



**Lewa Wildlife Conservancy**

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## **2008 ANNUAL REPORT**

### ***Our Mission***

*The Lewa Wildlife Conservancy works as a catalyst for the conservation of wildlife and its habitat. It does this through the protection and management of species, the initiation and support of community conservation and development programmes, and the education of neighbouring areas in the value of wildlife.*

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## **INTRODUCTION FROM THE CHIEF EXECUTIVE OFFICER**

2008 has been a year of significant change for the Lewa Wildlife Conservancy. Ian Craig, Lewa's founding Director, took on a wider role, serving as Strategic Advisor across a series of organisations, with a focus on the Northern Rangelands Trust. David Parkinson, Ian's Deputy Director, left Lewa to establish his own consulting firm. And I was charged with taking Lewa forward over the years ahead as Chief Executive Officer.

Following in the footsteps of a visionary conservationist like Ian is an immense privilege, an immense challenge, and, undoubtedly, an immense responsibility.

An immense privilege given all that Lewa represents. For Lewa has developed a well deserved reputation as the leading model for successful endangered species conservation on private land in East Africa, the leading destination for low impact conservation tourism in the region, and, perhaps above all, the leading catalyst for conservation and all of its direct benefits for communities across northern Kenya. Not only has Lewa been the impetus behind the Northern Rangelands Trust, and the development of community conservancies to the north, but Lewa is the model that they strive to emulate, setting standards in best practice for wildlife conservation and community support, and ensuring conservation can and does generate direct benefits for local communities – through water development, through enterprise, through healthcare, and through education.

And in being charged with taking the Conservancy forward over the years ahead I am acutely aware of the immense responsibility Lewa represents - 62,000 acres under conservation management, within 147km of wildlife fencing, 10% of Kenya's black rhino population (61 at the close of 2008, sustaining birth rates well above the national average, with 15 births in 2008 alone), and the single largest population of Grevy's zebra in the world – a species so endangered that there are fewer Grevy's alive today than there are black rhino. 44 white rhino (December 2008), and the full array of predators, plains game and other wildlife – in all over 70 species of large mammal and 400 species of bird – across an area that encompasses sufficient habitat to sustain natural ecosystem processes. Also 11 schools being supported under the Lewa Education Programme, and over 210 children on bursaries, a further 330 adult literacy students, and more than 350 women supported by Lewa's microcredit programme.

In all, what amounts to a daunting responsibility – were it not for two things.

First, the fact that I am able to draw on the support of a highly qualified and highly committed team on the ground at Lewa itself. And I have been pleased to be able to welcome some outstanding new members to that team during 2008 – Elodie Sampere as Head of Conservation Marketing, and Mary Siboe as Finance Manager. In all Lewa comprises over 330 employees – from armed security to accountants, from researchers to radio operators, and from community managers to chefs. All play their part in a complex and highly integrated organisation, which has developed a well deserved reputation as a conservation success story. Together they maintain the LWC's clear focus on the conservation and management of endangered species, on the potential to serve as a catalyst for conservation across the region, and on the immense contribution conservation can, and does, make to communities.

And second, the fact that I am also able to draw on the commitment of Lewa's supporters across the globe - a real commitment on the part of so many to all that Lewa represents. I am acutely aware that Lewa depends on direct support, in addition to tourism revenue, to meet an annual core conservation budget of close to US\$3 million. What overwhelms me is that direct support is so consistently and so generously given, no matter how tumultuous the financial climate. This reflects a real understanding that the costs of conservation do not go away, regardless of what the markets are doing or what challenges face the tourism sector. It reflects a clear commitment to sustaining and enhancing all that Lewa represents in conservation terms, and in terms of the support Lewa provides to communities.

A handwritten signature in dark ink, appearing to read 'Jonathan Moss', written in a cursive style.

Dr. Jonathan Moss  
CEO, Lewa Wildlife Conservancy

## GOVERNANCE

### BOARD

The Lewa Wildlife Conservancy (LWC) is a not-for-profit company limited by guarantee and registered in Kenya in 1995. The Board Members of the LWC are:

Hon Francis Ole Kaparo (Chairman)	Deborah Gage	Dr. Jonathan Moss
Michael Joseph	Esmond Bradley Martin	Abdul Bashir
Phyllis Waweru	Chris Groom	

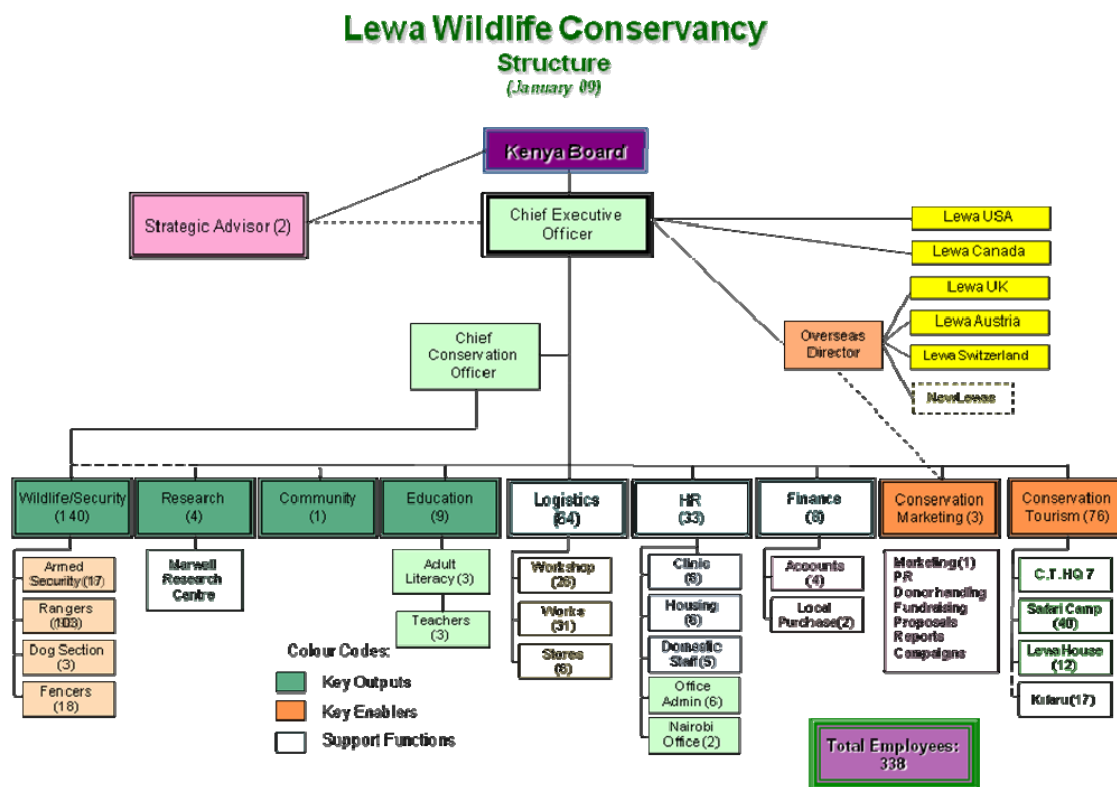
#### Executive Committee Members:

Michael Joseph	Giles Davies	Abdul Bashir
Chris Groom	Dr. Jonathan Moss	

### PATRONS

David Craig & Anna Merz

### STRUCTURE

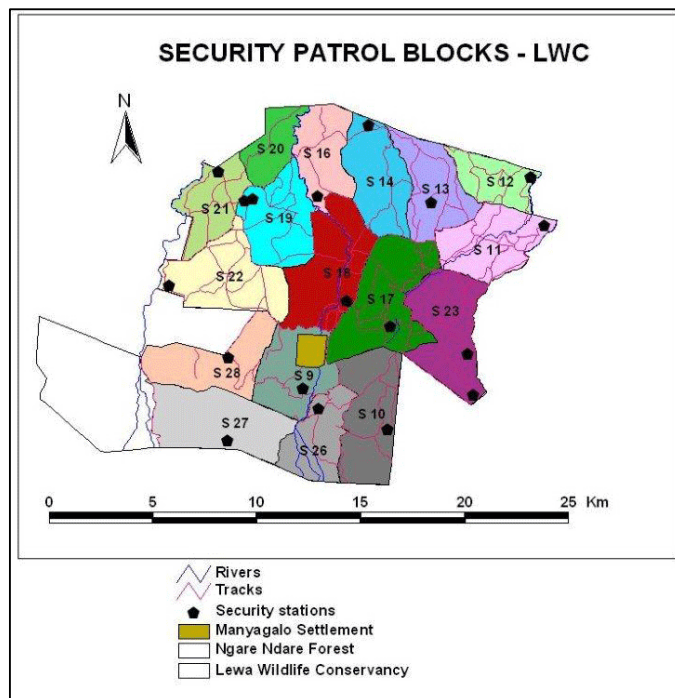


## WILDLIFE CONSERVATION

Throughout 2008, the Lewa Wildlife Conservancy (LWC) security personnel, both armed rangers and unarmed rangers, continued to be very actively involved in providing security for wildlife (with special emphasis on rhino protection), for our tourism operations and for our neighbouring communities. The LWC continues to operate effective anti-poaching and security operations outside of our boundary through its Kenya Police Reservist (KPR) status and its very close affiliation and partnership with the Kenya Wildlife Service (KWS) and the Kenya Police (KP).

### **WITHIN THE LWC BOUNDARY**

Unarmed rhino monitoring teams continue to patrol the LWC daily using the “Block Security Surveillance System”, whereby LWC is split into 17 patrol blocks and each is covered by a 2 to 3 man surveillance team. This system has been successfully used for several years now. Close supervision from senior security officers has been maintained in all areas and at all times, with continued referral to the LWC Security Threat Assessment document. The main responsibilities of the rhino monitoring teams are daily identification of individual rhino (all relevant information is relayed



via radio to the LWC radio room and recorded accordingly) as well as being the link between field information gathering and the LWC Research Department. Very importantly, these monitoring teams act as the first line of defence to any potential security threat to LWC. They are the main reason why serious poaching threats have so far been kept at bay.

During 2008, the demand for rhino horn and ivory has escalated and it is therefore vital that the LWC security personnel remain on vigilant 24-hour guard against this threat. It is not a case of “IF”, but a case of “WHEN” an attempt will be made on our rhino. Anti-poaching and security operations continue to account for a large portion of the LWC annual budget. To-date LWC has not lost any rhino to poaching.

2008 was a milestone year for LWC’s rhino population. In August the rhino population hit 100 a great achievement for Lewa and Kenya’s rhino population. A total of 15 rhino were born throughout the year (8 black and 7 white). It is interesting to note that in 1985 Lewa started with 13 rhino and today, 23 years on, our rhino births for 2008 exceeded our initial stock. By December 2008, the population was at 105 rhino (61 black and 44 white). There



were unfortunately 2 black rhino deaths in 2008, 1 young calf (believed to have been killed by lion) and a 4 year female due to natural causes.

