



**2022**

**IMPACT  
REPORT**

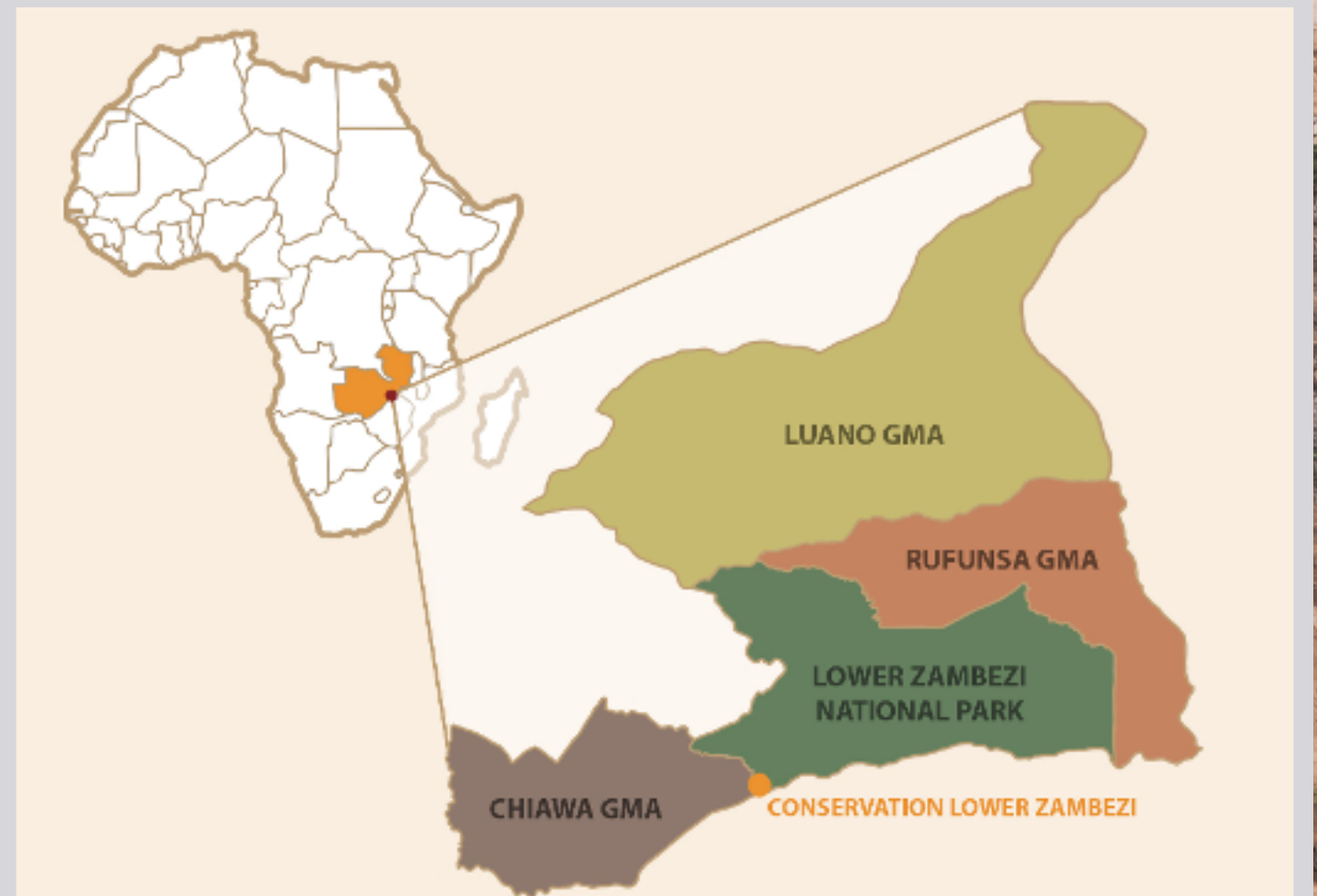


# CONSERVATION LOWER ZAMBEZI

Conservation Lower Zambezi (CLZ) is a non-profit organisation committed to the protection of wildlife and the sustainable use of natural resources in the Lower Zambezi, Zambia. CLZ was established in 1994 and focusses on three main pillars of support: Wildlife Protection, Environmental Education, and Community Empowerment. The organisation works in close partnership with Zambia's wildlife authority—The Department of National Parks and Wildlife—to support conservation of wildlife and natural resources in the Lower Zambezi National Park and surrounding Game Management Areas while building opportunities for local communities.



