	<b>Money</b> – Transportation, meals, stationery <b>Equipment/Materials</b> – Vehicles with logo, branded materials, brochures <b>Partnerships/Technical Support</b> , – Fisheries, Labour Dept, WWF, Co-ops, Co-op Dept <b>Knowledge</b> – Ability to communicate effectively <b>Skills</b> – Public speaking, good social skills, how to talk to people <b>People</b> – Executives, fisherfolk, representatives from Fisheries Dept

<b>4. Membership Engagement &amp; Regional Representation</b>	<b>Establish regional sub-committee + WhatsApp groups</b>	<b>People</b> – Fishers, executives, management of landing sites <b>Money</b> – Visit, transportation, meals <b>Knowledge</b> – Leaders, support from fishers <b>Equipment</b> – Phones <b>Skills</b> – To set up WhatsApp
	<b>Identify &amp; engage new regional representatives for Regions 1 &amp; 3</b>	<b>People</b> – New leaders, representatives <b>Money</b> – Transportation & meals <b>Knowledge</b> – History of GNFO, purpose <b>Skills</b> – Public / social interaction <b>Equipment</b> – Vehicles, brochures, T-shirts, signage <b>Partnerships/Technical Support</b> , – Government support (Ministry of Agriculture)
<b>5. Executive Capacity Development</b>	<b>Conduct resource mobilisation training with Executive Committee</b>	<b>People</b> – Executives, facilitator, consultants <b>Money</b> – — <b>Knowledge</b> – How to prepare project proposal, timing <b>Skills</b> – Comprehension skills, writing skills, memory, brainstorming <b>Partnerships/Technical Support</b> , – CANARI, WWF, FAO etc.
	<b>Financial management refresher training</b>	<b>Money</b> – Management support <b>People</b> – Executives, trainers <b>Knowledge</b> – Report writing, financial record keeping, budgeting <b>Partnerships/Technical Support</b> , – CANARI, NGOs

#### 4. Writing Proposals - Simple Outline

**Priority Action:** Conduct landing site outreach and engagement.

#### Who We Are

We are the Guyana National Fisherfolk Organisation (GNFO), formed to become a recognised fisherfolk organisation across Guyana. Our aim is to improve the livelihood of fishers and promote sustainable fishing for present and future generations to come.

#### Why We Need to Do Landing Site Outreach

- Build awareness about the organisation and its work.
- Build membership.
- Understand the operations and concerns of fishers.
- Improve relations of fishers and GNFO.
- Improve fishing practices and safety.

## Where & Who

### Regions / Number of Landing Sites

Region	# Landing Sites
Region 3	2
Region 2	13
Region 5	9
Region 6	10
Region 4	10
Region 1	2

### What Will We Do at the Landing Site Visit

- Collecting data
- Sharing out brochures
- Have meeting
- Put up signs (logo/contact info)
- Introduction about the GNFO

### What Resources / Support Needed for This Activity

- Transportation
- Refreshments
- Stationery / signage / brochures
- Accommodation
- Support from the Fisheries Dept & other partners to arrange meetings (leaders)
- Fisherfolk

### Benefits

- Fishers would know about GNFO representation.
- Build unity & pride of GNFO and enable GNFO to become self-sustainable.
- Helps us create a database.
- Helps fishers get better markets.
- Training access so we can improve better fishing practices and safety.
- Share information.

**Resource Mobilisation Capacity Development Workshop  
April 21-22, 2026  
Herdmanston Lodge Hotel Georgetown, Guyana**

**Seabob Working Group (SWG) – Session/Activity Notes**

**5. SWG Profile – How to Represent your Group**

**Who You Are**

SWG is a multi-stakeholder group.

**Who You Represent**

SWG represents:

- Seabob fishers
- NGOs
- Government
- Seabob industry

**What Problem You Solve**

- Environmental impacts associated with fishing (bycatch, etc.)
- Inclusive decision-making
- Issues along the seabob value chain

**Why It Matters**

Sustainable development of the seabob fishery.

### **What Support You Need**

- Financial support
- Technical support

### **What Difference It Will Make**

Manage, regulate, and promote the sustainable management of the seabob fishery (pillars of sustainability).

**Summary Statement** - SWG is a multi-stakeholder group that represents the government, NGOs, and seabob industry fishers to solve issues along the seabob value chain, and to manage, regulate, and promote the sustainable management of the seabob fishery.

