



Anguilla National Trust
Strategic Plan 2020-2024

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Introduction

The Anguilla National Trust was established by law in 1988 under the Anguilla National Trust Act (1988, revised in 2009). Although the ANT is a statutory body, we are also a non-governmental, not-for-profit organisation that has focused our efforts on conserving, protecting, and promoting Anguilla's natural, cultural, and built heritage since we opened our doors in 1991.

Over the last almost thirty years, the ANT has become Anguilla's leading national heritage NGO. With a current complement of six full-time staff members, one part-time staff member, a research associate and a seven-member Council that oversees and guides the work that we do, we are also supported by almost 100 members.

Our work portfolio is wide and focuses on five main programme areas: terrestrial and wetlands conservation; marine and coastal conservation; protected areas management; cultural and built heritage preservation and promotion; and public awareness, outreach, and stewardship. We have developed strong partnerships with individuals, agencies, and organisations in Anguilla, the Caribbean, and the rest of the world in an effort to share knowledge, to build mutual capacity, and to work in the best interest of Anguilla and Anguillians – for today's generations and those that have yet to come.

It is within this context that we developed this strategic plan. The plan provides a framework for our work within our programme areas, highlights opportunities for collaboration, and identifies areas for growth and development. Over the next five years, we recognise that things may change. We understand that we must be flexible and adapt accordingly. We also know that despite the uncertainty, we will always remain committed to our ultimate goal of promoting, supporting, and enabling sustainable development in Anguilla while collaborative conserving, protecting, and promoting our heritage.

List of Acronyms

ANT	Anguilla National Trust
BLI	BirdLife International
DDM	Department of Disaster Management
DFMR	Department of Fisheries and Marine Resources
DOA	Department of Agriculture
DOE	Department of Environment
DWCT	Durrell Wildlife Conservation Trust
DYC	Department of Youth and Culture
FFI	Fauna & Flora International
GOA	Government of Anguilla
NGO	Non-governmental organisation
RAPF	Royal Anguilla Police Force
RSPB	Royal Society for the Protection of Birds

Vision

The Anguilla National Trust is a respected centre of environmental and cultural conservation and engenders a revolution in environmental consciousness.

Mission

The Anguilla National Trust seeks to be a leader in promoting, supporting, and enabling sustainable development in Anguilla; committed to the conservation of Anguilla's natural and cultural heritage, while promoting and supporting environmental and cultural stewardship.

Guiding Principles

Integrity. We act in the interest of Anguilla – its people and its heritage. We act ethically and honestly.

Respect. We treat colleagues, partners, stakeholders, and communities with respect and dignity.

Collaboration. We build partnerships with government Ministries and Departments and national, regional, and international organisations as well as communities. We believe in teamwork to create and implement solutions.

Diversity and inclusion. We ensure that there is space for open dialogue and participation. We appreciate the value of different cultures, backgrounds, skills, abilities, opinions, and perspectives. We avoid discrimination and show fairness and equity.

Innovation. We are solutions-oriented. We use a combination of field-based studies, capacity building, and education to inform and develop solutions.

Objectivity. We are non-partisan and do not allow our personal or political interests and ideologies to influence our professional judgement, decisions, and actions. We believe in using best available scientific information and in adopting best practice to address national heritage issues and to evaluate the success of our actions.

Transparency and accountability. We value open communication and information sharing. We take responsibility for our decisions and actions and use our successes and failures as learning opportunities. We believe in measurable outcomes and are responsible to our members, donors, supporters, and the people of Anguilla.

Leading by example. We believe that we must exemplify what we advocate and this is shown in all aspects of our work and our relationships.

Strategic Goals and Goals – An Overview

- I Understanding our Heritage
 - Goal 1 Collect, analyse, and publish qualitative and quantitative information about Anguilla’s wildlife
 - Goal 2 Collect, analyse, and publish qualitative and quantitative information about Anguilla’s wild spaces
 - Goal 3 Identify and document Anguilla’s cultural resources and built heritage

- II Conserving and Protecting our Heritage
 - Goal 4 Enhance the conservation and protection of Anguilla’s wildlife
 - Goal 5 Enhance the conservation and protection of Anguilla’s wild spaces
 - Goal 6 Enhance the preservation and promotion of Anguilla’s cultural and built heritage
 - Goal 7 Participate in the development of policies and legislation to safeguard Anguilla’s heritage

- III Celebrating our Heritage
 - Goal 8 Promote the importance, diversity, and uniqueness of Anguilla’s heritage
 - Goal 9 Involve the public in heritage conservation and protection

- IV Supporting our Organisation
 - Goal 10 Develop and enhance ANT sources of revenue
 - Goal 11 Build and retain ANT membership
 - Goal 12 Enhance and maintain a stimulating, creative, vibrant, and responsible organisational culture

Strategic Goals, Goals, and Strategies

- I Understanding our Heritage
 - Goal 1 Collect, analyse, and publish qualitative and quantitative information about Anguilla's wildlife
 - Strategy 1.1 Establish best practice monitoring protocols for Anguilla's terrestrial and marine wildlife
 - Strategy 1.2 Monitor Anguilla's terrestrial and marine wildlife on the mainland, offshore cays, and surrounding nearshore water to better understand population dynamics, physiology, and behaviour
 - Strategy 1.3 Produce and disseminate reports on the state of Anguilla's wildlife
 - Goal 2 Collect, analyse, and publish qualitative and quantitative information about Anguilla's wild spaces
 - Strategy 2.1 Establish best practice protocols for habitat restoration
 - Strategy 2.2 Use best practice protocols to monitor Anguilla's terrestrial and coastal habitats
 - Strategy 2.3 Produce and disseminate reports on the state of Anguilla's wild spaces
 - Goal 3 Identify and document Anguilla's cultural resources and built heritage
 - Strategy 3.1 Identify priorities for cultural and built heritage preservation
 - Strategy 3.2 Monitor changes to Anguilla's built heritage
 - Strategy 3.3 Produce and disseminate reports on the state of Anguilla's cultural and built heritage
- II Conserving and Protecting our Heritage
 - Goal 4 Enhance the conservation and protection of Anguilla's wildlife
 - Strategy 4.1 Increase the resiliency of Anguilla's at-risk wildlife
 - Strategy 4.2 Share results of wildlife conservation and protection efforts
 - Goal 5 Enhance the conservation and protection of Anguilla's wild spaces
 - Strategy 5.1 Establish nursery for wetland coastal plants
 - Strategy 5.2 Implement wetland conservation and restoration measures at priority sites
 - Strategy 5.3 Restore and maintain the health and integrity of Anguilla's offshore cays
 - Strategy 5.4 Create appropriate frameworks for terrestrial and marine protected area management
 - Strategy 5.5 Manage activities within Anguilla's terrestrial and marine protected area networks
 - Strategy 5.6 Expand Anguilla's terrestrial protected areas network

	Goal 6	Enhance the preservation and promotion of Anguilla's cultural and built heritage
	Strategy 6.1	Create appropriate frameworks for protected heritage site management
	Strategy 6.2	Implement cultural and built heritage preservation and promotion activities
	Strategy 6.3	Advocate for the vesting of additional protected areas to the ANT
	Goal 7	Participate in the development of policies and legislation to safeguard Anguilla's heritage
	Strategy 7.1	Advocate for the development, implementation, and enforcement of legislation supporting the conservation and protection of Anguilla's heritage
III	Celebrating our Heritage	
	Goal 8	Promote the importance, diversity, and uniqueness of Anguilla's heritage
	Strategy 8.1	Hold and/or participate in heritage festivals
	Strategy 8.2	Celebrate international days of natural, cultural, and built heritage
	Strategy 8.3	Present to national and international groups using a range of media
	Strategy 8.4	Create, facilitate, and support programmes that celebrate Anguilla's natural, cultural, and built heritage
	Goal 9	Involve the public in heritage conservation and protection
	Strategy 9.1	Provide best practice guidelines for development to property owners
	Strategy 9.2	Provide responsible tourism guidelines
	Strategy 9.3	Offer heritage conservation and protection volunteer opportunities
IV	Supporting our Organisation	
	Goal 10	Develop and enhance ANT sources of revenue
	Strategy 10.1	Identify and take advantage of national and international funding opportunities
	Strategy 10.2	Build an endowment fund
	Goal 11	Build and retain ANT membership
	Strategy 11.1	Re-evaluate the ANT membership structure
	Strategy 11.2	Conduct membership drives

- Goal 12 Enhance and maintain a stimulating, creative, vibrant, and responsible organisational culture
- Strategy 12.1 Provide the ANT Council with the necessary tools to oversee their areas of operation
 - Strategy 12.2 Provide ANT staff with the necessary tools to conduct their work
 - Strategy 12.3 Develop and maintain relationships with international organisations
 - Strategy 12.4 Enhance and maintain organisational reporting mechanisms

Logical Framework¹

NARRATIVE SUMMARY	EXPECTED RESULTS
<p>GOAL Anguilla is a model of outstanding environmental and cultural stewardship, management, and conservation.</p>	<p>IMPACT Anguilla's natural and cultural heritage are celebrated, protected, and conserved by a population that appreciates its past and cares about its future.</p>
<p>PURPOSE The Anguilla National Trust seeks to be a leader in promoting, supporting, and enabling the sustainable development of Anguilla; committed to the conservation of Anguilla's natural and cultural heritage, while promoting and supporting environmental and cultural stewardship.</p>	<p>OUTCOME The Anguilla National Trust is recognised and respected as an organisation that is committed to the preservation and conservation of Anguilla's natural and cultural heritage and that is able to effect real change.</p>

¹Indicators highlighted in blue require external funding. Implementation of associated activities and achievement of these indicators is therefore dependent upon securing the necessary funding. Activities may be postponed until funding has been secured.