## Where we are





# MISSION STATEMENT

*Conserving the Lower Zambezi for tomorrow through wildlife protection, environmental education and community empowerment.*



Image: Jeroen van Rooijen

## Dear CLZ Partners, Friends, Members, and Donors,

I am thrilled to welcome you to the CLZ 2022 Impact Report. The work supported by CLZ in 2022 is incredible, with over 13,098 patrol days supported leading to 610 snares removed, 1,772 kg of illegal bushmeat recovered, and over 230 arrests (with an 84% conviction rate)! Some exciting highlights in this report also include the renovation of the Chongwe Confluence, our new village dog project, our ongoing Fisheries programme, the elephant and pangolin collaring project, and the engagement of over 230+ people in our community programmes with over 2,500+ students reached through our Environmental Education Programme.

Over the past year CLZ senior management and board has focused on strengthening CLZ's internal systems including our financial and administrative team to match the incredible growth we have experienced in funding over the past few years. We worked closely with accounting firm PKF Zambia and had a successful independent audit conducted. We have identified key areas and needs for ongoing investment and strengthening and are excited to welcome in 2023, our Chief Financial and Administrative Officer who will work to further strengthen the organisation. CLZ has always strived to ensure that donor funds have the greatest impact in the field, we hope the new systems in place will strengthen our impact and our accountability to all members and donors, both big and small.

CLZ continues to monitor the developments related to the open pit copper mine, owned by Mwembeshi Resources, located in the middle of the Lower Zambezi National Park. CLZ is an active member of the SAVE Zambezi, SAFE Zambezi initiative that continues to advocate for the protection of the National Park. As this is one of the largest threats to the park, we continue to appeal to Government to ensure all due diligence and processes are followed correctly and that the environmental impact is actively monitored to ensure the long-term preservation of Zambia's wildlife and natural resources.

It has been an honour to step into the role of CLZ

Chair over this past year. I am incredibly grateful for all of the work and support of my fellow Executive Committee and Board Members as I have taken on this role. I would like to thank the Board for their commitment to supporting CLZ. I would also like to thank our partners at DNPW, and Ministry of Tourism, who we work closely with on a daily basis to support their mission to conserve Zambia's wildlife resource for bio-diversity and social economic enhancement.

Lastly, I would like to thank all members for your ongoing support and dedication to CLZ, without such a dedicated and supportive membership base CLZ would not have the impact it does in protecting the national park.

As we look to the new year, we welcome new members to join us as we work to protect the Lower Zambezi National Park.

Sincerely,

*Gill Morse*

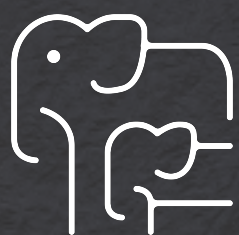
Chairperson  
Conservation Lower Zambezi



# FACTS 2022



## WILDLIFE PROTECTION



**84%**

*Conviction Rate*

**16**

*Pieces of illegal ivory confiscated*

**53**

*Firearms confiscated*

**1,772 kg**

*Illegal Bushmeat recovered*



**13,098**

*Patrol days conducted*

**121**

*Illegal Miners arrested*

**610**

*Snares removed*

**119**

*Suspects apprehended*



## ENVIRONMENTAL EDUCATION



**2,590**

*Students reached*

**123**

*Students visited CLZ Basecamp*

**6**

*Students supported with scholarships*

**32**

*Teachers trained*



## COMMUNITY EMPOWERMENT



**49**

*Community Scouts employed*

**236**

*People engaged in workshops*

**435**

*People supported through CLZ jobs*

**40**

*Farmers provided with tank stands*

# WILDLIFE PROTECTION IN ACTION

CLZ has worked alongside DNPW for over 28 years in the Lower Zambezi—continuing to strengthen law enforcement initiatives through the implementation of improved technology, development of skills and training, combined with capacity building and investing in people.