## **KENYA WILDLIFE SERVICE**

The Lewa Wildlife Conservancy continues to enjoy a very close working relationship with the KWS in all aspects of wildlife management: from joint anti-poaching patrols and poacher follow-ups, to wildlife capture, translocation and wildlife treatment. The LWC Super Cub aircraft is often used to support KWS in the form of aerial reconnaissance flights, as a back up to anti-poaching operations and aerial wildlife census. The LWC tracker dog team has also been used to augment operational work between the LWC and KWS in 2008.



**Dr. Stephen Chege, the full-time KWS veterinarian stationed on the Conservancy. His unit covers the entire region and is fully funded by Lewa.**

A full time veterinarian, Dr. Stephen Chege, is stationed on the Conservancy. This vet unit covers a very extensive area from KWS Mountain Region (Mt. Kenya National Park and Aberdares National Park) as well as Laikipia District, Samburu District and KWS Eastern Conservation Area (including Meru National Park). LWC covers all the costs and logistical support for this unit (see vet report).

In November 2008, the LWC Super Cub aircraft was instrumental in the KWS aerial elephant and Grevy's zebra count of Samburu, Laikipia and Isiolo Districts where 7,468 elephant and 2,623 Grevy's zebra were counted.

LWC recovered several illegal wildlife trophies and made several arrests in connection with poaching of wildlife in 2008. All relevant trophies have been handed over to KWS (further details are provided under anti-poaching operations below).

LWC, through its two KWS Honorary Wardens (Ian Craig and Richard Moller), assisted KWS whenever requested with Problem Animal Control (PAC) situations in 2008.

Reporting all activities related to wildlife remains an ongoing activity and LWC provided the relevant KWS authority with individual incident reports, monthly reports and annual reports for 2008.



## KENYA POLICE

LWC continued to work very closely with the Kenya Police via the Officer in Charge of the Police Division (OCPD) that we report to in Meru District. LWC operates 19 Kenya Police Reservist (KPR) men split into 4 teams. Each team comprises of 4 men in each patrol team with 3 senior men to coordinate their activities. In the last quarter of 2008, LWC applied for a further 5 men to join the KPR stationed at LWC so that the unit could be brought up to full strength of 24 men. Following high level meetings with the Commissioner of Police and the Provincial Police Officer (Eastern), this application was approved and the process is now following the correct protocol. These additional men should be armed by mid-2009.



Our rapid response team on Lewa

The LWC is in a unique position to be able to rapidly deploy these men to varying incidents: we enjoy excellent logistical back up, an effective and wide ranging communications system plus well-trained

and motivated men to deploy to potentially dangerous operations. In 2008, the LWC KPR men helped the Kenya Police in various ways: assisting the Tourist Protection Unit (TPU) between Isiolo and Archers Post (joint LWC and Kenya Police follow-ups to road banditry and theft on tourist possessions at lodges), several joint follow-ups in the District between LWC and Kenya Police to armed robberies, general robberies, and recovery of illegal firearms and stolen equipment (further details below under security and anti-poaching operations).

LWC regularly worked in conjunction with the Anti Stock Theft Unit (ASTU) throughout 2008 (further details under security and anti-poaching operations below).

The LWC Super Cub aircraft and the LWC tracker dog team were used during 2008 to back-up and assist in security operations carried out by LWC in conjunction with the Kenya Police, Anti-Stock Theft Unit (ASTU) and assisting in recovery of stolen livestock in community clashes.

Reporting of all KPR activities, firearms registers, security incidents and threats to the District are ongoing. Individual armed contact incidents are reported immediately to the OCPD as well as monthly KPR reports, annual KPR and LWC reports.

## COMMUNICATION

The LWC continues to be the main “Hub” of radio communications, linking all the Community Conservancies to the LWC. The LWC in turn is linked by radio to the KWS, Kenya Police and the ASTU and this way an “all informed network” of shared information is effectively achieved to ensure a rapid response can be made to any incident that needs immediate action.

## OTHER AREAS OF OPERATION

During 2008, the LWC KPR team was called upon to assist in areas outside of the Lewa Wildlife Conservancy. These interventions included: anti-poaching and security operations in Community Conservancies that are members of the Northern Rangelands Trust (NRT) and continual anti-poaching and security operations on the Ol Pejeta Conservancy (OPC). Other organisations and communities that were assisted by LWC include: Save the Elephants - Samburu, Bill Woodley Mount Kenya Trust, Mugie Rhino Sanctuary, Mt Kenya Game Ranch, local communities of Timau, Ngare Ndare, Dol Dol, Meru, Isiolo and deployments as far away as the Masai Mara for attacks on tourist facilities, not to mention all the security assistance that LWC provided to the different communities that border the Conservancy.



The LWC's Super Cub with one of the blood hounds and our Chief Conservation Officer, Richard Moller, getting ready for a follow-up

The LWC tracker dog team of 2 blood hounds and 4 highly trained dog handlers responded to 35 KPR follow ups.

The LWC's Super Cub aircraft remains one of the most essential tools for the LWC. The LWC Super Cub aircraft has been a vital tool in aerial reconnaissance to poaching and security threats as well as aerial backup to live armed follow-up situations, wildlife monitoring and distribution, wildlife censuses, routine patrols and for administrative purposes. The ability to rapidly deploy the KWS vet stationed at LWC to any

serious situation such as an injured rhino elsewhere in the region of operations is another valuable contribution. During 2008, 32 flights of the above nature were carried out.

## TRAINING

The LWC Assistant Security Manager successfully completed a wildlife management course at South Africa Wildlife College. This has proven to be a very valuable and productive course and we hope to send further senior security personnel on this course in the coming years. Three basic scout training courses (3 weeks each) were carried out at LWC in 2008. Those participating mainly come from Community Conservancies of the NRT, but others did come from private conservation projects in Laikipia District.

## ANTI-POACHING AND SECURITY OPERATIONS

### FOLLOW-UPS

In 2008 the LWC KPR personnel were involved in a total of 75 follow-ups outside the LWC, averaging 1 every 4.8 days. LWC endeavours to assist the local Government Authorities wherever possible to ensure the KPR status is fully justified. These follow-ups were in response to varying incidents that include being called upon by the KWS, KP, ASTU, NRT, OPC, Community Conservancies and other privately operated rhino sanctuaries. Specific areas where operations were carried out include OPC, Shaba, Buffalo Springs and Samburu National Reserves, Mt. Kenya Forest Reserve and NRT members including Il Ngwesi,

Lekurruki, West Gate Conservancy, Namunyak Wildlife Conservation Trust, Kalama Conservancy, Sera Conservancy, Melako Conservancy, Ishaqbin Conservancy, Billiko Bulesa Conservancy, Ruko Conservancy, Ngare Ndare Forest Trust and other activities within Laikipia, Meru, Isiolo and Samburu Districts.

### RECOVERIES

Operations by the LWC security personnel (mainly KPR) in 2008 resulted in the recovery of 9 automatic rifles (plus 147 rounds ammunition). Other illegal items recovered include: 77 snares and 3 spears. Several kilos of illegal bushmeat were recovered from poachers. The total number of stolen livestock recovered directly by LWC security team was 468 head of cattle (202 cows, 261 shoats, and 5 camels). It is estimated that a further 1,500 head of cattle were indirectly recovered by LWC, who initiated follow-ups and later left the matter with the Kenya Police, Community elders and Chiefs to deal with the situation once culprits were identified. A total of 63 elephant tusks were recovered and handed over to KWS from a total of 57 elephant carcasses reported (26 carcasses poached and the remaining 31 carcasses died from bullet wounds in Human-Wildlife Conflict situations or died from natural causes). There were a total of 50 arrests made by the LWC KPR men, all of whom were handed over to the relevant authorities: 11 for poaching, 17 for robbery (3 with violence), 9 illegal grazing, 13 illegal tree cutting and trespassing.

During 2008, a total of 47 poaching incidents, mainly elephant poaching to the North of LWC, were reported to the LWC radio room. There were also a total of 14 armed road banditry incidents, mainly along the Isiolo to Marsabit road, reported to the LWC radio room.

### INFORMER NETWORK

As a result of the increased demand for rhino horn, LWC has made concerted efforts in 2008 to enhance its informer network by adding further individuals. All relevant information is shared with KWS and various other rhino sanctuaries in the area. Valuable and reliable information received in 2008 has undoubtedly helped the LWC to combat this increased threat to rhino and some attempts were foiled as a result of informer information received, notably a poaching attempt on Mugie Rhino Sanctuary.

### **HUMAN-WILDLIFE CONFLICT**

As a result of LWC's successful community programmes, improved education, better healthcare and job opportunities there has been a steady increase in the population in and around Lewa. This has resulted in a rise in Human-Wildlife Conflict situations. Although the LWC tries hard to halt these problems through modified fencing techniques and maintenance, occasionally stern, but necessary action is taken on animals that persist in crop raiding and those that are a threat to human life. In 2008, there were a total of 105 cases of Human-Wildlife Conflict around the LWC boundary reported to the LWC radio room. These were mainly incidents of crop raiding baboons. There were numerous cases of elephant breaking the boundary fence line and crop raiding, mainly in the Ngare Ndare/Ethi region of the Ngare Ndare Forest Trust. A total of 169 fence posts were destroyed by elephant in 2008. There were 10 cases of stock killing leopard.

During 2008, the LWC continued with upgrading the old and porous eastern boundary fence line to a predator-proof configuration in a concerted effort to mitigate Human-Wildlife Conflict. This entire boundary is 16 kilometres long and by the end of 2008, five kilometres of upgrade was completed.

**KENYA WILDLIFE SERVICE – LEWA VET**

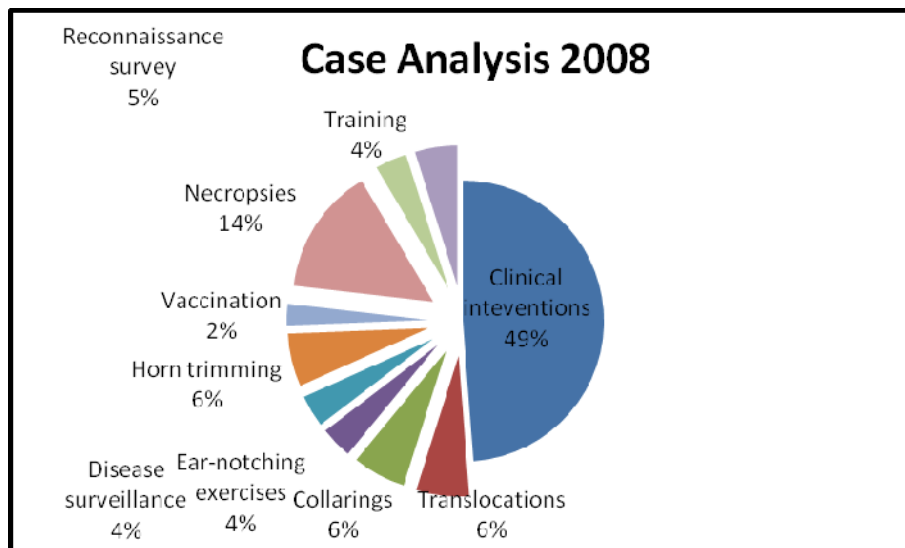
The Mountain Region mobile veterinary unit has its base at the LWC and provides veterinary care to five National parks, nine National reserves and several other private and community managed sanctuaries and ranches in the northern and eastern part of Kenya. These areas hold 46% of Kenya’s population of the endangered black rhinos, 87% of the global population of the endangered Grevy’s zebra, mountain bongos, several elephants, wild dogs among other endangered species.