NARRATIVE SUMMARY: TARGET AREAS AND ACTIVITIES		OBJECTIVELY VERIFIABLE INDICATORS	
I UNDERSTANDING OUR HERITAGE			
Goal 1	Collect, analyse, and publish qualitative and quantitative information about Anguilla's wildlife		
Strategy 1.1	Establish best practice monitoring protocols for Anguilla's terrestrial and marine wildlife	Indicator 1.1.1	Bird (terrestrial and wetland) monitoring protocols formalised in a manual by the end of 2020
		Indicator 1.1.2	Reptile (tree lizard, ground lizard, skink, iguana, and snake) monitoring and population assessment protocols formalised in a manual by the end of 2020
		Indicator 1.1.3	Protocols to assess survivorship of Lesser Antillean iguanas from eggs to adults established in 2021
		Indicator 1.1.4	Bat monitoring protocols formalised in a manual by the end of 2022
		Indicator 1.1.5	Endangered plant monitoring and propagation protocols formalised in a manual by the end of 2021
		Indicator 1.1.6	Shark and ray monitoring protocols formalised in a manual by the end of 2022
Strategy 1.2	Monitor Anguilla's terrestrial and marine wildlife on the mainland, offshore cays, and surrounding nearshore water to better understand population dynamics, physiology, and behaviour	Indicator 1.2.1	Wetland bird inventories conducted on Anguilla's mainland ponds monthly, on-going, through the strategic planning period
		Indicator 1.2.2	Wetland bird inventories conducted on Dog Island, Prickly Pear East, and Scrub Island during the spring and fall migration seasons in 2020 and 2021
		Indicator 1.2.3	Terrestrial bird species list, including migratory species, compiled as a baseline for the Anguilla mainland and offshore cays by end of 2020, updated as required

NARRATIVE SUMMARY: TARGET AREAS AND ACTIVITIES		OBJECTIVELY VERIFIABLE INDICATORS	
Strategy 1.2	Monitor Anguilla's terrestrial and marine wildlife on the mainland, offshore cays, and surrounding nearshore water to better understand population dynamics, physiology, and behaviour cont'd	Indicator 1.2.4	Terrestrial bird inventories conducted at 16 sites on the Anguilla mainland, Dog Island, Prickly Pear cays, Scrub Island, and Sombrero Island during the spring and fall migration seasons in 2020 and 2021
		Indicator 1.2.5	Seabird inventories conducted on all of Anguilla's offshore cays during the nesting season in 2021
		Indicator 1.2.6	Anguilla Bank tree and ground lizard surveys conducted within Fountain National Park in May 2020 and May 2021
		Indicator 1.2.7	Anguilla Bank tree and ground lizard surveys conducted on Dog Island, Prickly Pear cays, and Scrub Island in May 2020 and May 2021
		Indicator 1.2.8	Little Scrub ground lizard surveys conducted annually through the strategic planning period
		Indicator 1.2.9	Sombrero ground lizard surveys conducted annually through the strategic planning period beginning in 2021
		Indicator 1.2.10	Anguilla Bank skink surveys conducted on Prickly Pear West annually through the strategic planning period beginning in 2021
		Indicator 1.2.11	Lesser Antillean iguana monitored on Prickly Pear East annually, on-going, through the strategic planning period
		Indicator 1.2.12	Lesser Antillean iguana nesting behaviour studied on Prickly Pear East in 2020 and 2022
Indicator 1.2.13	Anguilla Bank racer snake population surveyed on the Anguilla mainland in 2021 and 2022		

NARRATIVE SUMMARY: TARGET AREAS AND ACTIVITIES		OBJECTIVELY VERIFIABLE INDICATORS	
Strategy 1.2	Monitor Anguilla's terrestrial and marine wildlife on the mainland, offshore cays, and surrounding nearshore water to better understand population dynamics, physiology, and behaviour cont'd	Indicator 1.2.14	Key threats to endangered reptile egg, juvenile, and adult survival assessed beginning in 2021
		Indicator 1.2.15	Health of all wild caught endangered reptiles, including signs of diseases and pests, using biometric measurements and body score indices assessed, ongoing throughout the strategic planning period
		Indicator 1.2.16	Bat population baseline assessment conducted in 2021
		Indicator 1.2.17	Lignum vitae density and distribution surveyed on the Prickly Pear cays between 2020 and 2021
		Indicator 1.2.18	Lignum vitae propagation and survival post-planting monitored on the mainland through the strategic planning period
		Indicator 1.2.19	Presence of the Anguilla bush on St. Martin determined in 2021
		Indicator 1.2.20	Anguilla bush propagation techniques investigated in 2020 and 2021
		Indicator 1.2.21	Bromeliaceae and <i>Eugenia walkerae</i> surveys conducted with Kew in 2021
		Indicator 1.2.22	Insect pollinators surveyed on the Anguilla mainland in 2021 and 2022
		Indicator 1.2.23	Nesting sea turtle activity monitored during the peak nesting and hatching season (July through October) on the Anguilla mainland, Prickly Pear cays, and Dog Island, on-going, through the strategic planning period
Indicator 1.2.24	Foraging sea turtle activity monitored with DFMR, on-going, through the strategic planning period		

NARRATIVE SUMMARY: TARGET AREAS AND ACTIVITIES		OBJECTIVELY VERIFIABLE INDICATORS	
Strategy 1.2	Monitor Anguilla's terrestrial and marine wildlife on the mainland, offshore cays, and surrounding nearshore water to better understand population dynamics, physiology, and behaviour cont'd	Indicator 1.2.25	Shark and ray baseline assessments, including threat analysis, conducted within the nearshore waters of Dog Island Marine Park and Sombrero Island Marine Park and Nature Reserve in 2021 (and 2022, if necessary)
		Indicator 1.2.26	Fish and invertebrates monitored within at least two marine parks with DFMR beginning in 2022
Strategy 1.3	Produce and disseminate reports on the state of Anguilla's wildlife	Indicator 1.3.1	State of Anguilla's Birds report published in 2021
		Indicator 1.3.2	State of Anguilla's Reptiles report published in 2023
		Indicator 1.3.3	State of Anguilla's Bats report published in 2024
		Indicator 1.3.4	State of Anguilla's Nesting Sea Turtles report published in 2022
		Indicator 1.3.5	State of Anguilla's Sharks and Rays report published in 2024
		Indicator 1.3.6	State of Anguilla's Endangered Plants report published in 2022
		Indicator 1.3.7	State of Anguilla's pollinator's report published in 2024
		Indicator 1.3.8	At risk species populations reports published to inform national legislation and IUCN Red List assessments through strategic planning period
Strategy 1.4	Produce species translocation feasibility studies	Indicator 1.4.1	Feasibility study for the translocation of Little Scrub ground lizards to Prickly Pear West completed in 2020
		Indicator 1.4.2	Feasibility study for the translocation of Anguilla Bank skinks to Prickly Pear East completed in 2020

NARRATIVE SUMMARY: TARGET AREAS AND ACTIVITIES		OBJECTIVELY VERIFIABLE INDICATORS	
I UNDERSTANDING OUR HERITAGE			
Goal 2	Collect, analyse, and publish qualitative and quantitative information about Anguilla's wild spaces		
Strategy 2.1	Establish best practice protocols for habitat monitoring and restoration	Indicator 2.1.1	Best practice protocols developed for wetland habitat restoration (with a focus on mangroves) by the end of 2020
		Indicator 2.1.2	Best practice protocols developed for coastal habitat restoration (with a focus on sand dune vegetation) by the end of 2020
		Indicator 2.1.3	Standardised guidelines for determining the quality, threats, and vulnerability of habitats supporting endangered species on the mainland and offshore cays established by 2021
Strategy 2.2	Use best practice protocols to monitor Anguilla's terrestrial and coastal habitats	Indicator 2.2.1	Status of wetlands on the Anguilla mainland and offshore cays assessed using already-established protocols in 2022 and immediately following any Category 4 or 5 hurricanes affecting Anguilla
		Indicator 2.2.2	Status of coastal habitats (beaches and sand dunes) on the Anguilla mainland and offshore cays assessed using already-established protocols in 2024 and immediately following any Category 4 or 5 hurricanes affected Anguilla
		Indicator 2.2.3	Invasive species identified within Anguilla's terrestrial protected areas in 2022
		Indicator 2.2.4	Plant life within East End Pond Conservation Area monitored annually, on-going, through the strategic planning period

NARRATIVE SUMMARY: TARGET AREAS AND ACTIVITIES		OBJECTIVELY VERIFIABLE INDICATORS	
Strategy 2.2	Use best practice protocols to monitor Anguilla's terrestrial and coastal habitats cont'd	Indicator 2.2.5	Benthic habitat within at least two of Anguilla's marine parks surveyed annually with DFMR beginning in 2022
		Indicator 2.2.6	Condition of habitats supporting endangered species on the mainland and the offshore cays monitored throughout the strategic planning period beginning in 2021
Strategy 2.3	Produce and disseminate reports on the state of Anguilla's wild spaces	Indicator 2.3.1	Important Bird Area assessments updated and published on-line with BLI by 2024
		Indicator 2.3.2	ANT wetland inventory updated in 2022
		Indicator 2.3.3	Anguilla Coastal Assessment Report Card published in 2022
		Indicator 2.3.4	Ramsar Information Sheet completed for at least qualifying site by 2024
		Indicator 2.3.5	Benthic data from at least two marine parks included in DFMR's Anguilla Marine Monitoring Programme report, as published by DFMR