## CLZ TACKLES LAW ENFORCEMENT

### On the Ground:

- ▶ DNPW Patrols
- ▶ Community Scout Patrols
- ▶ Dog Unit
- ▶ Rapid Deployment Team
- ▶ Investigations and Intelligence Units
- ▶ Forward operating bases in LZNP

### In the Air:

- ▶ Aerial patrols
- ▶ Helicopter operations

### On the River:

- ▶ Marine Unit
- ▶ River patrols
- ▶ Engagement with fishing communities
- ▶ Cross-border collaboration

### In the Courts:

- ▶ Court case monitoring
- ▶ Engaging Magistrates in conservation efforts
- ▶ Supporting the National Prosecutions Authority
- ▶ Cross-border collaboration



# LONG-TERM TRAINING

Already since 2020 CLZ and DNPW have been working on developing a new long-term and holistic training programme for the Lower Zambezi. This programme started in full force in 2021 under the lead of the implementing partner Resolve Wildlife.

This programme provides training for all CLZ Community Scouts and DNPW Wildlife Police Officers (WPO's). Basic Refresher Trainings were given to all rangers with focus on basic skills, leadership, communication, fitness, weapon handling, evidence collection, tactics etc.

Specialised operations units were provided with physical fitness, skill building, intelligence collection, human rights, and performance-based trainings including realistic scenarios in the field.

This type of training inspires the teams and helps them learn how to make the right decisions under pressure ensuring that people and animals are safeguarded.