## **6. SWG Stock-Take – What Resources you Have..or have Access to?**

### **Partnerships**

- NGOs (CRFM, WWF, FAO etc.)
- GATOSP

### **People**

- Fisheries staff
- Fishers

### **Knowledge**

- Technical knowledge

### **Skills**

- Stock assessment
- Environmental management
- First aid
- STCL?
- Drone pilots
- Fisheries management
- Ocean governance
- Sustainability & management

### **Equipment / Materials**

- Computers
- Internet
- Tablets

- More things

#### Time

- Volunteer time

### 7. Identifying Resources Needed to Implement the SWG Workplan

Strategic Priorities	Action	Resources
Communication & Stakeholder Engagement	<b>1. Build capacity of SWG members in communication &amp; stakeholder engagement</b>	<b>People:</b> Specialist in communication & stakeholder engagement <b>Money:</b> Consultancy fee, accommodation, meals
	<b>2. Establish &amp; operationalise social media channels (Facebook / Farmers Connect app)</b>	<b>People:</b> Media personnel, Public Relations, journalist, editor <b>Knowledge:</b> Communication studies <b>Equipment/Materials:</b> Computer, tablet, camera <b>Partnerships:</b> Broadcasting agencies / personnel
	<b>3. Produce basic outreach materials (presentation, factsheet)</b>	<b>People:</b> Staff, Public Relations personnel, communication specialist <b>Materials:</b> Computer, camera <b>Money</b> <b>Partnerships:</b> CANFO, NGOs
	<b>4. Conduct at least 2 outreach / engagement sessions</b>	<b>People:</b> Staff, drivers <b>Materials:</b> Computer, projector, flipchart <b>Partnerships:</b> GNFO, NGOs <b>Money:</b> —
	<b>5. Document &amp; communicate existing grievance &amp; feedback mechanism</b>	<b>People:</b> Staff, Chief Executive Officer, monitors <b>Materials:</b> Computer, phone, stationery <b>Partnerships:</b> GNFO
Financial & Administrative Capacity	<b>1. Map current funding needs, sources and administrative arrangements</b>	<b>People:</b> Admin & Financial Officer, Development Officer, Program/Project Manager <b>Equipment:</b> Computer, etc.
	<b>2. Funding support from FD – Lobby for subvention from central government</b>	<b>People:</b> Staff/member, Chief Fisheries Officer, Permanent Secretary / Minister (advocate), Financial Officer, Budgeting Officer <b>Knowledge:</b> Financial systems, budget allocations

	<b>3. Build capacity of SWG members in resource mobilisation</b>	<b>People:</b> Specialist in communication & stakeholder engagement, resource mobilisation <b>Money:</b> Consultancy fee, accommodation, meals
	<b>4. Establish a light secretariat / admin support arrangement</b>	<b>People:</b> Chief Fisheries Officer, SWG members, CANFO, WWF, GATOSP <b>Knowledge:</b> Leadership, communication, stakeholder engagement <b>Skills:</b> Leadership skills, teamwork, organisational planning
	<b>5. Develop financial procedures &amp; reporting template</b>	<b>People:</b> Accountant, Finance Officer <b>Knowledge:</b> Accounting & Finance
	<b>6. Develop multi-year (3-year) donor &amp; funding plan based on funding needs</b>	<b>People:</b> Accountant, Finance Officer
<b>Active Participation of Members &amp; Decision-Makers</b>	<b>Develop an incentive mechanism to encourage fisherfolk participation in the SWG.</b>	<b>People:</b> Fisheries officers, Field assistant <b>Skills / Knowledge / Media:</b> PR, Communication, Financial officer, Budgeting officer <b>Money:</b> <b>Equipment / Materials:</b> Computer, Tablets, Camera <b>Partnerships:</b> GNFO. Fishing Cooperatives, NGOs

## 8. Writing Proposals - Simple Outline

### Priority Action:

**Title: Strengthening the Operational Capacity of the Seabob Working Group in 2027**

### What is the SWG

SWG is a multi-stakeholder group that addresses issues along the seabob value chain.

### Why does it matter?

Between 2020–2025 the seabob fishery would have contributed 10% to agriculture export earnings and so to Guyana’s overall gross domestic product (GDP). Seabob fishery is a source of livelihood for approximately 7,000 fishers. It is the largest local value chain with the highest level of value added, ranging from the assist of staff. Additionally, with the SWG’s support, the seabob fishery was able to secure alignment with the Marine Stewardship Council (MSC), Eco-label which allows access to better and more lucrative markets and better prices.

### What problem exists now?

The SWG is a voluntary group and therefore has limited smooth functioning, as such the group has limited significantly and as the group especially the holding of regular statutory meetings.

**What support is needed in 2027?**

In light of existing concerns; financial & technical support is needed to ensure the groups objectives are achieved in a timely manner.