NARRATIVE SUMMARY: TARGET AREAS AND ACTIVITIES		OBJECTIVELY VERIFIABLE INDICATORS	
I UNDERSTANDING OUR HERITAGE			
Goal 3	Identify and document Anguilla's cultural resources and built heritage		
Strategy 3.1	Identify priorities for cultural and built heritage preservation	Indicator 3.1.1	Identify priorities for cultural and built heritage preservation in 2021
		Indicator 3.1.2	Public surveyed on action priorities for cultural and built heritage in 2021
Strategy 3.2	Monitor changes to Anguilla's built heritage	Indicator 3.2.1	Status of Anguilla's built heritage re-assessed in 2024 and immediately following any Category 4 or 5 hurricane affecting Anguilla with DYC
Strategy 3.3	Produce and disseminate reports on the state of Anguilla's cultural and built heritage	Indicator 3.3.1	State of Anguilla's Built Heritage report published in 2024 and as required

NARRATIVE SUMMARY: TARGET AREAS AND ACTIVITIES		OBJECTIVELY VERIFIABLE INDICATORS	
II CONSERVING AND PROTECTING OUR HERITAGE			
Goal 4	Enhance the conservation and protection of Anguilla's wildlife		
Strategy 4.1	Increase the resiliency of Anguilla's at-risk wildlife	Indicator 4.1.1	Feasibility study for the translocation of Little Scrub ground lizards to Prickly Pear West completed in 2020
		Indicator 4.1.2	Little Scrub ground lizard population established on Prickly Pear West in 2020
		Indicator 4.1.3	Feasibility study for the translocation of Anguilla Bank skinks to Prickly Pear West completed in 2020
		Indicator 4.1.4	Anguilla Bank skink population increased on Prickly Pear West by at least 30 individuals through translocations from the mainland between 2020 and 2021
		Indicator 4.1.5	Feasibility study for the reintroduction of Lesser Antillean iguana updated to include risk analyses for the translocation of individuals from within the Caribbean region completed in 2020
		Indicator 4.1.6	Lesser Antillean iguana population increased on Prickly Pear East by at least 20 individuals through translocations from island(s) within the region in 2021
		Indicator 4.17	At least two Lesser Antillean iguana nesting sites created on Prickly Pear East in 2020
		Indicator 4.1.8	Feasibility study for the translocation of Anguilla Bank racers to Prickly Pear East and/or Dog Island completed in 2021
		Indicator 4.1.9	Conservation Action Plan for Anguilla's bats developed by 2023
		Indicator 4.1.10	At least three bat conservation priorities implemented by the end of 2024

NARRATIVE SUMMARY: TARGET AREAS AND ACTIVITIES		OBJECTIVELY VERIFIABLE INDICATORS	
Strategy 4.1	Increase the resiliency of Anguilla's at-risk wildlife cont'd	Indicator 4.1.11	Conservation Action Plan for Anguilla's insect pollinators developed by 2022
		Indicator 4.1.12	At least three insect pollinator conservation priorities, including a cross-island re-wilding campaign, implemented by the end of 2024
		Indicator 4.1.13	Feasibility study for the translocation of endangered plant species to the offshore cays completed in 2021
		Indicator 4.1.14	At least 300 lignum vitae seedlings planted on the Anguilla mainland by 2022
		Indicator 4.1.15	Conservation actions identified within the Anguilla Sea Turtle Recovery Action Plan priorities in 2021
		Indicator 4.1.16	At least three sea turtle conservation priorities implemented by the end of 2024
		Indicator 4.1.17	Conservation Action Plan for Anguilla's sharks and rays developed by 2023
		Indicator 4.1.18	At least two shark and ray conservation priorities implemented by the end of 2024
Strategy 4.2	Share results of wildlife conservation and protection efforts	Indicator 4.2.1	At least two case studies published outlining results of species conservation efforts by the end of 2024

NARRATIVE SUMMARY: TARGET AREAS AND ACTIVITIES		OBJECTIVELY VERIFIABLE INDICATORS	
II CONSERVING AND PROTECTING OUR HERITAGE			
Goal 5	Enhance the conservation and protection of Anguilla's wild spaces		
Strategy 5.1	Establish nursery for wetland and coastal plants	Indicator 5.1.1	Nursery established at the DOA with DDM and DOE in 2020
		Indicator 5.1.2	Nursery at the ANT office expanded to include wetland land dune vegetation in 2020
Strategy 5.2	Implement wetland and coastal habitat conservation and restoration measures at priority sites	Indicator 5.2.1	At least five wetlands and sand dunes on the Anguilla mainland restored by the end of 2022
Strategy 5.3	Restore and maintain the health and integrity of Anguilla's offshore cays	Indicator 5.3.1	Sombrero Island Marine Park Nature Reserve restored through the eradication of mice and the trialling of vegetation planting with FFI in 2021
		Indicator 5.3.2	Biosecurity surveillance and rapid response protocols to prevent incursions by invasive alien species implemented on Dog Island and the Prickly Pear cays, ongoing, and Sombrero Island and Little Scrub beginning in 2021, through the strategic planning period
Strategy 5.4	Create appropriate frameworks for terrestrial and marine protected area management	Indicator 5.4.1	Feasibility study for the establishment of a botanical garden at Fort Hill completed by the end of 2022
		Indicator 5.4.2	Feasibility study for the establishment of a mainland island at Fountain National Park completed by end of 2021
		Indicator 5.4.3	Business case for the transferring of marine park management to the ANT completed by the end of 2021
		Indicator 5.4.4	Management plan for Prickly Pear Cays and Marine Park presented to the GOA Executive Council with DFMR in 2020

NARRATIVE SUMMARY: TARGET AREAS AND ACTIVITIES		OBJECTIVELY VERIFIABLE INDICATORS	
Strategy 5.4	Create appropriate frameworks for terrestrial and marine protected area management cont'd	Indicator 5.4.5	Management plans for Little Bay Marine Park and Sombrero Island Marine Park Nature Reserve completed with DFMR by the end of 2021
		Indicator 5.4.6	Management plans for Dog Island Marine Park and Sandy Island Marine Park completed by end of 2024
Strategy 5.5	Manage activities within Anguilla's terrestrial and marine protected area networks	Indicator 5.5.1	Management interventions outlined within the East End Pond Conservation Area management plan implemented through the strategic planning period
		Indicator 5.5.2	Management interventions outlined within the Prickly Pear Cays and Marine Park management plan implemented, including habitat restoration and monitoring activities, through the strategic planning period
		Indicator 5.5.3	Management interventions outlined within the Little Bay Marine Park management plan implemented beginning in 2021
		Indicator 5.5.4	Management interventions outlined within the Sombrero Island Marine Park and Nature Reserve management plan implemented beginning in 2022
Strategy 5.6	Expand Anguilla's terrestrial protected areas network	Indicator 5.6.1	At least one site added to Anguilla's terrestrial protected areas network through and ANT land purchase or donation within the strategic planning period

NARRATIVE SUMMARY: TARGET AREAS AND ACTIVITIES		OBJECTIVELY VERIFIABLE INDICATORS	
II CONSERVING AND PROTECTING OUR HERITAGE			
Goal 6	Enhance the preservation and promotion of Anguilla's cultural and built heritage		
Strategy 6.1	Create appropriate frameworks for protected heritage site management	Indicator 6.1.1	Big Spring Heritage Site management plan revised in 2021
		Indicator 6.1.2	Fountain National Park management plan/concept note completed by the end of 2020
		Indicator 6.1.3	Cultural and built heritage action plan developed by the end of 2021
		Indicator 6.1.4	Private land owners engaged in conversations about voluntary systems for land conservation, including conservation easements, throughout the strategic planning period beginning in 2021
Strategy 6.2	Implement cultural and built heritage preservation and promotion activities	Indicator 6.2.1	Management interventions outlined with the Big Spring Heritage Site management plan implemented beginning in 2022
		Indicator 6.2.2	Management interventions outlined with the Fountain National Park management plan/concept note implemented beginning in 2022
		Indicator 6.2.3	At least three priority interventions identified within the cultural and built heritage action plan implemented through the strategic planning period beginning in 2022
		Indicator 6.2.4	At least one heritage site or building acquired within the strategic planning period
Strategy 6.3	Advocate for the vesting of additional protected areas to the ANT	Indicator 6.3.1	Government of Anguilla lobbied to vest Fountain National Park to the ANT by the end of 2021

NARRATIVE SUMMARY: TARGET AREAS AND ACTIVITIES		OBJECTIVELY VERIFIABLE INDICATORS	
Strategy 6.3	Advocate for the vesting of additional protected areas to the ANT cont'd	Indicator 6.3.2	Business case for the transferring of marine park management to the ANT presented to the GOA in 2022