Images: Jeroen van Rooijen

**167**  
Scouts and WPO's trained

**15**  
Courses conducted

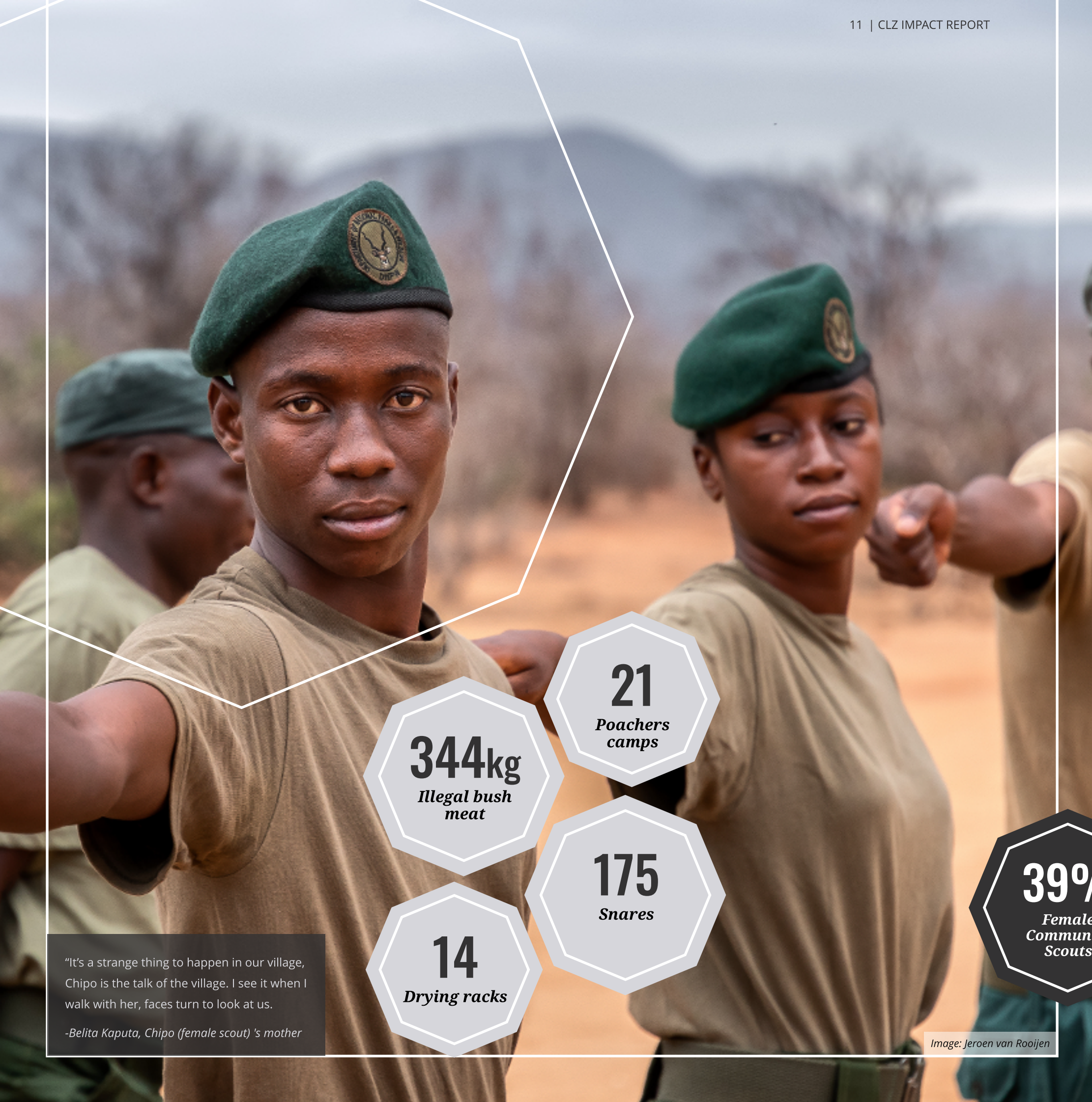
**6**  
Partner organisations engaged

# COMMUNITY SCOUTS AND DNPW PATROLS

DNPW and Community Scout patrols are the foundation for protection of the National Park. These teams work on the ground to discover illegal activities across rough terrain and in challenging conditions. Patrol teams are also tasked with responding to Human-Wildlife Conflict (HWC) in the villages surrounding the park.

CLZ created Zambia's first all-female Community Scout Unit, *Kufadza*—meaning “Inspire” in the local Goba language. These ladies are all fighting to conserve wildlife and ecosystems and some were selected to move into specialised units such as the Marine Unit, Dog Unit, and the Rapid Deployment Team.

This year, new recruits were selected for *Kufadza* and began their training with DNPW in Kafue National Park. CLZ now employs 51 Community Scouts—20 of whom are women. This has increased gender equity for women in the Lower Zambezi and has also changed perspectives within the communities as they are now seeing women becoming leaders in a male dominated profession. Through their patrols, snare sweeps, dedication, and skills, *Kufadza* are protecting wild animals and putting a stop to poaching while raising awareness and acting as role models for women and girls in the community.



**344kg**  
Illegal bush  
meat

**21**  
Poachers  
camps

**175**  
Snares

**14**  
Drying racks

**39%**  
Female  
Community  
Scouts

**48%**  
Patrol efforts  
conducted by  
Community Scouts

**51**  
Community  
Scouts employed

“It’s a strange thing to happen in our village, Chipo is the talk of the village. I see it when I walk with her, faces turn to look at us.

-Belita Kaputa, *Chipo (female scout) 's mother*

Image: Jeroen van Rooijen

# DOG UNIT

The DNPW and CLZ Dog Unit has been in operation since 2016. They continued their operations—supporting teams on the ground and working alongside other specialised units and the Investigations and Intelligence Units to combat the Illegal Wildlife Trade (IWT) along major known trade networks in the Lower Zambezi.

CLZ started a Village Dog Programme with the addition of two new village dog puppies which were selected from local villages. The puppies—named Smoke and Skye—are now being trained as detection and tracking dogs. The addition of these puppies into the DNPW and CLZ Dog Unit will bring the total number to four dogs and four handlers. The goal is that they will be able to track suspects and detect illegal wildlife products including ivory, pangolin scales, rhino horn, bushmeat, cat skins, firearms, and ammunition.