The project is currently operated by one veterinarian from the KWS veterinary pool and one driver from the LWC. Activities of this project in 2008 were funded by Pettus Crowe Foundation and Anne Pattee. The ultimate goal of the project is to manage wildlife health by alleviating pain and suffering and controlling disease impact thereby ensuring healthy and breeding populations.

The demand for veterinary interventions increased dramatically in 2008.

**CLINICAL INTERVENTIONS**

Clinical interventions ranged from treating animals for infectious conditions to fight wounds. Fight wounds and gunshot wounds were the most common type of cases that we attended to. In total 40 cases were attended to in 2008. Gunshot wounds were all in elephants but fight wounds were common in rhinos and Grevy’s zebras.



**Figure 1. Summary of activities carried out in 2008**

## WILDLIFE TRANSLOCATIONS

In the context of this report, we define translocation as pre-determined transfer of wild animals from one habitat to another for positive contribution in conservation. Translocations are powerful tools for the management of wildlife.

In Kenya, translocation is particularly carried out to achieve re-introduction and/or re-stocking. In 2008, five translocation exercises were carried in the Mountain Conservation area. It is important to note here that, there were other translocations in Kenya, but this report is limited to translocations and activities in Mountain, eastern and northern conservation areas.

Wildlife Translocations in Mountain Conservation area 2008					
No.	Species	Donor site	Recipient site	Numbers	Purpose
1	Elephant	Rumuruti	Meru National Park	3	To reduce human-elephant conflict
2	Black rhino	OI Pejeta Conservancy (OPC) Eastern side	OPC Western side	3	Sex ratio balancing
3	Giraffes	Aberdare Country Club (ACC)	Sera Conservancy	26	To destock ACC and restock Sera
4	Grevy's Zebra	Lewa Wildlife Conservancy (LWC)	Meru N.P	4	To enhance breeding and improve gene pool
5	Hartebeests	Solio	OPC LWC Mugie Ranch	100 64 35	Saving the species after a section of Solio land was sold

Among the translocations carried out in 2008, the hartebeest capture from Solio Ranch was the most challenging of all. These hartebeests previously occupied section D of Solio Ranch, which was sold to the Government for human settlement. The operation was carried out under extreme urgency. There was heavy rain almost half of the time that the team was on the ground. Despite all the challenges we managed to capture and move 199 Hartebeests and 138 plain zebras.



**One hartebeest successfully caught for translocation from Solio Ranch**

Sera Wildlife Conservancy is a community conservancy and we have been trying to restock the area and help to boost tourism as well as creating more areas for wildlife conservation. A total of 26 reticulated giraffes were captured with 3 mortalities. There are more planned translocations for Sera which will include 400 impalas and 50 Beisa oryx among other species. The translocations are done in phases so as to monitor the success of every exercise.

### EAR – NOTCHING EXERCISES

Three black rhinos were ear notched on the Ol Pejeta Conservancy for easier identification and monitoring. One rhino died during the operation due to hypoxemia.

### COLLARING OPERATIONS

Collaring activities that were carried out include:

- Fitting of collars in two elephants in Samburu National Reserve in collaboration with the Save the Elephant team.
- Collar removal from a female plain zebra and a female Grevy's zebra on Lewa.

### HORN TRIMMING AND DE-TUSKING

- As a short-term security measure, all “tame” rhinos were to have their horns trimmed. Among the ones trimmed include: two male white rhinos at Mugie Wildlife Conservancy and Morani (a male black rhino at OPC). Another male black rhino, Omni, was fitted with a transmitter to aid in monitoring.
- 4 elephants had their tusks trimmed to evaluate the effectiveness of de-tusking as a preventive measure against fence breaking. Data collection is ongoing and once shared it will shed more light on the benefits of tusk trimming. This was a group of 6 crop-raiding male elephants which were first driven into OPC using a chopper.

### DISEASE SURVEILLANCE

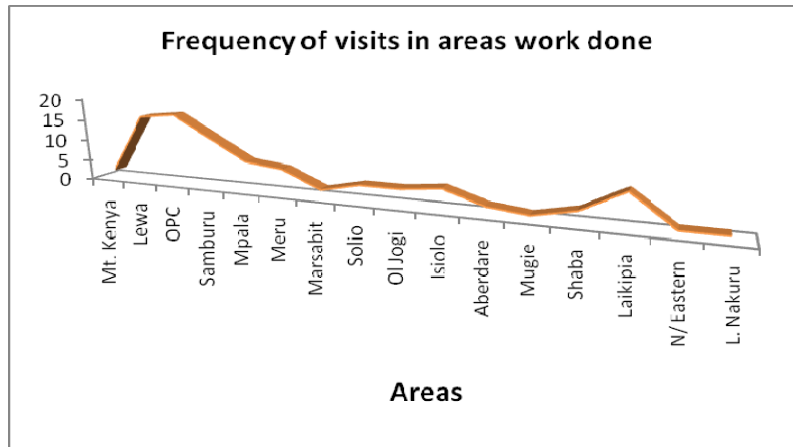
The Kenya Wildlife Service Veterinary department conducted Rinderpest disease surveillance to verify the absence of Rinderpest virus in Kenya which would render Kenya clear from the disease. The Mountain region veterinary unit, which is funded by the Lewa Wildlife Conservancy conducted surveillance in north Eastern province of Kenya and the Meru conservation areas. Samples from 61 buffaloes, 28 reticulated giraffes, 2 gerenuks, and 135 warthogs from Garissa and Tana Delta region were collected and 51 buffaloes, 7 giraffes, 9 waterbucks, 1 lesser kudu, 1 warthog & 3 elands were captured and sampled from Meru Conservation area.

During sampling, preference was given to animals highly susceptible to Rinderpest disease and in close interaction with livestock. Among the species targeted included buffaloes, gerenuk, waterbuck, giraffes, eland, and warthogs. Wildlife act as sentinel and presence of Rinderpest antibodies in wildlife signifies presence of circulating virus. While we were conducting this, livestock personnel were concurrently conducting surveillance in livestock.



## FREQUENCY TREND OF VETERINARY SERVICE PROVISION IN THE CONSERVATION AREA

The Mountain veterinary unit covers three big conservation areas. The chart below shows the frequency of visitation in various areas.



Areas visited most included LWC and OPC. We give preference to areas with endangered species. The two areas hold, black rhinos, Grevy's zebras and chimpanzees (Ol Pejeta only) among other endangered species.

## **THE MOUNT KENYA ELEPHANT CORRIDOR PROJECT**

Thanks to the generosity of the Safaricom Foundation, Virgin Atlantic and The Netherlands Ministry Of Foreign Affairs/Directorate General for International Cooperation (DGIS), the Lewa Wildlife Conservancy has been working over the last few years, in conjunction with the Bill Woodley Mt. Kenya Trust, the Kenya Wildlife Service, Kisima Farm and Marania, on a project to re-open the elephant access route between the Ngare Ndare Forest Reserve and the Mt. Kenya National Reserve. This project involves the construction of an electrified game-proof fence either side of a corridor through which wildlife can safely migrate between the two. In 2008, tremendous progress was made on the fencing for the corridor. The corridor will provide protection for a significant population of elephant, ensuring genetic diversity and freedom of movement within natural migration zones. The fence will also play a very significant role in preventing human-wildlife conflict as small holder farmers in the area have had to deal with their crops being damaged by elephants whilst they are on the move.



## **ECOLOGICAL RESEARCH AND MONITORING**

### **ANNUAL GAME COUNT**

The effective management of both threatened and other commonly occurring wildlife species in an area requires reliable estimates of population sizes. It is for this reason that total wildlife counts have been undertaken in the Conservancy since the late 1970's. Figures gathered from such censuses, and complimented by the daily security monitoring reports, have been used to make pragmatic management decisions meant to encourage the continued existence of wildlife within LWC and beyond.

Both the total ground count and an aerial Grevy's zebra census was completed in March 2008. Apart from Grevy's zebra, a comparison of the results with previous years did not show any significant variation in total numbers. The decline in the population of Grevy's Zebra was attributed to emigration from the Conservancy through the elephant gap into the LMD area that is located immediately to the North of LWC. This was confirmed by subsequent aerial patrols in the LMD combined with intensive ground surveys and individual identification using the stripe patterns of Grevy's zebra encountered in the area. To gather more information on the rate and magnitude of such and other movements of wildlife through the gap, an infra red camera will be installed at the beginning of 2009.

In collaboration with other partners mainly from Denver Zoo, Mpala Research Centre and Marwell Preservation Trust, we tested on the Lewa Wildlife Conservancy, the use and accuracy of sample methods as a means of estimating the population sizes of the widely distributed populations of Grevy's zebra in northern Kenya as opposed to using total aerial counts that are sometimes extremely costly. The sample survey produced an estimate of the zebra population size with confidence intervals that was comparable to the known population at Lewa, and hence can be used as an accurate population estimate with confidence intervals. Based on these results, and in collaboration with other stakeholders participating in the total elephant count of the Samburu-Laikipia ecosystem under the MIKE Programme, a sample aerial count was undertaken in northern Kenya where at least 2,623 Grevy's zebra were counted compared to the previous estimate of 2,000 individuals.

### **RANGE MANAGEMENT**

During the year, LWC continued with its two prolonged project geared towards enhancing ecological benefits on the Conservancy while at the same time, extending socio-economic returns of the neighbouring communities. This was realized by improving the quality of grasslands through intensive grazing of cattle sourced mainly from the neighbouring communities of Il Ngwesi and other NRT conservancies that have a direct linkage and support wildlife conservation. Cattle were used to intensively graze and trample the



**Cattle is kept inside the boma at night to trample the unproductive grasses**

unproductive grasses in order to break it down and stimulate the production of more palatable vegetation for the benefit of all grazing species and especially Grevy's zebra. Initial results in the overnight kraal sites indicated visible reductions in the proportion of rank grasses and a significant increase in the diversity of palatable grass and forb species.

In August, a postgraduate student was engaged to quantify the specific changes in vegetation diversity, productivity and quality using systematic vegetation survey techniques, and determine whether these rangeland changes, lead to changes in wildlife movement and feeding ecology. This programme will continue in 2009 in a organised manner where livestock grazing and movement will be strictly controlled depending on the prevailing ecological and weather conditions.