NARRATIVE SUMMARY: TARGET AREAS AND ACTIVITIES		OBJECTIVELY VERIFIABLE INDICATORS	
II CONSERVING AND PROTECTING OUR HERITAGE			
Goal 7	Participate in the development of policies and legislation to safeguard Anguilla's heritage		
Strategy 7.1	Advocate for the development, implementation, and enforcement of legislation supporting the conservation and protection of Anguilla's heritage	Indicator 7.1.1	Government of Anguilla lobbied to update Schedule 1 of the Biodiversity and Heritage Conservation Act to include all endangered species by the end of 2022
		Indicator 7.1.2	ANT represented in meetings and committees related to the conservation and protection of Anguilla's heritage
		Indicator 7.1.3	Comments related to draft bills, policies, environmental impact assessments, environmental impact statements, and physical planning applications submitted to the Government of Anguilla as required
		Indicator 7.1.4	Reports related to infringement of laws submitted to the RAPF as required
		Indicator 7.1.5	Position papers and policy briefs submitted to the Government of Anguilla as required
		Indicator 7.1.6	Environmental governance report cards submitted to the Government of Anguilla by the end of 2024
		Indicator 7.1.7	Five-day workshop on marine protected areas law enforcement facilitated for relevant stakeholders in 2020
		Indicator 7.1.8	One-day workshop on environmental legislation facilitated for all relevant stakeholders in 2022
		Indicator 7.1.9	Wildlife and wild spaces conservation cross-agency enforcement working group established and in operation, ongoing throughout the strategic planning period

NARRATIVE SUMMARY: TARGET AREAS AND ACTIVITIES		OBJECTIVELY VERIFIABLE INDICATORS	
III CELEBRATING OUR HERITAGE			
Goal 8	Promote the importance, diversity, and uniqueness of Anguilla's heritage		
Strategy 8.1	Hold and/or participate in heritage festivals	Indicator 8.1.1	Iguana Festival held every April, on-going through the strategic planning period
		Indicator 8.1.2	Endangered Species Festival held every November beginning in 2020
		Indicator 8.1.3	At least one festival focusing on Anguilla's cultural heritage supported annually beginning in 2020
Strategy 8.2	Celebrate international days of natural, cultural, and built heritage	Indicator 8.2.1	Activities held to celebrate at least three international days of importance annually beginning in 2021
Strategy 8.3	Present to national and international groups using a range of media	Indicator 8.3.1	At least seven presentations given at schools annually throughout the strategic planning period
		Indicator 8.3.2	Lectures/Public presentations given by at least a quarter of visiting researchers annually through the strategic planning period
		Indicator 8.3.3	At least one public presentation given by ANT staff annually through the strategic planning period
		Indicator 8.3.4	Anguilla's wildlife and wild spaces discussed on at least one radio programme annually through the strategic planning period
		Indicator 8.3.5	Anguilla's wildlife and wild spaces highlighted at least monthly on social media platforms and the ANT website through blogs and posts, on-going through the strategic planning period

NARRATIVE SUMMARY: TARGET AREAS AND ACTIVITIES		OBJECTIVELY VERIFIABLE INDICATORS	
Strategy 8.3	Present to national and international groups using a range of media cont'd	Indicator 8.3.6	ANT's work on Anguilla's wildlife and wild spaces presented at least two international conferences during the strategic planning period
		Indicator 8.3.7	Prospectus on Anguilla's projects and programmes developed by the end of 2021
		Indicator 8.3.8	Pop-up exhibits at schools and public spaces organised annually beginning in 2020
		Indicator 8.3.9	Interpretation centre established at the ANT office by 2022
		Indicator 8.3.10	Billboards highlighting Anguilla's heritage posted around Anguilla beginning in 2021
		Indicator 8.3.11	Video advertising space secured for airing at public spaces beginning in 2022
		Indicator 8.3.12	Newspaper articles about ANT's work published quarterly, on-going through strategic planning period
		Indicator 8.3.13	Annual meetings with Executive Council and Permanent Secretaries responsible for natural, cultural, and built heritage held annually beginning in 2020
Strategy 8.4	Create, facilitate, and support programmes that celebrate Anguilla's natural, cultural, and built heritage	Indicator 8.4.1	After school programmes held for primary and/or secondary school students, on-going through the strategic planning period
		Indicator 8.4.2	Summer programmes held for primary and/or secondary school students, on-going through the strategic planning period
		Indicator 8.4.3	Monthly activities organised for ANT members and the public, on-going through the strategic planning period

NARRATIVE SUMMARY: TARGET AREAS AND ACTIVITIES		OBJECTIVELY VERIFIABLE INDICATORS	
Strategy 8.4	Create, facilitate, and support programmes that celebrate Anguilla's natural, cultural, and built heritage cont'd	Indicator 8.4.4	Heritage tours and nature hikes offered to primary, secondary, and post-secondary school classes as well as to national organisations, on-going through strategic planning period
		Indicator 8.4.5	Anguilla's Amazing Race held annually beginning in 2021
		Indicator 8.4.6	Themed races for Anguilla's heritage held annually beginning in 2022
		Indicator 8.4.7	Traditional cooking classes offered beginning in 2022

NARRATIVE SUMMARY: TARGET AREAS AND ACTIVITIES		OBJECTIVELY VERIFIABLE INDICATORS	
III CELEBRATING OUR HERITAGE			
Goal 9	Involve stakeholder in heritage conservation and protection		
Strategy 9.1	Provide best practice guidelines for development to property owners	Indicator 9.1.1	Best practice guidelines for sustainable development published and publicised beginning in 2021
		Indicator 9.1.2	Best practice guidelines for wetland restoration published and publicised beginning in 2021
		Indicator 9.1.3	Best practice guidelines for coastal restoration published and publicised beginning in 2021
Strategy 9.2	Provide responsible tourism guidelines	Indicator 9.2.1	Guide to how to be a responsible visitor published and distributed at ports of entry beginning in 2020
		Indicator 9.2.2	Guide for responsible tourism development (Anguilla Wildlife Certified programme) published with at least three tourism establishments participating by 2021
Strategy 9.3	Offer heritage conservation and protection volunteer and opportunities	Indicator 9.3.1	At least 30 volunteers registered and assisting with heritage conservation, protection, and/or promotion activities annually, on-going through the strategic planning period
		Indicator 9.3.2	At least two youth groups engaged in heritage conservation, protection, and/or promotion activities in partnership with the ANT annually beginning in 2021

NARRATIVE SUMMARY: TARGET AREAS AND ACTIVITIES		OBJECTIVELY VERIFIABLE INDICATORS	
Strategy 9.3	Offer heritage conservation and protection volunteer and opportunities cont'd	Indicator 9.3.3	Linkages with the Albena Lake Hodge Comprehensive School, the Anguilla Community College, universities, and other research institutions established and maintained to allow for internships, work placements, and technical support on research and analysis established and maintained, on-going throughout the strategic planning period

NARRATIVE SUMMARY: TARGET AREAS AND ACTIVITIES		OBJECTIVELY VERIFIABLE INDICATORS	
IV SUPPORTING OUR ORGANISATION			
Goal 10	Develop and enhance ANT sources of revenue		
Strategy 10.1	Identify and take advantage of national and international funding opportunities	Indicator 10.1.1	At least XCD 360,000 maintained as an annual GOA subvention, on-going through the strategic planning period
		Indicator 10.1.2	Donation programme established with hotels beginning in 2022
		Indicator 10.1.3	Donation opportunities established at Anguilla's ports of departure by 2021
		Indicator 10.1.4	At least XCD 12,000 generated in revenue from heritage tours and Dates With Nature, on-going through the strategic planning period
		Indicator 10.1.5	At least XCD 10,000 generated in revenue from the rental of the Fort Hill space (cell phone tower operations), on-going through the strategic planning period
		Indicator 10.1.6	At least XCD 360,000 raised annually to support project and ANT operational costs, on-going through the strategic planning period
		Indicator 10.1.7	At least XCD 5,000 generated through merchandise sales annually, beginning in 2021
		Indicator 10.1.8	Wildlife and wild spaces "adoption" programme established in 2021
Strategy 10.2	Build an endowment fund	Indicator 10.2.1	At least XCD 20,000 contributed into an endowment programme annually beginning in 2021

NARRATIVE SUMMARY: TARGET AREAS AND ACTIVITIES		OBJECTIVELY VERIFIABLE INDICATORS	
IV SUPPORTING OUR ORGANISATION			
Goal 11	Build and retain ANT membership		
Strategy 11.1	Re-evaluate the ANT membership fee structure	Indicator 11.1.1	New membership fee structure established by 2022
Strategy 11.2	Conduct membership drives	Indicator 11.2.1	Membership drive held annually beginning in 2021
		Indicator 11.2.2	Annual paid membership increased by 10% annually, beginning in 2021