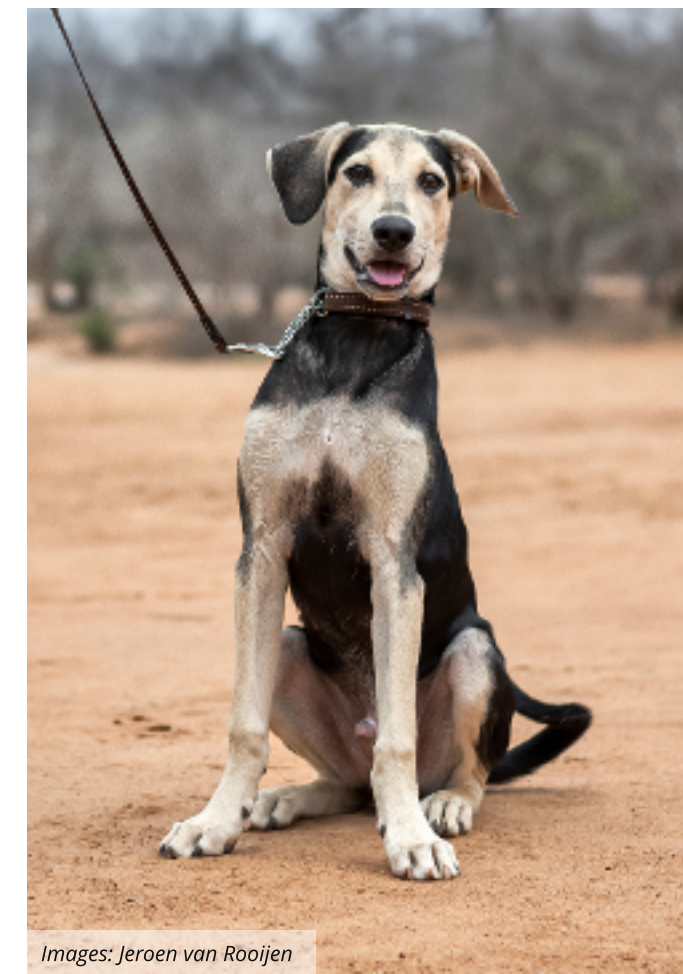
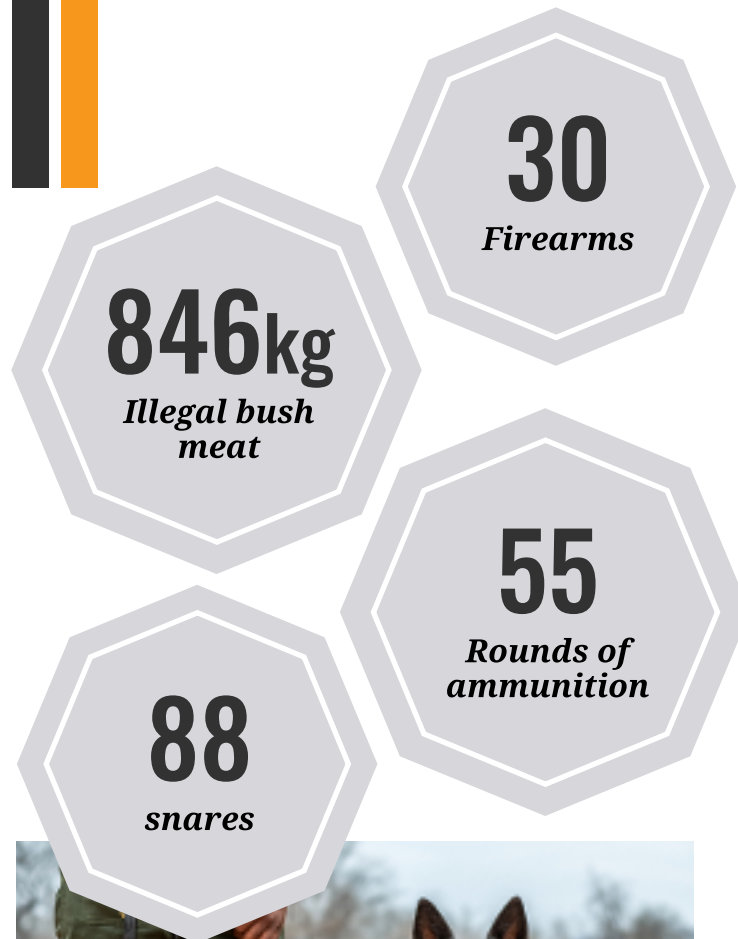
This pilot programme using village dogs is the first of its kind in Zambia and the hope is that these dogs, who have grown up in the area, will be more resilient to local diseases and the environment.