### **BLACK RHINO MONITORING**

LWC continued to be one of the most critical rhino breeding sanctuaries in Kenya with eight and seven black and white rhino calves respectively born in the year. This raised the total population to 61 blacks and 44 whites representing 10% and 13.5% of the country's total rhinos respectively. These growth rates are way above the national meta-population target of 6% for black rhinos. Also, all the population performance indicators were above average when compared against standard benchmarks for assessing the performance of black rhinos in the wild, thus necessitating LWC to prioritise the need to source for alternative areas in the neighborhood where excess rhinos can disperse to, or be translocated into, once the ecological carrying capacity is attained.

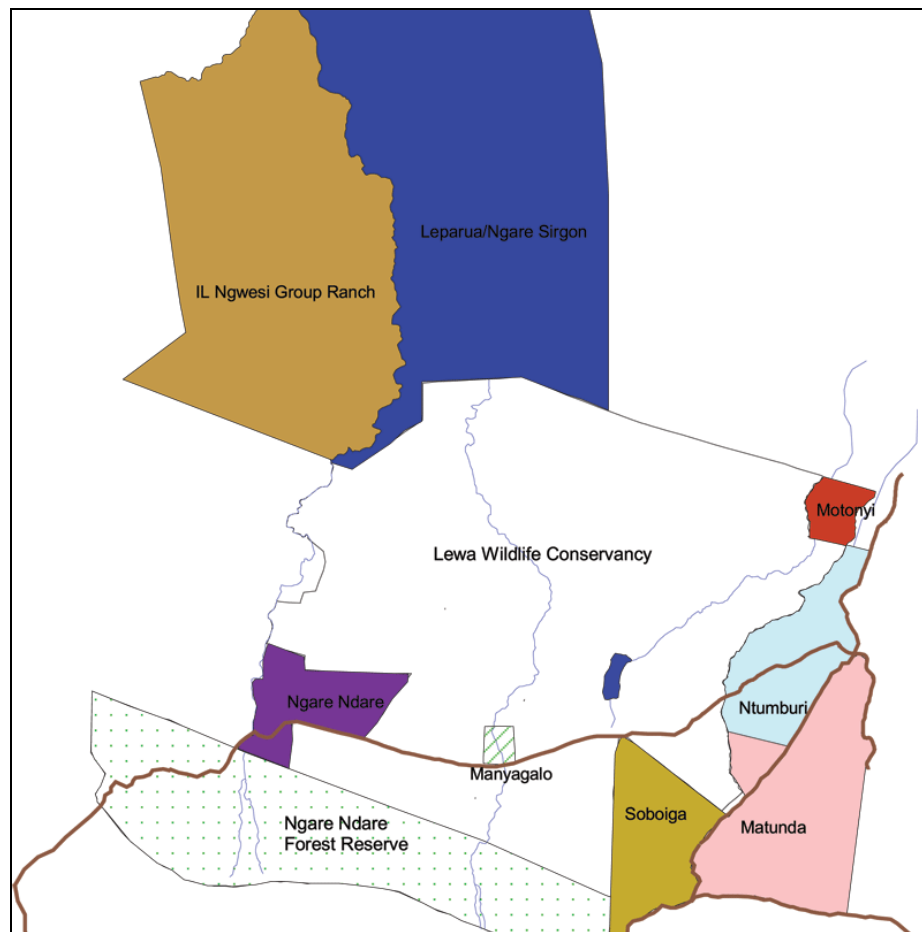


**Black rhinos continue to thrive on Lewa, under the watchful eye of our research and monitoring team**

### **GREVY'S ZEBRA MONITORING**

Throughout 2008, we continued to monitor the impact of predators on the survival of Grevy's zebra population on LWC. We also continued to assess the productivity of breeding females, and estimating survival and recruitment rates of foals and juveniles through monthly foal patrols while generating results using a purposely created stripe identification databases. One of the research assistants is looking at predator-prey dynamics and habitat preferences of Grevy's zebra through an MSc programme from the University of Nairobi.

## COMMUNITY DEVELOPMENT



Lewa Community Development Area

The main focus of the Community Development Programme at the Lewa Wildlife Conservancy is on the seven communities neighbouring Lewa, who continue to endorse the role wildlife is playing to improve their livelihoods.

In 2008, water development took centre stage. Due to the scarcity of water in this region, and failure of the seasonal rains, we managed to mobilize the communities in water management and conservation.

Capacity building and training was carried out as part of educating the communities in the value of wildlife. We can objectively report that the communities are now appreciating the wildlife and the role conservation is playing to improve the livelihood and economies of the Lewa neighbours.

The Women Micro-Credit Programme has grown exponentially. We now have 400 members. The participation of women in development has enabled the poverty levels to reduce because majority of the women are now engaged in small scale business as part of improving the rural economies.

As we approached the year end we engaged the communities in strategic planning process. This was to ensure that all the communities had a 5-year development plan

## **OUR SURROUNDING COMMUNITIES**

The communities surrounding the Lewa Wildlife Conservancy are the following:

1. Matunda Community – Southern border
2. Ntumburi Community – Eastern border
3. Subuiga Community - Southern
4. Mutunyi Community- Northeast
5. Leparua Community – Northern border
6. Sanga Community – North West
7. Ngare Ndare Community – Western border
8. Manyangalo Community – Central

## **THE CORE COMMUNITY DEVELOPMENT ACTIVITIES**

### **COMMUNITY WATER DEVELOPMENT**

The various water projects existing within the communities are running well. There were challenges especially in the adoption of the rules and regulations of the Water Act. Many of the communities were able meet these demands especially when the water user charges were being followed up by the water resources management authorities.

With the support of the local water user association, there was equitable water distribution despite the lack of rains experienced in the area.

### **AGRICULTURAL DEVELOPMENT**

Majority of the LWC neighbouring communities practice agriculture for subsistence and also as an income generating activity. Three of our communities have great potential for farming due the fertility of their land and access to water for irrigation.

Within the year we have had several agricultural trainings conducted by the Ministry for Agriculture. The main aim is to ensure that the farming communities are conducting their activities well and are able to achieve economic development.

The irrigation schemes are now in contractual faming with seeds companies and are producing for our local markets.

### **WOMEN MICRO-CREDIT PROGRAMME**

Several training sessions were conducted for the various women groups. This was to enhance their business skills and building their capacities towards improving their livelihood. Several exposure tours were also conducted and over 250 women benefited from these trips. Women were taken to visit areas where other women had achieved development and this went along to reinforce the acquired skills in the training sessions.

### LAND SUBDIVISION FOR MANYANGALO COMMUNITY

The Manyangalo Community is located in the middle of the Lewa Wildlife Conservancy. The community owns the land and has been living on it for several years now. The community comprises of about 800 families who are a very heterogeneous in terms of their background and origins. There are about 8 tribes within the community settlement who acquired the land and all have been able to adopt farming as their economic activity. The entire land is about 370 acres of which 95% of it is cultivatable, fertile and has a great potential for agricultural activities. The area has a fairly good drainage portfolio and has a permanent river traversing through the settlement. The poverty level has been quite high over the past years though the levels are going down due to LWC's support to community development. In 2008, the land was successfully subdivided and the communities are now relocating to their own allotted plots. The introduction of proper land management will be carried out in 2009.

### COMMUNITY FORESTRY & CONSERVATION

Most of the communities are still dependent on wood for fuel and other activities. This has created a lot of pressure to the already existing fragile environment and more to the indigenous trees. To curb this problem, in 2008, we engaged the various communities to begin tree nurseries and also practice tree planting as an ongoing activity to halt the collection of wood from the only existing forest, The Ngare Ndare Forest. The communities were mobilized and we are hoping to have tree nurseries within each community as part of the wider campaign on environmental management.

### SOCIAL DEVELOPMENT IN THE COMMUNITIES

In 2008, we conducted several capacity building sessions with different self-help groups in the communities. We also took them on exposure tours, provided strong linkages with the relevant government bodies and continued educating them on the value of wildlife conservation. The self-help groups comprises of youth groups, development groups and are all geared towards poverty alleviation.

### COMMUNITY HEALTH CARE PROGRAMME

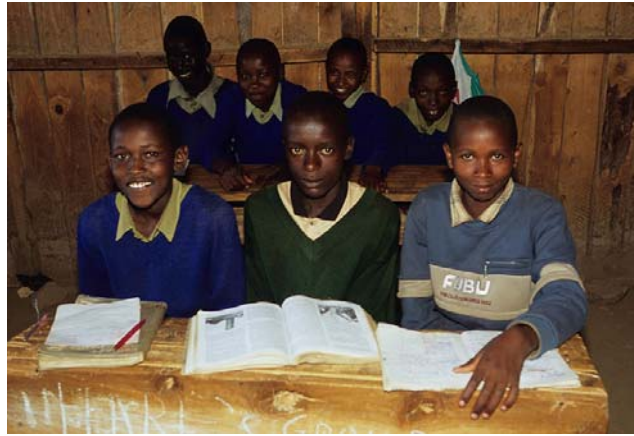
Following the success of the 9<sup>th</sup> Safaricom Lewa Marathon in 2008, the communities in the region benefited from the support given to the three districts hospitals Nanyuki, Meru and Isiolo. The funding received was used to properly equip all three hospitals. Through the LWC clinic staff we also conducted healthcare seminar for the communities as part of improving their standards of living and practices.

### **LEWA EDUCATION PROGRAMME**

Since the 1<sup>st</sup> of January 2008, the Lewa Education Programme has been operating as a department of the Lewa Wildlife Conservancy. The activities on the ground have not changed; it is however incorporated into LWC's core programmes and not run as a separate Trust.

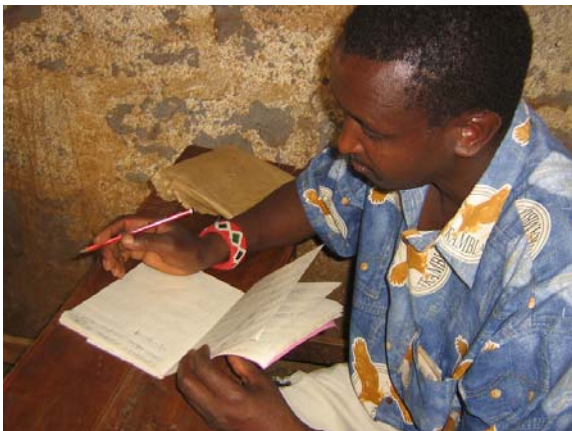


In 2008, there were 217 children supported through the Bursary Programme. The funds provided met all the needs of the children. However, the cost of living is rising and the level of sponsorship might need to be reviewed for the years to come. Under this programme, seminars were organized for both parents and children to clarify responsibilities and expectations. The children's performance was closely monitored as performance is vital in the bursary programme.