**Estimated Cost?**

**Budget Total:** \$8,040,000

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<b>Item</b>	<b>Unit Cost</b>	<b>Quantity/Period</b>	<b>Total (GYD)</b>
Chair	120,000	12	1,440,000
Chief Secretary	100,000	12	1,200,000
Secretary/Technical Staff	80,000	12	960,000
Members	30,000	4	480,000
Allowances	40,000	4	160,000
Transportation	50,000	-	400,000
Accommodation	-	-	1,200,000
Meals	-	-	1,200,000
Stationery/Communications	-	-	300,000
Miscellaneous	-	-	500,000

**Subtotal:** 8,040,000

**Expected Results:**

- Regular meetings
- Improved management of the seabob sector
- Improved management of the sector through regular meetings

### 9. Resource Mobilisation Plan for SWG's Priority Actions

Strategic Priority	Critical/Priority Action	Why It Matters	Resource Needed	Source Who Can Help?	First Action Step	Lead Person	Deadline
<b>Financial and Administrative Capacity</b>	<b>Financial Support from the Fisheries Department</b>	To support the continued functioning of the SWG through the convening of regular monthly (Technical) and quarterly meetings	Funding (approximately 8.5M GYD) for meeting venue, transportation, accommodation for overnighting members  stipend,  communication materials  stationery (for documents, printing)	Government WWF Pritipaul Singh Investments ( <i>SWG member, Industrial fishing firm that harvests seabob</i> )	Prepare a draft proposal (including mapping of funding needs for the SWG)  convene meetings + support letters from WWF, Pritipaul + GNFO  Convene meeting with the Chief Fisheries Officer to present draft proposal  <i>Outcome of meeting with Chief Fisheries Officer will determine the next action step.</i>	Volunteer team from the SWG  SWG Chair and Vice Chair	May/June 2026
<b>Communication and Stakeholder Engagement</b>	Build capacity of SWG members in communication	To better communicate the goals and objectives of the	Communication specialist to develop a	FISH4ACP/CANARI  FAO (provide cameras)	Identify an appropriate consultant to help develop a	Dawn Maison (Secretary)	May 2026

Strategic Priority	Critical/Priority Action	Why It Matters	Resource Needed	Source Who Can Help?	First Action Step	Lead Person	Deadline
	and stakeholder engagement	<p>SWG to both members and external stakeholders</p> <p>To get more buy-in and collaboration</p>	<p>Communication Plan</p> <p>Communication materials (brochures, banners flyers)</p> <p>Equipment (e.g. simple cameras) to capture content for sharing via social media</p>	WWF (support with designing and printing brochures, posters, flyers)	communication plan		
<b>Active Participation of Members and Decision-Makers</b>	<b>Develop an incentive mechanism to encourage fisherfolk participation in the SWG</b>	To ensure meaningful participation of fisherfolk and other SWG members in SWG meetings	Consultant to assist with conceptualising the incentive mechanism in collaboration with SWG members	FAO CANARI	SWG Chair to share with the CFO that the concept needs to be developed; CFO connects with FAO	Chair	May/June 2026

**Resource Mobilisation Plan for GNFO's Priority Actions**

<b>Strategic Priority</b>	<b>Critical/Priority Action</b>	<b>Why It Matters</b>	<b>Resource Needed</b>	<b>Source Who Can Help?</b>	<b>First Action Step</b>	<b>Lead Person</b>	<b>Deadline</b>
<b>Resource Mobilisation and Financial sustainability</b>	<b>Open bank account</b>	To hosts membership fees	<ul style="list-style-type: none"> <li>• Minimum deposit</li> <li>• Letter of verification</li> </ul>	Members via membership fees  Cooperative Department, Ministry of Labour	Get organisation stamp	Committee Member (Vishnu Persaud)	31 May 2026
		For accountability and Transparency			Call special meeting to approve opening of account and selection of signatories	Chair and Secretary	31 <sup>st</sup> May 2026
		To facilitate funding, certification etc			Prepare, approve and sign minutes/resolution	Chair and Secretary	31 <sup>st</sup> May 2026
					Appointment with bank to set up account	Chair and Signatories	To be determined by Bank
<b>Governance and Organizational Strengthening</b>	<b>Fill vacancies on Executive Committee</b>	To ensure that there is a full Board/Committee to make decisions and manage the affairs of GNFO	Funds, Transportation, meals and accommodation	Members Partners	Identify potential candidates  Convene meeting to formalise full committee	Chair with support from Fisheries Department  Chair and Secretary	31 <sup>st</sup> May 2026

Strategic Priority	Critical/Priority Action	Why It Matters	Resource Needed	Source Who Can Help?	First Action Step	Lead Person	Deadline
<b>Advocacy, Communication and Visibility</b>	<b>Conduct landing site outreach and engagement</b>	Raise awareness about GNFO and build relations.	Transportation	Fisheries Department	Call meeting with Executive to discuss Outreach	Chair	31 <sup>st</sup> May 2026
		Build Membership Better understand operations and concerns of fishers.	Refreshments	CANARI	Prepare letter and short proposal request for support	Executive	15 <sup>th</sup> June 2026
		Improve livelihoods of Fishers.	Stationery	FAO			
		Finalise database.	Signage and brochures	WWF			
Set up region sub-committees.	Accommodation	Guianas					
<b>Executive Capacity Development</b>	<b>Financial Management Refresher Training</b>	To ensure accountability	Technical Support/Trainers	CANARI	Follow-up with CANARI	Secretary	1 <sup>st</sup> July 2026
		To better manage financial resources	Organizing the training and logistics (meals, accommodation, transportation)	WWF			
		To generate revenue and make GNFO self-sufficient.		Guianas			