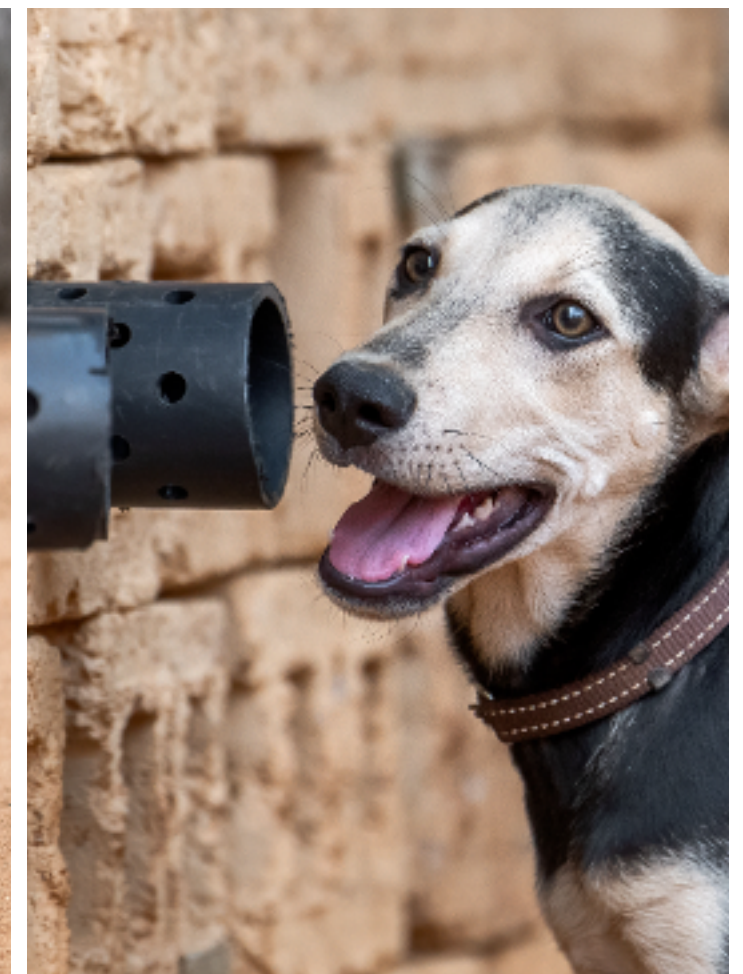
Images: Jeroen van Rooijen



Images: Jeroen van Rooijen



Images: Jeroen van Rooijen



Images: Jeroen van Rooijen

# RAPID DEPLOYMENT TEAM

DNPW and CLZ conducted a selection process for a newly designated Rapid Deployment Team (RDT) to ensure that integrity and ethics are kept to the highest standard for law enforcement personnel. The new team is made up of a total of seven members, one female and six males, who attended an intense three-week training course directly after being chosen. The RDT works to develop strong intelligence networks to bring down Illegal Wildlife Trade (IWT) in collaboration with Investigations and Intelligence Units. They are also the first to respond to higher risk situations and have training in how to approach situations in a measured and strategic way in order to prevent and mitigate conflict. They often work together with other specialised units including the Dog Unit and Marine Unit.



Images: Jeroen van Rooijen

# MARINE UNIT

The Marine Unit began their selection and specialised training in 2021 and in 2022, became fully operational. This six-person team patrols the Lower Zambezi River that marks the border between Zambia and Zimbabwe. The unit is working to prevent the international flow of illegal wildlife products between the two countries, monitoring that sustainable fishing regulations are being followed, supporting patrol teams on the ground, and leading targeted operations alongside other specialised units.



Image: Culture Collective, Matt Uys



# FISHERIES AND ILLEGAL WILDLIFE TRADE

This year saw the launch of a new project which focuses on community conservation through conservation agreements, sustainable fisheries, capacity building for Community Resource Boards (CRB), and support to the Department of Fisheries (DoF) and DNPW. This phase of the Fisheries Management Programme was launched as CLZ joined Conservation International's Pro Nature Enterprises for the people of Southern Africa project as an

implementing partner for the Sustainable Fisheries Co-management in Lower Zambezi component.