**Children benefiting from the Lewa Education Programme**

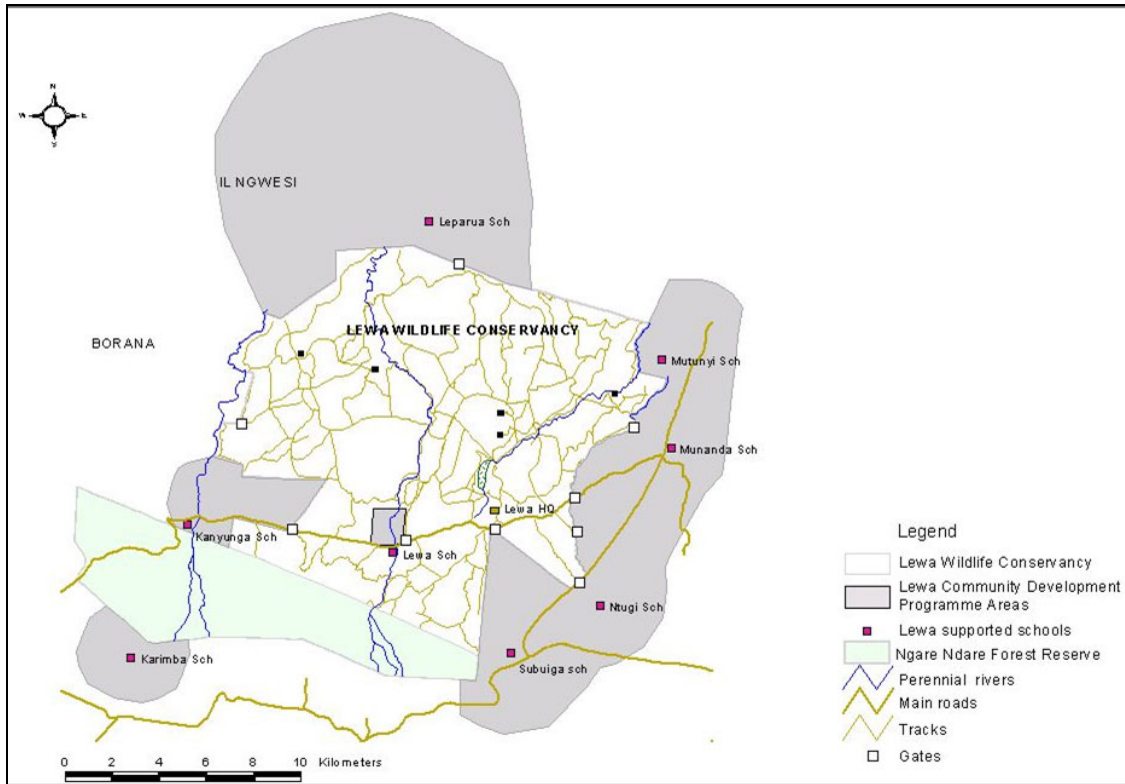
Overall enrolment in the schools continues to increase at a very steady pace. The retention rate in the LWC-supporter schools is high. The total enrolment between all the schools (Lewa, Kanyunga, Ntugi, Subuiga, Karimba, Leparua, Mutunyi, Munanda, Enaikishomi, Sanga and Ntalabany Primary schools plus Ntugi Secondary School) was 4,104 children. The feeding programme continues in all the school and has proven extremely successful. The children are in better health and are happy to attend school. The performance in the schools has improved remarkably with most schools having a positive index in the Kenya Certificate of Primary Education (KCPE) results. The support given to the schools, for infrastructure, curriculum development, provision of reading books, school supplies and uniforms, has been tremendous and has impacted the schools, teachers and children and so many positive ways.



**One of the Adult learners from the Adult Literacy Programme**

The Adult Literacy Programme has also had a great year. The learners were introduced to income generating projects like baking, making stoves with chimneys and making soap. They spent the year practicing the various skills learnt in the exposure tours they had attended. The students attending the sewing class are in the process of making uniforms for their children. The total enrolment by the end of 2008 was 330 students. There is more demand that we cannot accommodate because of the lack of funding. The Lewa Adult Literacy Centre was named the Best

Performing Centre in the region, for the third year!



**Lewa-Supported Schools**

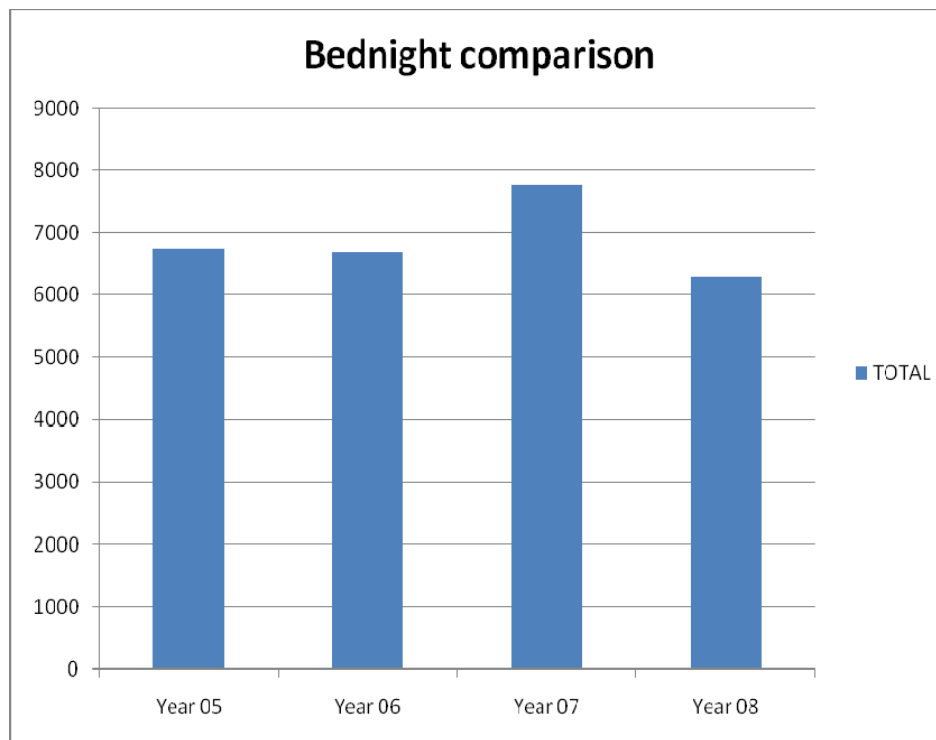


## SUSTAINABILITY

### CONSERVATION TOURISM

Conservation Tourism (CT) is the revenue-generating unit of LWC. The unit continues to play a critical role in sustainable wildlife conservation. The revenue generated from its 50 bed capacity lodges supports about 25% of LWC's core activities. It is through these facilities that some guests have shown interest in supporting LWC's mission in different ways. These include but not limited to, education, wildlife and health care. The dedicated CT team has taken initiative to ensure that the guests experience a wonderful stay in LWC. This has resulted in repeat guests representing about 60% of the annual bed-nights.

### GRAPHICAL REPRESENTATION OF BED-NIGHTS



#### Conservation Tourism Annual Total Bed Nights

YEAR	TOTAL
Year 05	6748
Year 06	6704
Year 07	7779
Year 08	6299

#### Income Contribution

YEAR	TOTAL (Kshs)
Year 07	29.4m
Year 08	12.6m

### INTERPRETATION

The overall income contribution from 2007 to 2008 declined by 57%.

In 2008, 6,299 bed nights were achieved representing a 19% decline from 7,779 in 2007. The decline can be attributed to both local and international factors. The global fuel crisis and unstable currencies affected many guests as the cost of travel almost doubled. In the local front, the post election violence experienced early in the year had a major impact on bookings, whereby about 35% of bookings especially those slated for the high season were cancelled.

### ACHIEVEMENTS

A promotional marketing package initiated between CT and the Conservation Marketing department was presented to the local market and diplomatic missions in Nairobi. It is anticipated that this will provide additional bed-nights and income for 2009.

As a result of continual damage by elephants on the pipeline, water had been a major issue at Lewa Safari Camp. However in 2008, a borehole was dug; clean and reliable water is now available.

On the personnel front almost all members of staff had a chance to go on a paid trip to either Samburu or the Maasai Mara. The day trip to Samburu gave staff a chance to exchange ideas from other lodges on the standard operating procedures. The guides visited the Maasai Mara to familiarize on the circuit taken by most of our guests. Staff rotation was also undertaken between lodges in order to undertake new ideas, enhance team spirit and productivity of all CT staff.

CT has established an open lodge policy with limited capacity. This means at no given time will we have all our lodges closed. In the past all the three lodges were closed for the rainy season in April and November.

### FUTURE PLANS

With the global financial crisis taking a major toll on world economies, many guests have had to cut their spending on leisure. This has resulted in a major decline in bookings. The CT and Conservation Marketing teams will liaise to ensure an effective plan is implemented of diversifying into other markets. The staff, especially the guides and lodge managers will be enlightened on ways of marketing what Lewa is doing and to encourage the guests to visit again.

### **CONSERVATION MARKETING**

In 2008, the LWC welcomed Elodie Sampéré as the Head of Conservation Marketing. There have been significant positive changes in the department within the year and feedback received from donors and partners on the changes has been encouraging.

### NEWSLETTER

Two newsletters were produced and mailed to our supporters this year: one in April, which celebrated Ian Craig's legacy; and one in October. In October, a new format and new design was introduced for the newsletter. It is less text-heavy and clearly highlights our core programmes.

### WEBSITE & NEWSFLASHES

News Flashes are sent more regularly than before, at least once a month. This is an important way to reach our supporters and we will continue to push online communications. The current website has been updated, even though it remains difficult to navigate. One of the main goals of the department for 2009 is to redesign and restructure the website.

### FILMING

The world wide release of the movie "Milking the rhino" received rave reviews following its release in September 2008. The film depicts community-based conservation at its best and clearly demonstrates the benefit of wildlife to communities neighbouring LWC and in the NRT areas. This documentary specifically features the Il Ngwesi Community Conservancy.

### FUNDRAISING & DONOR RELATIONS

In September 2008, LWC Strategic Advisor, Ian Craig and Chairman, Hon. Francis Ole Kaparo held talks at various gatherings across the US culminating in an inaugural Fundraising dinner in New York at the Explorers club. The dinner was a huge success. Donor relations continued to be strengthened in the year. Regular reports and updates are coming from the field. In particular, we are strengthening the Rhino Naming Programme to ensure that our generous donors are updated on the health and whereabouts of their rhinos.