NARRATIVE SUMMARY: TARGET AREAS AND ACTIVITIES		OBJECTIVELY VERIFIABLE INDICATORS	
IV SUPPORTING OUR ORGANISATION			
Goal 12	Enhance and maintain a stimulating, creative, vibrant, and responsible organisational culture		
Strategy 12.1	Provide the ANT Council with the necessary tools to oversee their areas of operation	Indicator 12.1.1	Council Handbook updated in 2020
		Indicator 12.1.2	Field visits with ANT Council members to project and programme sites conducted annually beginning in 2020
Strategy 12.2	Provide ANT staff with the necessary tools to conduct their work	Indicator 12.2.1	Training needs schedule developed by end of 2020
		Indicator 12.2.2	All ANT staff trained and re-trained in first aid annually, on-going through strategic planning period
		Indicator 12.2.3	All ANT staff involved in at least one training activity/course (not including First Aid training) annually, on-going through the strategic planning period
		Indicator 12.2.4	Employee handbook updated in 2020
		Indicator 12.2.5	Staff retreat held annually beginning in 2021
		Indicator 12.2.6	Procure a vessel with assistance provided by FFI in 2020
		Indicator 12.2.7	Procure a second vehicle in 2021
		Indicator 12.2.8	Equipment needs for heritage conservation, preservation, and promotion assessed, on-going throughout the strategic planning period
Strategy 12.3	Develop and maintain relationships with national and international organisations, agencies, and/or institutes	Indicator 12.3.1	At least one project implemented collaboratively with an international organisation, agency, or institute annually, on-going throughout strategic planning period

NARRATIVE SUMMARY: TARGET AREAS AND ACTIVITIES		OBJECTIVELY VERIFIABLE INDICATORS	
Strategy 12.3	Develop and maintain relationships with national and international organisations, agencies, and/or institutes cont'd	Indicator 12.3.2	ANT's membership with the Caribbean Conservation Network maintained, on-going throughout strategic planning period
		Indicator 12.3.3	Opportunities for knowledge and skills sharing with national and international organisations, agencies, and/or institutes taken advantage of, as available, on-going through the strategic planning period
Strategy 12.4	Enhance and maintain organisational reporting mechanisms	Indicator 12.4.1	Staff time sheets and pay slips completed, on-going through the strategic planning period
		Indicator 12.4.2	Annual General Meetings held every December, on-going through the strategic planning period
		Indicator 12.4.3	Annual Reports published by the end of every March, on-going through the strategic planning period
		Indicator 12.4.4	All ANT audits completed up to and including the 2020 financial year by the end of 2021
		Indicator 12.4.5	ANT audits kept up to date, annually beginning in 2022 (with 2021 account audits completed by March 2022)

Appendix 2. Implementation Strategy

Goals/Strategies/ Indicators	2020				2021				2022				2023				2024			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
I UNDERSTANDING OUR HERITAGE																				
Goal 1 Collect, analyse, and publish qualitative and quantitative information about Anguilla's wildlife																				
Strategy 1.1 Establish best practice monitoring protocols for Anguilla's terrestrial and marine wildlife																				
1.1.1 Bird (terrestrial and wetland) monitoring protocols formalised in a manual by the end of 2020			x	x																
1.1.2 Reptile (tree lizard, ground lizard, skink, iguana, and snake) monitoring and population assessment protocols formalised in a manual by the end of 2020			x	x																
1.1.3 Protocols to assess survivorship of Lesser Antillean iguanas from eggs to adults established in 2021					x	x														
1.1.4 Bat monitoring protocols formalised in a manual by the end of 2022							x	x												
1.1.5 Endangered plant monitoring and propagation protocols formalised in a manual by the end of 2021							x	x												

Goals/Strategies/ Indicators	2020				2021				2022				2023				2024			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
1.1.6 Shark and ray monitoring protocols formalised in a manual by the end of 2022											x	x								
Strategy 1.2 Monitor Anguilla’s terrestrial and marine wildlife on the mainland, offshore cays, and surrounding nearshore water to better understand population dynamics, physiology, and behaviour																				
1.2.1 Wetland bird inventories conducted on Anguilla’s mainland ponds monthly, on-going, through the strategic planning period	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
1.2.2 Wetland bird inventories conducted on Dog Island, Prickly Pear East, and Scrub Island during the spring and fall migration seasons in 2020 and 2021		x	x			x	x			x	x			x	x			x	x	
1.2.3 Terrestrial bird species list, including migratory species, compiled as a baseline for the Anguilla mainland and offshore cays by end of 2020, updated as required	x	x	x	x																

Goals/Strategies/ Indicators	2020				2021				2022				2023				2024			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Strategy 1.2 Monitor Anguilla’s terrestrial and marine wildlife on the mainland, offshore cays, and surrounding nearshore water to better understand population dynamics, physiology, and behaviour cont’d																				
1.2.4 Terrestrial bird inventories conducted at 16 sites on the Anguilla mainland, Dog Island, Prickly Pear cays, Scrub Island, and Sombrero Island during the spring and fall migration seasons in 2020 and 2021		x	x			x	x													
1.2.5 Seabird inventories conducted on all of Anguilla’s offshore cays during the nesting season in 2021						x	x													
1.2.6 Anguilla Bank tree and ground lizard surveys conducted within Fountain National Park in May 2020 and May 2021		x				x														
1.2.7 Anguilla Bank tree and ground lizard surveys conducted on Dog Island, Prickly Pear cays, and Scrub Island in May 2020 and May 2021		x				x														

Goals/Strategies/ Indicators	2020				2021				2022				2023				2024			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Strategy 1.2 Monitor Anguilla’s terrestrial and marine wildlife on the mainland, offshore cays, and surrounding nearshore water to better understand population dynamics, physiology, and behaviour cont’d																				
1.2.8 Little Scrub ground lizard surveys conducted annually through the strategic planning period		x				x				x				x				x		
1.2.9 Sombrero ground lizard surveys conducted annually through the strategic planning period beginning in 2021						x				x				x				x		
1.2.10 Anguilla Bank skink surveys conducted on Prickly Pear West annually through the strategic planning period beginning in 2021							x				x				x				x	
1.2.11 Lesser Antillean iguana monitored on Prickly Pear East annually, on-going, through the strategic planning period	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
1.2.12 Lesser Antillean iguana nesting behaviour studied on Prickly Pear East in 2020 and 2022			x	x		x	x													

Goals/Strategies/ Indicators	2020				2021				2022				2023				2024			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Strategy 1.2 Monitor Anguilla’s terrestrial and marine wildlife on the mainland, offshore cays, and surrounding nearshore water to better understand population dynamics, physiology, and behaviour cont’d																				
1.2.13 Anguilla Bank racer snake population surveyed on the Anguilla mainland in 2021 and 2022							x	x			x	x								
1.2.14 Key threats to endangered reptile egg, juvenile, and adult survival assessed beginning in 2021					x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
1.2.15 Health of all wild caught endangered reptiles, including signs of diseases and pests, using biometric measurements and body score indices assessed, ongoing throughout the strategic planning period	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
1.2.16 Bat population baseline assessment conducted in 2021						x	x	x												
1.2.17 Lignum vitae density and distribution surveyed on the Prickly Pear cays between 2020 and 2021			x	x	x	x	x	x												

Goals/Strategies/ Indicators	2020				2021				2022				2023				2024			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Strategy 1.2 Monitor Anguilla’s terrestrial and marine wildlife on the mainland, offshore cays, and surrounding nearshore water to better understand population dynamics, physiology, and behaviour cont’d																				
1.2.18 Lignum vitae propagation and survival post-planting monitored on the mainland through the strategic planning period					x				x				x				x			
1.2.19 Presence of the Anguilla bush on St. Martin determined in 2021					x	x														
1.2.20 Anguilla bush propagation techniques investigated in 2020 and 2021			x	x	x	x	x	x												
1.2.21 Bromeliaceae and <i>Eugenia walkerae</i> surveys conducted with Kew in 2021					x	x	x	x												
1.2.22 Insect pollinators surveyed on the Anguilla mainland in 2021 and 2022					x	x	x	x	x	x	x	x								

Goals/Strategies/ Indicators	2020				2021				2022				2023				2024			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Strategy 1.2 Monitor Anguilla’s terrestrial and marine wildlife on the mainland, offshore cays, and surrounding nearshore water to better understand population dynamics, physiology, and behaviour cont’d																				
1.2.23 Nesting sea turtle activity monitored on during the peak nesting and hatching season (July through October) on the Anguilla mainland, Prickly Pear cays, and Dog Island, on-going, through the strategic planning period			x	x			x	x			x	x			x	x			x	x
1.2.24 Foraging sea turtle activity monitored with DFMR, on-going, through the strategic planning period		x	x			x	x			x	x			x	x			x	x	
1.2.25 Shark and ray baseline assessments, including threat analysis, conducted within the nearshore waters of Dog Island Marine Park and Sombrero Island Marine Park and Nature Reserve in 2021 (and 2022, if necessary)						x	x			x	x									

Goals/Strategies/ Indicators	2020				2021				2022				2023				2024			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Strategy 1.2 Monitor Anguilla’s terrestrial and marine wildlife on the mainland, offshore cays, and surrounding nearshore water to better understand population dynamics, physiology, and behaviour cont’d																				
1.2.26 Fish and invertebrates monitored within at least two marine parks with DFMR beginning in 2022											x				x				x	
Strategy 1.3 Produce and disseminate reports on the state of Anguilla’s wildlife																				
1.3.1 State of Anguilla’s Birds report published in 2021								x												
1.3.2 State of Anguilla’s Reptiles report published in 2023																x				
1.3.3 State of Anguilla’s Bats report published in 2024																				x
1.3.4 State of Anguilla’s Nesting Sea Turtles report published in 2022												x								
1.3.5 State of Anguilla’s Sharks and Rays report published in 2024																				x

Goals/Strategies/ Indicators	2020				2021				2022				2023				2024			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Strategy 1.3 Produce and disseminate reports on the state of Anguilla's wildlife cont'd																				
1.3.6 State of Anguilla's Endangered Plants report published in 2022												x								
1.3.7 State of Anguilla's pollinator's report published in 2024																				x
1.3.8 At risk species populations reports published to inform national legislation and IUCN Red List assessments as required through strategic planning period					x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x