The four-year project, co-funded by AFD, was officially launched at the French Embassy in Lusaka and will work with DoF, DNPW, Chiawa CRB, Village Fisheries Management Committees, fishers, and other stakeholders to improve the management of the Lower Zambezi fisheries and encourage the development of nature friendly community enterprises and alternative livelihoods.

The project continues the ongoing support of DoF in their mandate to protect and regulate the fisheries by facilitating regular patrols, meetings, and licensing activities.

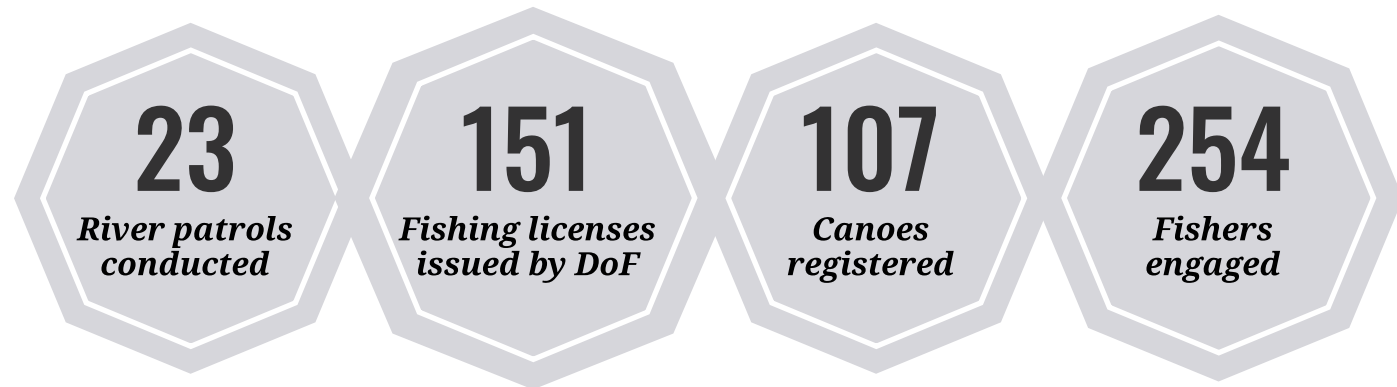


Image: Sven Vrdoljak



Image: Sven Vrdoljak

# HIGHLIGHTS IN 2022 INCLUDE

- Training workshops on the roles, responsibility and functioning of the Community Resource Boards (CRBs);
- Two cross-border meetings to foster transboundary collaboration on fisheries issues;
- 13 community and stakeholder engagement meetings and discussions on community-based fisheries management issues, engaging more than 350 community members and stakeholders;
- Contracted Prospero Zambia Ltd to conduct an Enterprise Development Survey and assessment of the Chiawa Game Management Areas to guide the future support of nature friendly enterprise and livelihoods for fishing communities in the Lower Zambezi.