## SAFARICOM MARATHON ON THE LEWA WILDLIFE CONSERVANCY

The 9<sup>th</sup> edition of the Lewa Safaricom Marathon took place on 28<sup>th</sup> June 2008. The event raised record high funds of over Ksh 30 million and LWC received immense publicity for this both locally and internationally. Beneficiaries of the marathon include health, education, conservation and community development projects. Distribution of these funds was as follows:

Area	Project	Grant (Ksh)
<b>KENYA RED CROSS</b>		
<b>10% of 2008</b>	Construction of houses for internally displaced persons	2,951,050
<b>Ksh 2,951,050</b>		
<b>Sub Total</b>		<b>2,951,050</b>
<b>WILDLIFE CONSERVATION</b>		
<b>34.30%</b>	New computers for Lewa's new store/fleet management systems	150,000
<b>Ksh 9,430,024</b>	Annual cost of Grevy's Zebra foals monitoring, including survival and recruitment rates	300,000
	Hand-rearing Mawingo's calf for a year	570,000
	To fund informers who gather information about potential poachers targeting Lewa	600,000
	33% of the annual salary of the wildlife vet, including allowances	690,000
	A year's worth of drugs for the wildlife vet to continue his operations	1,440,000
	Annual running cost of a security vehicle	1,440,000
	50% of the annual cost of flying our Super Cub, which is used for wildlife monitoring and security	1,440,000
	Contribution to Wimax IT communications system to enhance internet access speeds for LWC headquarters and all LWC lodges	640,000
	Cover the salary, medical allowance and rations of a 4-man anti-poaching unit for a year	2,160,000
<b>Sub Total</b>		<b>9,430,000</b>
<b>NORTHERN RANGELANDS TRUST</b>		
<b>19%</b>	Meibae Conservancy motorbike	440,000
<b>Ksh 5,225,500</b>	Naibunga Conservancy radios	450,000
	Ishaqbini Conservancy outposts	225,000
	Conservancy monitoring equipment (GPS, binos e.t.c)	300,000
	Conservancy IT equipment	412,500
	NRT field IT equipment	472,500
	Namunyak Wildlife Conservation Trust expansion development	750,000
	Lekurruki Conservation Trust operations	750,000
	NRT water engineer	600,000
	Archers post water infrastructure	825,000
<b>Sub Total</b>		<b>5,225,000</b>

<b>Area</b>	<b>Project</b>	<b>Grant (Ksh)</b>
<b>LEWA COMMUNITIES</b>		
<b>Ksh 1,000,000</b>	<b>Mutunyi</b>	
	Establishment of a community tree nursery as part of community forestry programme	50,000
	Grading of the access road to the community	100,000
	Rehabilitation of the community water intake and fixing overflow sluice valves	50,000
	<b>Subuiga</b>	
	Establishment of a community tree nursery as part of community forestry programme	50,000
	Grading of two community access roads	130,000
	Community training on agro forestry	20,000
	<b>Matunda</b>	
	Establishment of a community tree nursery as part of community forestry programme	50,000
	Grading of the community main access road	120,000
	Support to the community cattle dip rehabilitation	30,000
	<b>Leparua</b>	
	Extension of the existing water pipeline to reach the community water point	100,000
	Constructing 2 livestock water troughs	70,000
	Constructing 1 wildlife water pan	30,000
	<b>Ntumburi</b>	
	Establishment of a community tree nursery as part of the community forestry programme	50,000
	Support to complete the existing community water project	150,000
<b>Sub Total</b>		<b>1,000,000</b>
<b>BILL WOODLEY MOUNT KENYA TRUST</b>		
<b>Ksh 1,098,633</b>	Support for Elephant Corridor Guards	500,000
	Support for Animal Protection Unit (combined BWMKT and KWS)	598,633
<b>Sub Total</b>		<b>1,098,633</b>
<b>HEALTH CARE</b>		
<b>10%</b>	<b>Meru District hospital-562,500</b>	
<b>Ksh 2,746,582</b>	1 Electrolux drier machine for laundry department	535,000
	10 Bedside lockers	25,000
		<b>560,000</b>
	<b>Isiolo District hospital-562,500</b>	
	1 Air Nebulizer, model E-NB070	28,000

<b>Area</b>	<b>Project</b>	<b>Grant (Ksh)</b>
	1 ENB 140, Nebulizer, model clenny	23,000
	Micro processor Brand Model	
	10 Adult face masks	3,000
	10 children masks	3,000
	2 Oxygen Concentrators	504,000
		<b>561,000</b>
	<b>Nanyuki District hospital-562,500</b>	
	1 Klenisasser scissors, angled 45 degrees, 23cm	85,000
	1 Roberts-Jesberg Oval Operating Esophagoscopes 30cm, size 10x14	265,500
	1 Light Source	152,000
	1 Tracheostomy Set-Complete	32,000
	1 Reduction Nasal Fracture Set	22,000
		<b>556,500</b>
	<b>Nanyuki Cottage Hospital-1,059,082</b>	
	Fund people injured by wildlife in Laikipia District	859,082
	Orthopedic equipment	200,000
		<b>1,059,082</b>
<b>Sub Total</b>		<b>2,736,582</b>
<b>EDUCATION</b>		
<b>19%</b>	Ntugi Secondary School Ablution Block	218,057
<b>Ksh 5,218,507</b>	Munanda Solar System	225,000
	Munanda Library Books	100,000
	Kanyunga Library Books	300,000
	Mutunyi Classroom	600,000
	Mutunyi Desks-20	58,250
	Lewa Early Childhood Class	950,000
	Leparua Library Furniture	300,000
	Ntugi Special Education Class	626,480
	Karimba Kitchen	510,800
	Karimba 2 Energy saving stoves	330,000
	Subuiga Electricity Wiring	200,000
	Education Mains Electricity	800,000
<b>Sub Total</b>		<b>5,218,587</b>
<b>KENYA WIDE PROJECTS</b>		
<b>10%</b>	Koiyaki Guide School Bursary	400,000
<b>Ksh 2, 746,582</b>	Bongo surveillance tree planting water project	21,500
	Solio Hartebeest translocation	600,000

<b>Area</b>	<b>Project</b>	<b>Grant (Ksh)</b>
	Lamu Marine Conservation Trust operating costs	450,000
	Kibodo Trust communications system	450,000
	Maasailand Preservation Trust aerial anti poaching	400,000
	Green Warriors Movement community briquette project in Maasai Mara	175,000
	Pan African Conservation Education Project	200,000
<b>Sub Total</b>		<b>2,696,500</b>
<b>TOTAL</b>		<b>30,356,352</b>



## LOGISTICS

Critical for the smooth running of LWC, the logistics department in 2008 continued to provide support not only to all departments within the Conservancy but also to surrounding communities and to the NRT. A brief overview of the departments achievements are summarized below.

### **WORKS**

#### LEWA DONOR FUNDED

Within the year a number of donor funded projects were successfully completed. A 100,000 litre water tank, a stand for a 10,000 litre plastic tank and pipeline at Kanyunga School were constructed with funding from TUSK Trust. Stores upgrade funded by Linda Wallace Gray was completed; the creation of ample space to store items has made receiving and issuing of items in the stores much easier and more efficient.

At Ntugi Secondary School the headmasters office was constructed and a 10,000 litre water tank erected. Changes were also made to the laboratory including installing a gas line to enable students to undertake experiments. This was all complete by November when the students sat for the national exam, Kenya Certificate of Secondary Education (KCSE). The project was funded by TUSK Trust.

Through the marathon funds received in 2008, 230 desks were made for the Lewa Education Programme and Lewa Nursery School. A few members of the Leparua community were trained on carpentry. This is through funding provided by Susan Lyall.

The logistics department was called upon to consult on a few Lewa Education projects. These include Enaikishomi School borehole and pipeline, Karimba headmaster's house, Subuiga School toilets, Munanda classrooms, Sanga toilets and Kanyunga classrooms and library.

A new hangar was constructed and the old ones renovated. Four aircraft can now be comfortably parked. Funding for this was provided by Linda Wallace Gray.

#### NORTHERN RANGELANDS TRUST (NRT) FUNDED

In 2008, a number of NRT projects were completed. Construction of the Westgate headquarters that comprise four offices, a meeting room, nine senior staff houses and six room block for junior staff was finalised. An intake, pipeline and a 10,000 litre water tank from a lugga to the headquarters was put in.

An aerial was erected at Namunyak headquarters and a block to house Sarara staff was also completed. Uniports for Lesesia and Kom scouts in NRT areas were set up. Maintenance of the Kalama water is ongoing.

### **BUILDINGS AND RENOVATIONS**

Within the year a number of building and renovations repairs took place.

Re-thatching of the roof at Lewa gate, the headquarter offices and staff houses was completed. Two toilets were constructed at the Lewa Clinic.

Early in the year, we conducted a health and safety internal audit on our facilities. A number of areas of weakness were identified and the relevant improvements done. Subsequently a couple of trainings were done to ensure that the standards are maintained.

The car park at the headquarters was rebuilt, junior staff housing roofs and drainage systems were repaired. The offices within the headquarters were repainted, the staff social hall was also repainted and broken windows fixed. Fire extinguishers at the headquarters, staff houses and the lodges were serviced. The roof at Lewa Primary School within the Conservancy was painted green to ensure it conformed to the Lewa Standard.

## **CONSERVATION TOURISM**

A significant amount of work was done on the Conservation Tourism properties to ensure that LWC guests had a comfortable and memorable stay. Ngeri House was renovated and repainted; the house can now accommodate twelve guests.

Completed trellis work at the entrance of Lewa House. A wall was erected around Lewa Safari Camp staff laundry block. An animal blind close to Lewa Safari Camp was renovated and is now constantly used by guests to view wildlife. Construction of a borehole was completed to ensure a steady supply of water to the camp.

## **WORKSHOP**

The workshop department had a very busy 2008. The staff was professionally trained by Trojan Enterprises Ltd. on how to control various fires and on the proper handling of fire fighting equipment. Two generators 100KVA and 16KVA funded by Lewa Canada were received in February and are used at Lewa Headquarters and Mlima Security housing respectively.

A concrete mixer funded by Linda Wallace Gray and a land cruiser for the security department that was funded by Lady Mary Holmes. The Conservancy also purchased a new canter in April and is used to carry materials for various projects.

We fabricated three tourism vehicles to allow for better wildlife viewing. Five other tourism vehicles were re-sprayed to keep them looking presentable. Repairs were undertaken on our wildlife capture equipment and these were used for two major translocations within the year.

A number of items were disposed off including an old compressor, concrete mixer, two land cruisers and a Nairobi office vehicle. Our orange Mercedes lorry was sprayed green. This means all our vehicles and plant machinery comply with the Lewa standard. Routine servicing of all our machinery was carried out.

A number of vehicles were repaired and serviced for the NRT and some of the conservancies in the North.

We fabricated a new vehicle for Lekurruki and two new ones for NRT. A number of vehicles were re-sprayed including those of two Lewa residents which were sprayed Lewa standard colours.

We fabricated and erected a number of aerals for conservancies north of Lewa. This has enabled them to have constant contact with the Lewa Headquarters. We fabricated several gates, windows and doors for some of the schools in the Lewa Education programme.

## **ROADS AND AIRFIELDS**

The roads team worked tirelessly to ensure that all roads on LWC were well-maintained. The team graded, shaped and rolled various roads including Matunda road, headquarters to Ian's bridge and to the Lewa Safari Camp. The road to the airstrip was also rolled and murramed to make it all weather. The airstrip was also reshaped and murram added on to it. The Il Ngwesi and Wilderness Trails airstrips also had some repair work done on them.

26kms of road was opened up at the Ngare Ndare Forest. This was fully funded by the Ngare Ndare Forest Trust.

## **HUMAN RESOURCES**

The LWC human resource management department is responsible for ensuring that the organization has a sufficient pool of trained staff to meet the operational needs. Its policies are geared towards raising professional standards, developing the particular skills required for conservation of wildlife and ensuring sustainable community development. The HR department continued offering support services to all other departments. This support ranges from recruitment and selection, statutory compliance, pension scheme management, staff training, to ensuring that quality services are offered at the staff clinic to staff, their dependants and the surrounding communities.