Goals/Strategies/ Indicators	2020				2021				2022				2023				2024			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
I UNDERSTANDING OUR HERITAGE																				
Goal 2 Collect, analyse, and publish qualitative and quantitative information about Anguilla’s wild spaces																				
Strategy 2.1 Establish best practice protocols for habitat monitoring and restoration																				
2.1.1 Best practice protocols developed for wetland habitat restoration (with a focus on mangroves) by the end of 2020			x	x																
2.1.2 Best practice protocols developed for coastal habitat restoration (with a focus on sand dune vegetation) by the end of 2020			x	x																
2.1.3 Standardised guidelines for determining the quality, threats, and vulnerability of habits supporting endangered species on the mainland and offshore cays established by 2021							x	x												

Goals/Strategies/ Indicators	2020				2021				2022				2023				2024			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Strategy 2.2 Use best practice protocols to monitor Anguilla’s terrestrial and coastal habitats cont’d																				
2.2.1 Status of wetlands on the Anguilla mainland and offshore cays assessed using already-established protocols in 2022 and immediately following any Category 4 or 5 hurricanes affecting Anguilla												X								
2.2.2 Status of coastal habitats (beaches and sand dunes) on the Anguilla mainland and offshore cays assessed using already-established protocols in 2024 and immediately following any Category 4 or 5 hurricanes affected Anguilla																				X
2.2.3 Invasive species identified within Anguilla’s terrestrial protected areas in 2022											X	X								

Goals/Strategies/ Indicators	2020				2021				2022				2023				2024			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Strategy 2.2 Use best practice protocols to monitor Anguilla's terrestrial and coastal habitats cont'd																				
2.2.4 Plant life within East End Pond Conservation Area monitored annually, on-going, through the strategic planning period	x				x				x				x				x			
2.2.5 Benthic habitat within at least two of Anguilla's marine parks surveyed annually with DFMR beginning in 2022											x									
2.2.6 Condition of habitats supporting endangered species on the mainland and the offshore cays monitored throughout the strategic planning period beginning in 2021																				

Goals/Strategies/ Indicators	2020				2021				2022				2023				2024			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Strategy 2.3 Produce and disseminate reports on the state of Anguilla's wild spaces																				
2.3.1 Important Bird Area assessments updated and published on-line with BLI by 2024																			X	X
2.3.2 ANT wetland inventory updated in 2022											X	X								
2.3.3 Anguilla Coastal Assessment Report Card published in 2022												X								
2.3.4 Ramsar Information Sheet completed for at least qualifying site by 2024																		X	X	X
2.3.5 Benthic data from at least two marine parks included in DFMR's Anguilla Marine Monitoring Programme report, as published by DFMR																		X	X	X

Goals/Strategies/ Indicators	2020				2021				2022				2023				2024			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
I UNDERSTANDING OUR HERITAGE																				
Goal 3 Identify and document Anguilla’s cultural resources and built heritage																				
Strategy 3.1 Identify priorities for cultural and built heritage preservation																				
3.1.1 Identify priorities for cultural and built heritage preservation in 2021							X	X												
3.1.2 Public surveyed on action priorities for cultural and built heritage in 2021					X	X														
Strategy 3.2 Monitor changes to Anguilla’s built heritage																				
3.2.1 Status of Anguilla’s built heritage re-assessed in 2024 and immediately following any Category 4 or 5 hurricane affecting Anguilla with DYC																		X	X	
Strategy 3.3 Produce and disseminate reports on the state of Anguilla’s cultural and built heritage																				
3.3.1 State of Anguilla’s Built Heritage report published in 2024 and as required																				X

Goals/Strategies/ Indicators	2020				2021				2022				2023				2024			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
II CONSERVING AND PROTECTING OUR HERITAGE																				
Goal 4 Enhance the conservation and protection of Anguilla’s wildlife																				
Strategy 4.1 Increase the resiliency of Anguilla’s at-risk wildlife																				
4.1.1 Feasibility study for the translocation of Little Scrub ground lizards to Prickly Pear West completed in 2020			x																	
4.1.2 Little Scrub ground lizard population established on Prickly Pear West in 2020				x																
4.1.3 Feasibility study for the translocation of Anguilla Bank skinks to Prickly Pear West completed in 2020				x																
4.1.4 Anguilla Bank skink population increased on Prickly Pear West by at least 30 individuals through translocations from the mainland between 2020 and 2021				x	x	x	x	x												
4.1.9 Conservation Action Plan for Anguilla’s bats developed by 2023																				x

Goals/Strategies/ Indicators	2020				2021				2022				2023				2024			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Strategy 4.1 Increase the resiliency of Anguilla's at-risk wildlife cont'd																				
4.1.10 At least three bat conservation priorities implemented by the end of 2024																	x	x	x	x
4.1.11 Conservation Action Plan for Anguilla's insect pollinators developed by 2022												x								
4.1.12 At least three insect pollinator conservation priorities, including a cross-island re-wilding campaign, implemented by the end of 2024													x	x	x	x	x	x	x	x
4.1.13 Feasibility study for the translocation of endangered plant species to the offshore cays completed in 2021						x	x													
4.1.14 At least 300 lignum vitae seedlings planted on the Anguilla mainland by 2022					x	x	x	x	x	x	x	x								
4.1.15 Conservation actions identified within the Anguilla Sea Turtle Recovery Action Plan priorities in 2021					x	x														

Goals/Strategies/ Indicators	2020				2021				2022				2023				2024			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Strategy 4.1 Increase the resiliency of Anguilla's at-risk wildlife cont'd																				
4.1.16 At least three sea turtle conservation priorities implemented by the end of 2024							x	x	x	x	x	x	x	x	x	x	x	x	x	x
4.1.17 Conservation Action Plan for Anguilla's sharks and rays developed by 2023																x				
4.1.18 At least two shark and ray conservation priorities implemented by the end of 2024																	x	x	x	x
Strategy 4.2 Share results of wildlife conservation and protection efforts																				
4.2.1 At least two case studies published outlining results of species conservation efforts by the end of 2024																	x	x	x	x

Goals/Strategies/ Indicators	2020				2021				2022				2023				2024			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
II CONSERVING AND PROTECTING OUR HERITAGE																				
Goal 5 Enhance the conservation and protection of Anguilla's wild spaces																				
Strategy 5.1 Establish nursery for wetland and coastal plants																				
5.1.1 Nursery established at the DOA with DDM and DOE in 2020			x																	
5.1.2 Nursery at the ANT office expanded to include wetland land dune vegetation in 2020			x	x	x	x	x	x												
Strategy 5.2 Implement wetland and coastal habitat conservation and restoration measures at priority sites																				
5.2.1 At least three wetland and coastal habitat on the Anguilla mainland restored by the end of 2022					x	x	x	x	x	x	x	x								
Strategy 5.3 Restore and maintain the health and integrity of Anguilla's offshore cays																				
5.3.1 Sombrero Island Marine Park Nature Reserve restored through the eradication of mice and the trialling of vegetation planting with FFI in 2021						x	x													

Goals/Strategies/ Indicators	2020				2021				2022				2023				2024			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Strategy 5.3 Restore and maintain the health and integrity of Anguilla's offshore cays cont'd																				
5.3.2 Biosecurity surveillance and rapid response protocols to prevent incursions by invasive alien species implemented on Dog Island and the Prickly Pear cays, on-going, and Sombrero Island and Little Scrub beginning in 2021, through the strategic planning period	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Strategy 5.4 Create appropriate frameworks for terrestrial and marine protected area management																				
5.4.1 Feasibility study for the establishment of a botanical garden at Fort Hill completed by the end of 2022									x	x	x	x								
5.4.2 Feasibility study for the establishment of a mainland island at Fountain National Park completed by end of 2021					x	x	x	x												
5.4.3 Business case for the transferring of marine park management to the ANT completed by the end of 2021						x	x	x												

Goals/Strategies/ Indicators	2020				2021				2022				2023				2024			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Strategy 5.4 Create appropriate frameworks for terrestrial and marine protected area management																				
5.4.4 Management plan for Prickly Pear Cays and Marine Park presented to the GOA Executive Council with DFMR in 2020				x																
5.4.5 Management plans for Little Bay Marine Park and Sombrero Island Marine Park Nature Reserve completed with DFMR by the end of 2021						x	x	x												
5.4.6 Management plans for Dog Island Marine Park and Sandy Island Marine Park completed by end of 2024																	x	x	x	x
Strategy 5.5. Manage activities within Anguilla's terrestrial and marine protected area networks																				
5.5.1 Management interventions outlined within the East End Pond Conservation Area management plan implemented through the strategic planning period			x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x

Goals/Strategies/ Indicators	2020				2021				2022				2023				2024			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Strategy 5.5. Manage activities within Anguilla’s terrestrial and marine protected area networks cont’d																				
5.5.2 Management interventions outlined within the Prickly Pear Cays and Marine Park management plan implemented, including habitat restoration and monitoring activities, through the strategic planning period	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
5.5.3 Management interventions outlined within the Little Bay Marine Park management plan implemented beginning in 2021					x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
5.5.4 Management interventions outlined within the Sombrero Island Marine Park and Nature Reserve management plan implemented beginning in 2021									x	x	x	x	x	x	x	x	x	x	x	x