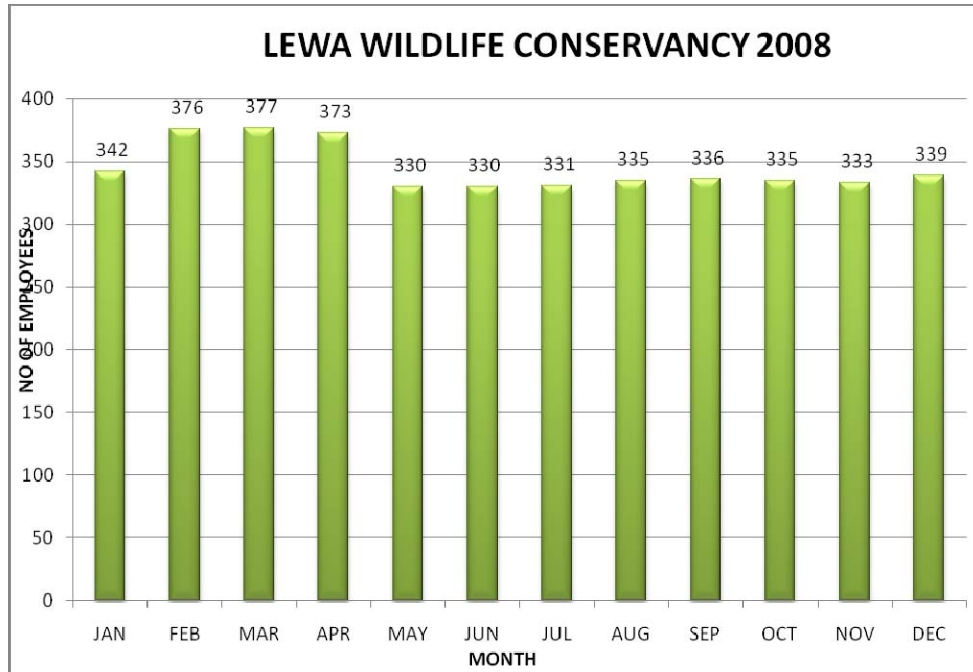
The LWC HR objectives for 2008 included:

- Aligning human resources to work collaboratively with other departments
- Attract, staff and retain the best talent
- Improve HR related processes, policies and procedures
- Provide excellent customer service to staff

This report highlights information on staff numbers, recruitment and selection, labour relations, health and safety, training and development, HR – related statutory requirements, staff welfare, and clinic.

The number of staff remained fairly stable that is, 342 in January 2008 and 339 as at December 2008. The year 2008 saw the exit of the Executive Director, Ian Craig and his deputy, David Parkinson and employment of Dr Jonathan Moss as the Chief Executive Officer to drive LWC in to the future. Isaac Njagi, who had served LWC as a financial consultant also terminated his contract in 2008. His role was taken up by Mary Siboe as the Finance Manager. A new department was formed in 2008 that is Conservation marketing which is headed by Elodie Sampere.

The number of staff reduced drastically in May 2008 (see chart below). In April 2008, we had 373 employees and this number went down to 330 in May 2008. This was a result of us terminating all the teachers that had been employed through Lewa and they were employed directly by the schools where they work. 23 employees left the organization in 2008. Out of the twenty two, 6 resigned, 5 left at the end of their contracts, 1 retired, 6 were summarily dismissed, 4 were declared redundant, and 1 died of natural causes. About 25 casuals were employed everyday under the funded projects whereas around ten casuals were employed daily for repair and maintenance duties. All these casuals come from the immediate neighbouring communities. Below is a chart on the status of permanent/term contract employees from January to December 2008.



### LABOUR RELATIONS

Negotiations for the 2008-2009 Collective Bargaining Agreement (CBA) were completed in 2008. The documents were signed by management and the union branch organizer. Unfortunately the general secretary of the union is holding onto documents and thus delaying the registration process of the CBA in the industrial court.

The union membership is currently at 55% of the unionisable employees.

### HEALTH AND SAFETY

At LWC safety is one of the guiding principles in our everyday operations. We strive to ensure that the workplace is safe for all our employees, clients and surrounding communities. Our health and safety program is successful because it is developed, supported and implemented by all our employees from the top management down to the lowest level.

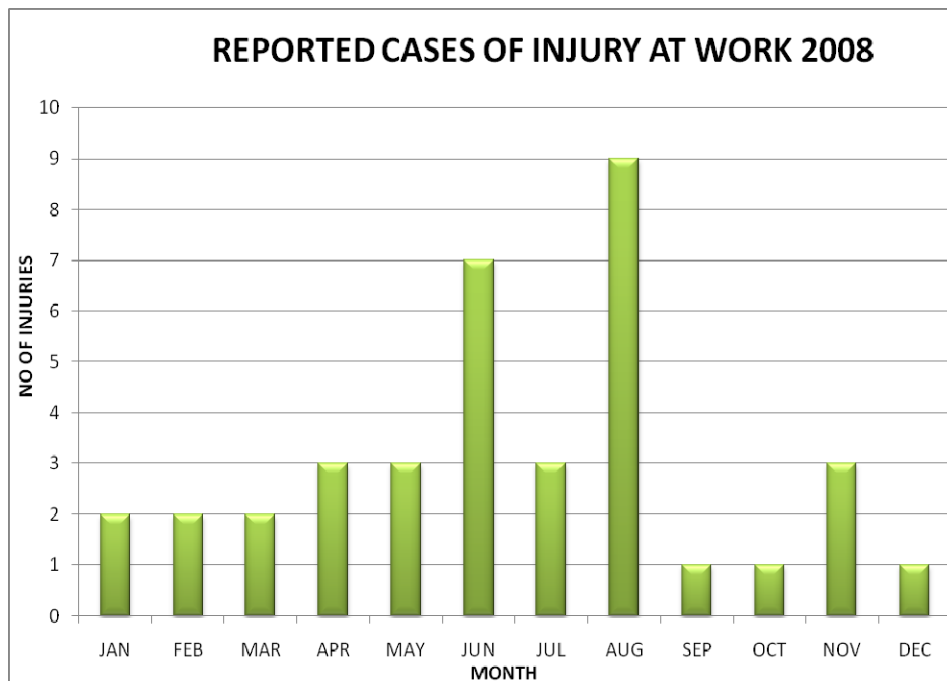
In 2008, we concentrated on enhancing a safe and healthy work environment by putting in place a policy that expresses the organization's commitment to a safe and healthy workplace, undertaking training of the health and safety committee, workplace internal inspections and external safety audits and providing the health and safety information and advice as required.

Some of the health and safety activities undertaken in 2008 included:

- Training of the Health and Safety Committee (both LWC and OI Pejeta) committees were trained together on Lewa.
- Health and safety audit was conducted and a copy of the report was sent to the Directorate of Occupational Health and Safety as is the legal requirement.

- Putting up signs in areas where people are exposed to danger.
- Medical examinations of staff exposed to occupational diseases due to the nature of their jobs.
- Servicing fire extinguishers in areas around the offices and tourism outlets.
- Training fire marshals on the use of fire fighting equipments.
- Medical examinations for all food handlers.
- Mobile voluntary counselling and HIV & AIDS testing. This was facilitated by Isiolo District Hospital.
- HIV & AIDS workshop for staff and immediate surrounding communities facilitated by Isiolo District Hospital.
- Health education for all staff that live within LWC camps facilitated by the LWC clinic nurses.
- First aid training (both LWC and OI Pejeta first aiders were trained together) facilitated by St Johns Ambulance.

There were no reported cases of major injuries in 2008. Nevertheless, 37 cases of minor injuries were reported. Some of these cases have since been compensated by insurance, others are still in the process of recovery and the majority of the cases were minor and attended to at the clinic. Below is a chart indicating the number of reported cases of injuries each month.



## TRAINING AND DEVELOPMENT

LWC values high calibre staff and the contribution they make in achieving the objectives of the organisation. We invest in training and development so that we can motivate staff to perform better, be dedicated to the organisation and take up challenging roles within the organisation. Some of the other courses done in 2008 include:

- Health and safety committee training
- Health and safety workshop – two staff
- First aid training – LWC first aiders
- Fire fighting training – fire fighting marshals
- HIV & AIDS workshops – all staff
- Supervisory skills development workshop – 25 supervisors
- Productivity improvement programme – Head of HR
- Training of trainers and presentation skills-Head of Education and Head of Community Development.

Michael Ntoshu, Assistant Security Manager completed his certificate course in Natural Resource Management from South African Wildlife College. Johnson Ngila, a driver guide also completed a diploma course in tourism and wildlife management at the Wildlife Club of Kenya. Other long term on-going courses included:

- Degree in Nursing at Kenya Methodist University – Leparua clinic nurse
- Diploma in community health nursing at Meru medical College – Head nurse
- Masters in Biology at Nairobi University – Research officer

## STATUTORY REQUIREMENTS AND PENSION SCHEME

In 2008, we prepared the annual PAYE returns and forwarded them to Kenya Revenue Authority (KRA) as is the legal requirement. We also assisted all our taxable employees fill in the individual income tax return forms and submitted them to KRA before the deadline i.e. 30th June 2008.

Annual National Hospital Insurance Fund reports were prepared and submitted and we facilitated the registration of 15 employees with National Social Security Fund.

An annual general meeting for all LWC staff pension scheme was held in September 2008. During this meeting the CFCLife Pension manager educated the pensioners on various changes in regulation and explained how the funds are invested. The scheme's auditor read the audited accounts to members.

## STAFF WELFARE

### BENEVOLENT FUND

The benevolent fund contributors held their AGM in October 2008. The accounts were read and the fund as at 31st December 2008 was Ksh 309,579.



12 contributors of the benevolent fund were assisted from the kitty when they lost their immediate family members in 2008. 44% of LWC employees contribute towards this fund.

### CLINIC

The LWC clinic continued offering the much needed medical services to both staff and the surrounding communities. Dr. Abid Butt, our consulting physician based at Nanyuki Cottage Hospital visits the clinic twice a month and is always available on phone for consultation. Two nurses have been offering services at the LWC clinic on a full time basis and refer the complicated and serious cases to Dr. Butt.

6,224 patients were attended to at the LWC clinic in 2008, 4,632 tests were done at the laboratory. Common ailments treated at the LWC clinic were upper respiratory diseases, malaria, amoebiasis and typhoid. Besides the curative services offered at the clinic, the nurses were also involved in:

- Health education for staff that live within camps on Lewa.
- School health programmes specializing in sex education and personal hygiene i.e. at Lewa and Ntugi primary schools.
- Health education to the immediate surrounding communities and especially Subuiga and Manyangalo communities where there has been diarrhoea and other water borne diseases.
- Family planning and child immunization.
- Breast examination for cancer.
- HIV/AIDS counselling and testing of expectant mothers who visit the clinic for antenatal care.

Leparua clinic has been of great help to the people of Leparua including the two surrounding schools - Leparua and Ntalabany Primary Schools. Not only has the human traffic from Leparua to the LWC clinic reduced drastically but also emergencies at Leparua are attended to immediately hence saving lives. Mothers now do not have to carry their children on their backs and walk long distances to the LWC clinic. The nurse at Leparua clinic offers the much needed child welfare clinic. 1,038 patients were treated at the Leparua clinic in 2008.



**The Lewa and Leparua Clinics continue to provide vital health care services to Lewa employees and their families and communities all around.**

Common ailments were malaria and upper respiratory diseases. Besides the curative services, the Leparua nurse was also involved in the following in 2008:

- Educating women on the importance of ante-natal clinics and child immunization
- Health education at Leparua and Ntalabany Primary Schools
- Training traditional birth attendants on carrying out hygienic and safe deliveries
- Home visits for health education and treatment

The clinic continued working very closely with the Ministry of Health who provide us with some free medication, vaccines and family planning pills and injectables for women.

## **FINANCE**

2008 was a challenging year for the Lewa Wildlife Conservancy and for Kenya in general. The political turmoil experienced early in the year, combined with the subsequent global economic downturn, resulted in a significant drop in tourism numbers, with inevitable impact on our self-generated revenue stream.

Whilst the deficit portrayed in the financial statements below reflects this revenue shortfall, it is also the result of a significant provision for legal contingencies, in light of on-going legal actions against the Conservancy.

During 2008, the finance department placed emphasis on effectively utilizing all modules of the Pastel accounting information system and setting up new reporting formats. Under the leadership of a new Finance Manager, Mary Siboe, who joined Lewa in September 2008, emphasis continues to be placed on improving our financial management and reporting systems, and tightening controls.

The management of LWC is working to improve the overall financial situation during 2009. With the objective of securing a sustainable financial foundation to Lewa's catalytic role in wildlife conservation and community development, Lewa's management aims to enhance the contribution of self-generated revenue streams through tourism, optimise operational efficiency, and tighten cost control. Working with the Conservancy's overseas Boards, Lewa will also strive to enhance donor management, secure a steady stream of donor support, and, critically, recognising the context in which Lewa operates, develop an endowment, or equivalent capital reserve, to allow for an inherent element of operational risk.

## BALANCE SHEET - As At 31 DECEMBER 2008

All figures in US\$

	2008	2007
ASSETS		
NON-CURRENT ASSETS		
Property, plant and equipment	<u>2,424,351</u>	<u>3,185,369</u>
CURRENT ASSETS		
Inventories	180,647	327,208
Trade and other receivables	434,574	582,897
Bank and cash balances	<u>775,437</u>	<u>723,886</u>
	<u>1,390,657</u>	<u>1,633,991</u>
<b>TOTAL ASSETS</b>	<b><u>3,815,008</u></b>	<b><u>4,819,360</u></b>
CAPITAL AND LIABILITIES		
CAPITAL		
General fund	<u>1,686,908</u>	<u>2,736,039</u>
NON-CURRENT LIABILITIES		
Long term Loan	69,016	95,438
Provision for staff gratuity	<u>306,333</u>	<u>355,810</u>
	<u>375,349</u>	<u>451,248</u>
CURRENT LIABILITIES		
Trade and other payables	1,334,676	1,223,792
Deferred income	270,750	342,918
Tax payable	109,480	23,825
Current portion of loan	<u>37,846</u>	<u>41,538</u>
	<u>1,752,752</u>	<u>1,632,073</u>
<b>CAPITAL AND LIABILITIES</b>	<b><u>3,815,008</u></b>	<b><u>4,819,360</u></b>

**INCOME STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2008**

	<b>2008</b>	<b>2007</b>
DONATIONS	2,452,563	2,819,800
OTHER INCOME	<u>831,512</u>	<u>579,386</u>
	3,284,074	3,399,186
RECURRENT EXPENDITURE	<u>3,752,113</u>	<u>3,637,048</u>
Operating deficit	(468,039)	(237,862)
Finance costs	<u>(18,529)</u>	<u>(49,764)</u>
Deficit before taxation	(486,569)	(287,626)
Taxation	<u>(136,167)</u>	<u>(23,826)</u>
Deficit for the year	<u>(622,736)</u>	<u>(311,452)</u>

## LEWA SUPPORTERS 2008 (£500 OR \$1,000 AND ABOVE)

Lewa depends on the support of a committed network of organisations and individuals to continue its work in wildlife conservation and community development. We gratefully acknowledge the support of all those who gave to LWC in 2008 and, in particular, we wish to extend special thanks to the following individuals, corporations and institutions from around the world who have made a significant contribution to our efforts.

### \$1,000 TO \$4,999

Anonymous (2)	Dr. and Mrs. J. Richard Collins	Ted Harris
Alexander Abraham Foundation	Pierre Conner, Jr. and Diane Conner	Harrison Foundation
Addison Family	Douglas Connon	Gabriella and Miranda Herberstein
Aid For Africa	Graham and Sue Crawshaw	High Rise Capital Management, LP
James Amos, Boodles	Gabriella Dixon	ING Clarion
Helen Arthur	Dale H. and Jean F. Dorn Test Trust	Robert Justice
Elspeth Barnett	Anthony and Darian Downs	Jeffrey Katz
John Barretto	Louisa Duemling	Francesca Keck
Birgit and Robert Bateman	Maud Duke	Kenyon Family
Clive Bates	Maria Duthie	Lampeter Students' Union
Robbie and Ted Beaty	John E. Fehsenfeld Foundation	Mary Lane
Belling Family Foundation	David and Marilyn Flemming	Kitty and Rob Lansing
Peter Bender and Anne Ostberg	Lucille G. Ford	Rene and Bruce Lauer
Tim Best Travel	Betty and Wesley Foster	Robin and Jim Leckinger
Big Cat Rescue Corp	Freudenheim Family	Yoav Leeran
Barbara Birdsey	Friends of Mayhill School	Bokara Legendre
Bishop's School-Louise Cameron	Tove Fynbo	Hank Lowenstein
Blauvelt Demarest Foundation, Inc.	Deborah Gage	Dr. Suzanne MacDonald
Amanda Bramall	Dale B. Glasser	Peter and Melanie Maier
Richard Britten-Long	Bessie Goess	Mr. A Maitland
Y Brown	David Grey	Sharon and Bradford Malt
Brueckner Family Foundation	Helen K. Groves	Ghylaine Manning
Charles Burton	Frederic C. Hamilton Family Foundation	Todd W. and Kathleen M. Mansfield
Butler Conservation Fund, Inc.	Anne and Matthew Hamilton	Jack Mayberry
Cheryl Carr	Hamlin Family Foundation, Inc.	Michael and Wendy McLaughlin
Clarks Fork Foundation		David J. and Susan F. McMunn
Janice Coakley		Diane McNabb
Gary A. Cohen		

G. Christian and Bailey Meyer  
Linda and Steve Millard  
Marshall B. Miller, Jr. and Claudia P. Huntington  
Malcom Moir  
Alexandra Montgomery  
Peter Moores Foundation  
Kimball L. and Louise F. Morris  
S Morton  
Mulhouse Zoo  
Gurnee Munn  
K. C. and Barbara Murphy  
Ngare Sergoi Support Group, Inc.  
Gail and Michael O'Neill  
Catherine Owens  
Gordon and Dailey Pattee  
Pearthree Auction  
Ann Pena  
Thomas S. Peters  
Philanthropic Fund  
Ralph and Jane Pica  
Family Trust  
Diane D. Posnak  
J. Craig Potter  
Promenade Wines

Audrey and Albert Ratner  
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Records-Johnston Family Foundation, Inc.  
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Eric Roberts  
Alex Rubel  
Paul Ruddock  
Claire Ryan  
St Mary's Widdington  
Samatian Island Camp  
San Antonio Zoological Society  
Sarara Camp  
Sasaab Lodge  
Kimihiro Sato and Taeko Matsuda  
Save Foundation  
Thomas Schokney  
Walter Sedgwick  
Britt Shaw  
TM Shields  
Jon and Mary Shirley  
Foundation  
Louise Silberman and  
Chris Galle

Timothy E. and Eva P. Slattery  
PJ Snow Trust  
Wendy Southal  
JN Summers  
Sir Christopher Thompson  
BT  
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University of Wales  
Maureen B. Valentine  
Georges and Illieve van Overbeke  
Raymund F. Wack D.V.M.  
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Sophie Walbeoffe  
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Rainer Windhager and Aurelia Blatlogg  
Sherry and Turner Wingo  
Mark C. Winmill  
Joan Wofford  
Woods Foundation  
World Society for the Protection of Animals  
Wroe Family

### \$5,000 To \$9,999

Anonymous (1)  
In Memory of John Cook  
Tom and Amber Aikens  
Anne and Alastair Balfour  
Lin Barrie  
Bland Family Foundation  
Brentwood Sunshine  
School  
Bridgehaven Foundation  
Marcel Burgauer  
Calgary Zoo  
Peter Callahan and  
Deborah Smith-  
Callahan

C. Norman Cook and  
Dalia Karavassili  
Julia B. Cowhey  
Disney Wildlife  
Conservation Fund  
Marc Dupuis-  
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Rimmer  
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A.E. Finley Foundation,  
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Patricia and John  
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Monica Harper  
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Jane Rosenthal Horvitz  
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International Center for  
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Katherine Cone Keck  
Kenya Airways  
A. Laskarides  
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Nancy and Bruce  
McGrath  
Norcross Wildlife  
Foundation, Inc.  
Robert Norton  
Charles Nottingham  
Pegasus Foundation  
Virginia and Dana Randt  
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Luis E. and Julie S.  
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Smothers Foundation  
Hugh Stuart Center  
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Alexandra Forgason  
Lynn A. Foster  
Foundation for Wildlife  
Conservation  
Alberto Francioni  
Helen E. Gardiner

Globe Foundation  
Stuart and Teresa  
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Kenny Family Foundation  
Bob Lowe - Lowe  
Enterprises, Inc.  
Andrew Majerus  
Marchday Foundation  
Marwell Preservation  
Trust  
Maue Kay Foundation  
Edith McBean  
Lori and John McBride  
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Repton School  
St. Louis Zoo  
Sea World Busch Gardens  
Stephen Walker and  
Sabrina Crofton  
Annabel and Alexander  
Schwarzenberg  
Sutasoma Trust  
Benedikt Traun und  
Abensperg  
Tusk Cycle of Life / Barty  
Pleydell Bouverie  
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Stephen M. Wolf  
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Lewa Switzerland  
Kathy and Peter Linneman  
Sandra and Jim Pitblado

Leslie M. Roach  
James and Barbara Stewart  
Summer Trust  
Neil Wade

### \$100,000 AND ABOVE

American Association of Zoo Keepers /  
Bowling for Rhinos  
Elizabeth B. Searle and Michael W.  
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Starpointe Charitable Trust  
Stewart-Thomas Fund  
TUSK Trust  
Wallace Research Foundation

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