Goals/Strategies/ Indicators	2020				2021				2022				2023				2024					
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4		
Strategy 5.6 Expand Anguilla's terrestrial protected areas network																						
5.6.1 At least one site added to Anguilla's terrestrial protected areas network through and ANT land purchase or donation within the strategic planning period																			x	x	x	x

Goals/Strategies/ Indicators	2020				2021				2022				2023				2024			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
II CONSERVING AND PROTECTING OUR HERITAGE																				
Goal 6 Enhance the preservation and promotion of Anguilla’s cultural and built heritage																				
Strategy 6.1 Create appropriate frameworks for protected heritage site management																				
6.1.1 Big Spring Heritage Site management plan revised in 2021					x															
6.1.2 Fountain National Park management plan/concept note completed by the end of 2020			x	x																
6.1.3 Cultural and built heritage action plan developed by the end of 2021								x												
6.1.4 Private land owners engaged in conversations about voluntary systems for land conservation, including conservation easements, throughout the strategic planning period beginning in 2021					x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x

Goals/Strategies/ Indicators	2020				2021				2022				2023				2024			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Strategy 6.2 Implement cultural and built heritage preservation and promotion activities cont'd																				
6.2.1 Management interventions outlined with the Big Spring Heritage Site management plan implemented beginning in 2022									x	x	x	x	x	x	x	x	x	x	x	x
6.2.2 Management interventions outlined with the Fountain National Park management plan/concept note implemented beginning in 2022									x	x	x	x	x	x	x	x	x	x	x	x
6.2.3 At least three priority interventions identified within the cultural and built heritage action plan implemented through the strategic planning period beginning in 2022									x	x	x	x	x	x	x	x	x	x	x	x
6.2.4 At least one heritage site or building acquired within the strategic planning period																	x	x	x	x

Goals/Strategies/ Indicators	2020				2021				2022				2023				2024			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Strategy 6.3 Advocate for the vesting of additional protected areas to the ANT																				
6.3.1 Government of Anguilla lobbied to vest Fountain National Park to the ANT by the end of 2021					x	x	x	x												
6.3.2 Business case for the transferring of marine park management to the ANT presented to the GOA in 2022									x	x										

Goals/Strategies/ Indicators	2020				2021				2022				2023				2024			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
II CONSERVING AND PROTECTING OUR HERITAGE																				
Goal 7 Participate in the development of policies and legislation to safeguard Anguilla's heritage																				
Strategy 7.1 Advocate for the development, implementation, and enforcement of legislation supporting the conservation and protection of Anguilla's heritage																				
7.1.1 Government of Anguilla lobbied to update Schedule 1 of the Biodiversity and Heritage Conservation Act to include all endangered species by the end of 2022									x	x	x	x								
7.1.2 ANT represented in meetings and committees related to the conservation and protection of Anguilla's heritage	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
7.1.3 Comments related to draft bills, policies, environmental impact assessments, environmental impact statements, and physical planning applications submitted to the Government of Anguilla as required	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
7.1.4 Reports related to infringement of laws submitted to the RAPF as required	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x

Goals/Strategies/ Indicators	2020				2021				2022				2023				2024				
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	
Strategy 7.1 Advocate for the development, implementation, and enforcement of legislation supporting the conservation and protection of Anguilla's heritage cont'd																					
7.1.5 Position papers and policy briefs submitted to the Government of Anguilla as required	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	
7.1.6 Environmental governance report cards submitted to the Government of Anguilla by the end of 2024																		x	x	x	x
7.1.7 Five-day workshop on marine protected areas law enforcement facilitated for relevant stakeholders in 2020				x																	
7.1.8 One-day workshop on environmental legislation facilitated for all relevant stakeholders in 2022									x												
7.1.9 Wildlife and wild spaces conservation cross-agency enforcement working group established and in operation, ongoing throughout the strategic planning period																					

Goals/Strategies/ Indicators	2020				2021				2022				2023				2024			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
III CELEBRATING OUR HERITAGE																				
Goal 8 Promote the importance, diversity, and uniqueness of Anguilla’s heritage																				
Strategy 8.1 Advocate for the development, implementation, and enforcement of legislation supporting the conservation and protection of Anguilla’s heritage																				
8.1.1 Iguana Festival held every April, on-going through the strategic planning period		x				x				x					x				x	
8.1.2 Endangered Species Festival held every November beginning in 2020				x				x				x				x				x
8.1.3 At least one festival focusing on Anguilla’s cultural heritage supported annually beginning in 2020			x				x				x				x				x	
Strategy 8.2 Celebrate international days of natural, cultural, and built heritage																				
8.2.1 Activities held to celebrate at least three international days of importance annually beginning in 2021					x	x		x	x	x		x	x	x		x	x	x	x	
Strategy 8.3 Present to national and international groups using a range of media																				
8.3.1 At least seven presentations given at schools annually throughout the strategic planning period	x	x		x	x	x		x	x	x		x	x	x		x	x	x	x	

Goals/Strategies/ Indicators	2020				2021				2022				2023				2024			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Strategy 8.3 Present to national and international groups using a range of media cont'd																				
8.3.2 Lectures/Public presentations given by at least a quarter of visiting researchers annually through the strategic planning period	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
8.3.3 At least one public presentation given by ANT staff annually through the strategic planning period				x				x				x				x				x
8.3.4 Anguilla's wildlife and wild spaces discussed on at least one radio programme annually through the strategic planning period			x				x				x				x				x	
8.3.5 Anguilla's wildlife and wild spaces highlighted at least monthly on social media platforms and the ANT website through blogs and posts, on-going through the strategic planning period	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x

Goals/Strategies/ Indicators	2020				2021				2022				2023				2024			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Strategy 8.3 Present to national and international groups using a range of media cont'd																				
8.3.6 ANT's work on Anguilla's wildlife and wild spaces presented at least two international conferences during the strategic planning period										x										
8.3.7 Prospectus on Anguilla's projects and programmes developed by the end of 2021							x	x												
8.3.8 Pop-up exhibits at schools and public spaces organised annually beginning in 2020	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
8.3.9 Interpretation centre established at the ANT office by 2022									x	x	x	x	x	x	x	x	x	x	x	x
8.3.10 Billboards highlighting Anguilla's heritage posted around Anguilla beginning in 2021						x				x									x	

Goals/Strategies/ Indicators	2020				2021				2022				2023				2024			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Strategy 8.3 Present to national and international groups using a range of media cont'd																				
8.3.11 Video advertising space secured for airing at public spaces beginning in 2022									x	x	x	x	x	x	x	x	x	x	x	x
8.3.12 Newspaper articles about ANT's work published quarterly, on-going through strategic planning period	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
8.3.13 Annual meetings with Executive Council and Permanent Secretaries responsible for natural, cultural, and built heritage held annually beginning in 2020			x		x				x				x				x			
Strategy 8.4 Create, facilitate, and support programmes that celebrate Anguilla's natural, cultural, and built heritage																				
8.4.1 After school programmes held for primary and/or secondary school students, on-going through the strategic planning period	x	x		x	x	x		x	x	x		x	x	x		x	x	x		x

Goals/Strategies/ Indicators	2020				2021				2022				2023				2024			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Strategy 8.4 Create, facilitate, and support programmes that celebrate Anguilla’s natural, cultural, and built heritage cont’d																				
8.4.2 Summer programmes held for primary and/or secondary school students, on-going through the strategic planning period			x				x				x				x				x	
8.4.3 Monthly activities organised for ANT members and the public, on-going through the strategic planning period	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
8.4.4 Heritage tours and nature hikes offered to primary, secondary, and post-secondary school classes as well as to national organisations, on-going through strategic planning period	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
8.4.5 Anguilla’s Amazing Race held annually beginning in 2021						x				x				x				x		
8.4.6 Themed races for Anguilla’s heritage held annually beginning in 2022									x			x	x			x	x			x

Goals/Strategies/ Indicators	2020				2021				2022				2023				2024			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Strategy 8.4 Create, facilitate, and support programmes that celebrate Anguilla’s natural, cultural, and built heritage cont’d																				
8.4.7 Traditional cooking classes offered beginning in 2022									x		x		x		x		x		x	

Goals/Strategies/ Indicators	2020				2021				2022				2023				2024			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
III CELEBRATING OUR HERITAGE																				
Goal 9 Involve stakeholders in heritage conservation and protection																				
Strategy 9.1 Provide best practice guidelines for development to property owners																				
9.1.1 Best practice guidelines for sustainable development published and publicised beginning in 2021					x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
9.1.2 Best practice guidelines for wetland restoration published and publicised beginning in 2021					x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
9.1.3 Best practice guidelines for coastal restoration published and publicised beginning in 2021					x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
9.2 Provide responsible tourism guidelines																				
9.2.1 Guide to how to be a responsible visitor published and distributed at ports of entry beginning in 2020				x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
9.2.2 Guide for responsible tourism development (Anguilla Wildlife Certified programme) published with at least three tourism establishments participating by 2021					x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x

Goals/Strategies/ Indicators	2020				2021				2022				2023				2024			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Strategy 9.3 Offer heritage conservation and protection volunteer and research opportunities																				
9.3.1 At least 30 volunteers registered and assisting with heritage conservation, protection, and/or promotion activities annually, on-going through the strategic planning period																				
9.3.2 At least two youth groups engaged in heritage conservation, protection, and/or promotion activities in partnership with the ANT annually beginning in 2021					x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x

Goals/Strategies/ Indicators	2020				2021				2022				2023				2024			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Strategy 9.3 Offer heritage conservation and protection volunteer and research opportunities cont'd																				
9.3.3 Linkages with the Albena Lake Hodge Comprehensive School, the Anguilla Community College, universities, and other research institutions established and maintained to allow for internships, work placements, and technical support on research and analysis established and maintained, on-going throughout the strategic planning period	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x

Goals/Strategies/ Indicators	2020				2021				2022				2023				2024			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
IV SUPPORTING OUR ORGANISATION																				
Goal 10 Develop and enhance ANT sources of revenue																				
Strategy 10.1 Identify and take advantage of national and international funding opportunities																				
10.1.1 At least XCD 360,000 maintained as an annual GOA subvention, on-going through the strategic planning period	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
10.1.2 Donation programme established with hotels beginning in 2022									x	x	x	x	x	x	x	x	x	x	x	x
10.1.3 Donation opportunities established at Anguilla's ports of departure by 2021					x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
10.1.4 At least XCD 12,000 generated in revenue from heritage tours and Dates With Nature, on-going through the strategic planning period	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
10.1.5 At least XCD 10,000 generated in revenue from the rental of the Fort Hill space (cell phone tower operations), on-going through the strategic planning period	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x

Goals/Strategies/ Indicators	2020				2021				2022				2023				2024			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Strategy 10.1 Identify and take advantage of national and international funding opportunities cont'd																				
10.1.6 At least XCD 360,000 raised annually to support project and ANT operational costs, on-going through the strategic planning period	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
10.1.7 At least XCD 5,000 generated through merchandise sales annually, beginning in 2021					x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
10.1.8. Wildlife and wild spaces “adoption” programme established in 2021							x	x	x	x	x	x	x	x	x	x	x	x	x	x
Strategy 10.2 Build an endowment fund																				
10.2.1 At least XCD 20,000 contributed into an endowment programme annually beginning in 2021					x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x

Goals/Strategies/ Indicators	2020				2021				2022				2023				2024			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
IV SUPPORTING OUR ORGANISATION																				
Goal 11 Build and retain ANT membership																				
Strategy 11.1 Re-evaluate the ANT membership fee structure																				
11.1.1 New membership fee structure established by 2022									X	X	X	X	X	X	X	X	X	X	X	X
Strategy 11.2 Conduct membership drives																				
11.2.1 Membership drive held annually beginning in 2021					X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
11.2.2 Annual paid membership increased by 10% annually, beginning in 2021					X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X

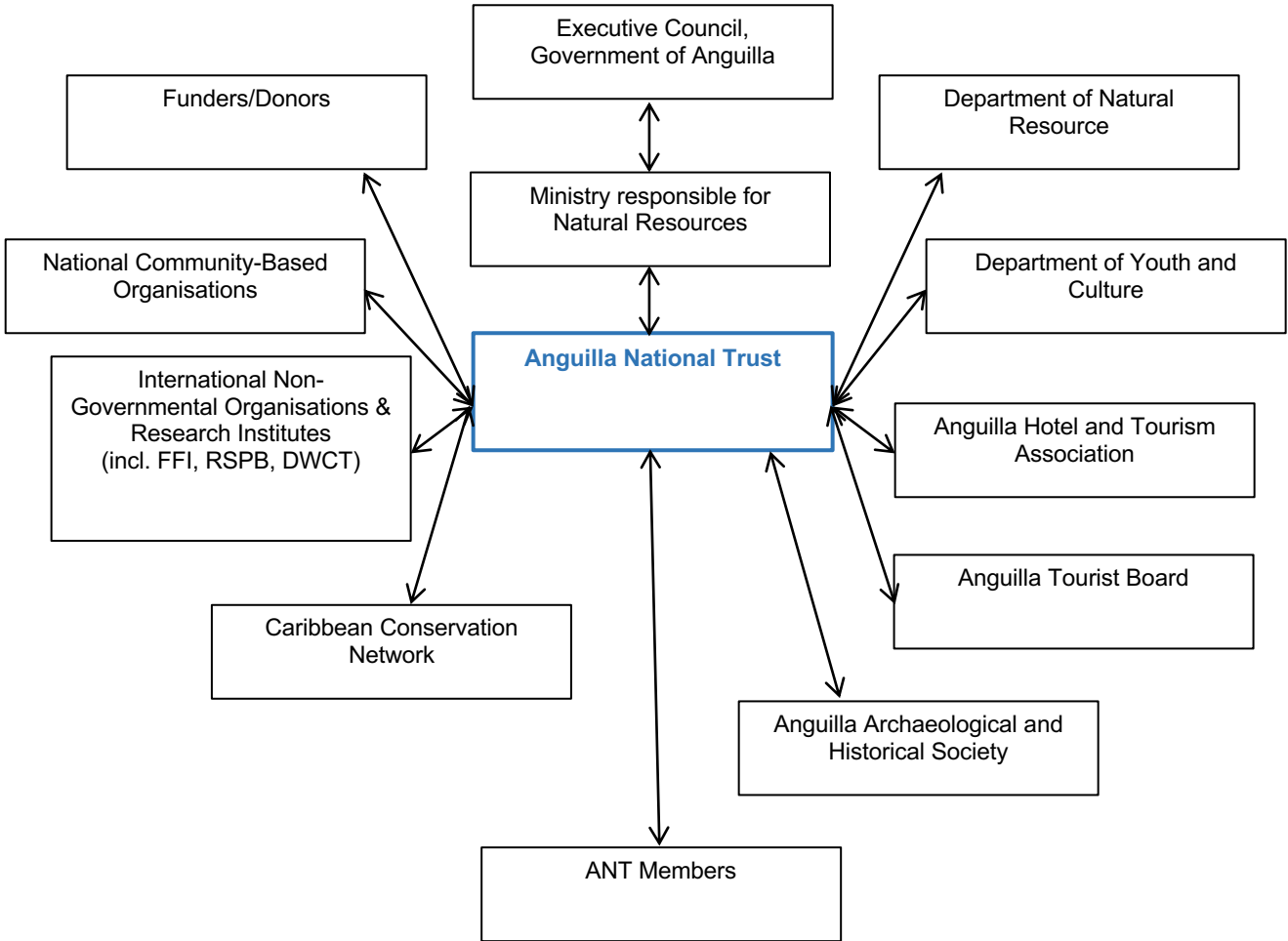
Goals/Strategies/ Indicators	2020				2021				2022				2023				2024			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
IV SUPPORTING OUR ORGANISATION																				
Goal 12 Enhance and maintain a stimulating, creative, vibrant, and responsible organisational culture																				
Strategy 12.1 Provide the ANT Council with the necessary tools to oversee their areas of operation																				
12.1.1 Council Handbook updated in 2020				x																
12.1.2 Field visits with ANT Council members to project and programme sites conducted annually beginning in 2020			x			x				x				x					x	
Strategy 12.2 Provide ANT staff with the necessary tools to conduct their work																				
12.2.1 Training needs schedule developed by end of 2020			x																	
12.2.2 All ANT staff trained and re-trained in first aid annually, on-going through strategic planning period				x				x				x				x				x
12.2.3 All ANT staff involved in at least one training activity/course (not including First Aid training) annually, on-going through the strategic planning period				x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
12.2.4 Employee handbook updated in 2020			x																	

Goals/Strategies/ Indicators	2020				2021				2022				2023				2024			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Strategy 12.2 Provide ANT staff with the necessary tools to conduct their work cont'd																				
12.2.5 Staff retreat held annually beginning in 2021								x				x				x				x
12.2.6 Procure a vessel with assistance provided by FFI in 2020				x																
12.2.7 Procure a second vehicle in 2021						x														
12.2.8 Equipment needs for heritage conservation, preservation, and promotion assessed, on-going throughout the strategic planning period	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Strategy 12.3 Develop and maintain relationships with national and international organisations, agencies, and/or institutes																				
12.3.1 At least one project implemented collaboratively with an international organisation, agency, or institute annually, on-going throughout strategic planning period	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x

Goals/Strategies/ Indicators	2020				2021				2022				2023				2024			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Strategy 12.3 Develop and maintain relationships with national and international organisations, agencies, and/or institutes cont'd																				
12.3.2 ANT's membership with the Caribbean Conservation Network maintained, on-going throughout strategic planning period	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
12.3.3 Opportunities for knowledge and skills sharing with national and international organisations, agencies, and/or institutes taken advantage of, as available, on-going through the strategic planning period	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
Strategy 12.4 Enhance and maintain organisational reporting mechanisms																				
12.4.1. Staff time sheets and pay slips completed, on-going through the strategic planning period	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
12.4.2 Annual General Meetings held every December, on-going through the strategic planning period				x				x				x				x				x

Goals/Strategies/ Indicators	2020				2021				2022				2023				2024			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Strategy 12.4 Enhance and maintain organisational reporting mechanisms cont'd																				
12.4.3 Annual Reports published by the end of every March, on-going through the strategic planning period	x				x				x				x				x			
12.4.4 All ANT audits completed up to and including the 2020 financial year by the end of 2021	x	x	x	x	x	x	x	x												
12.4.5 ANT audits kept up to date, annually beginning in 2022 (with 2021 account audits completed by March 2022)									x				x				x			

Appendix 3. Organisational Relationships



Appendix 4. Anguilla National Trust Organisational Structure (2020)