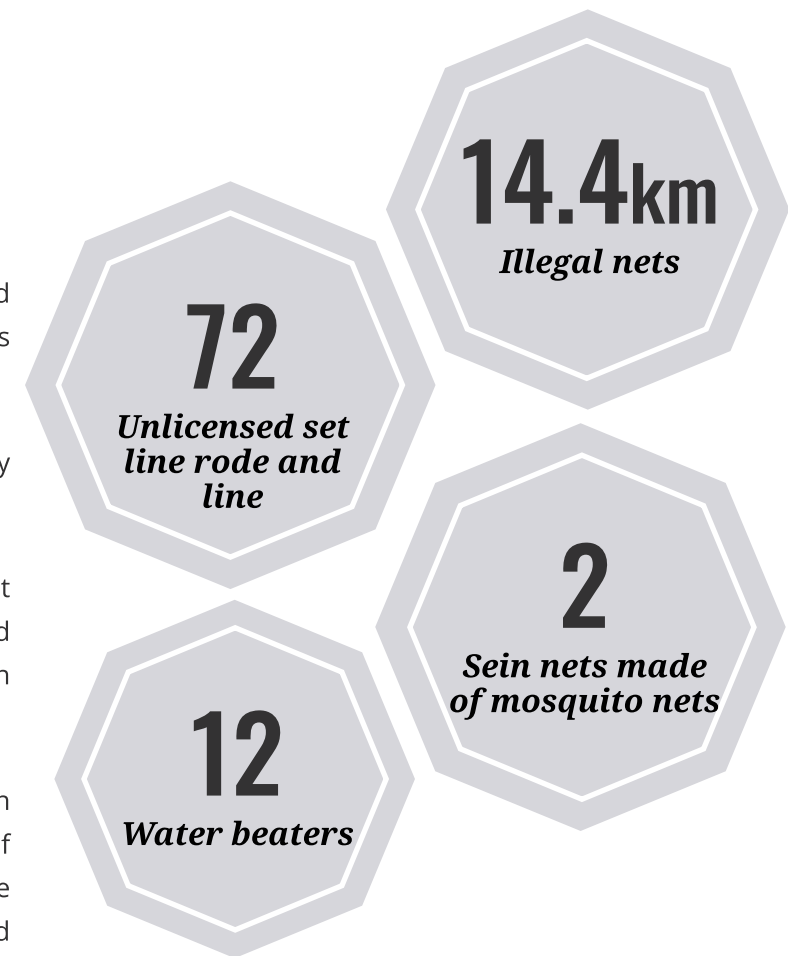


Image: Sven Vrdoljak

# AERIAL SUPPORT

CLZ's Cessna 172 is a critical tool for the detection of and response to illegal activities in the Lower Zambezi. This key resource provides efficient access to view the valley floor as well as difficult to reach areas in the escarpment searching for signs of poaching and illegal activities, encroachment, bushfires, wildlife movements, and small-scale illegal gold mining.

In 2022, CLZ's plane flew a total of 179.1 hours and

was responsible for detecting 29% of the drying racks and 23% of poacher's camps that were found.

Three helicopter operations were conducted in 2022 which facilitated deployment of teams to remote areas which are difficult to reach and collaring of elephants for law enforcement, and wildlife monitoring. These operations have resulted in high numbers of arrests each year including suspects who were illegally mining for gold in the escarpment. This has become a major threat to the security and environment of the National Park.



Image: Francois d'Elbée

# LEGAL ASSISTANT

One very notable contributor to conservation successes in the Lower Zambezi is the judicial programme for wildlife crime which began in 2018. CLZ's Legal Assistant is part of Wildlife Crime Prevention's (WCP) Criminal Justice Programme and have been successfully working in partnership to support the criminal justice system in close collaboration with DNPW and the National Prosecutions Authority. CLZ and WCP's Legal Assistant monitors wildlife crime court cases in the Lower Zambezi to provide technical and logistical support and track prosecutions in the area with a conviction rate of 84% for the 103 cases monitored in 2022.

In 2022, judicial activities included:

- Four DNPW Quarterly Feedback Meetings for Investigations and Intelligence Unit officers
- A Magistrates field visit to the Lower Zambezi National Park
- Two Rapid Reference Guide and Evidence Management trainings with DNPW Officers
- Three Human Rights training with DNPW Officers



Image: Jeroen van Rooijen

# PANGOLINS & ELEPHANTS

DNPW and CLZ have ten elephants collared in the Lower Zambezi with the primary goal being to gain a better understanding of elephant movements so that we can better position our patrol deployments and to identify areas of high risk for Human-Wildlife Conflict.

In partnership with DNPW and Wildlife Crime Prevention (WCP), this year marked the start of the first programme of its kind in Zambia to track confiscated pangolins post-release. The goal of this programme is to find out if the pangolin survives a capture and release. Each pangolin's progress is monitored and the aim is to improve protocols so that these incredible creatures are given the best chance to survive.



Image: Jeroen van Rooijen



Image: Estella Snowden

## ANNUAL POACHED ELEPHANTS IN THE LOWER ZAMBEZI NATIONAL PARK 2001 - 2022

CLZ has been recording elephant poaching in the LZNP since 2001. In 2022 there were 10 poached elephants in the Park recorded.

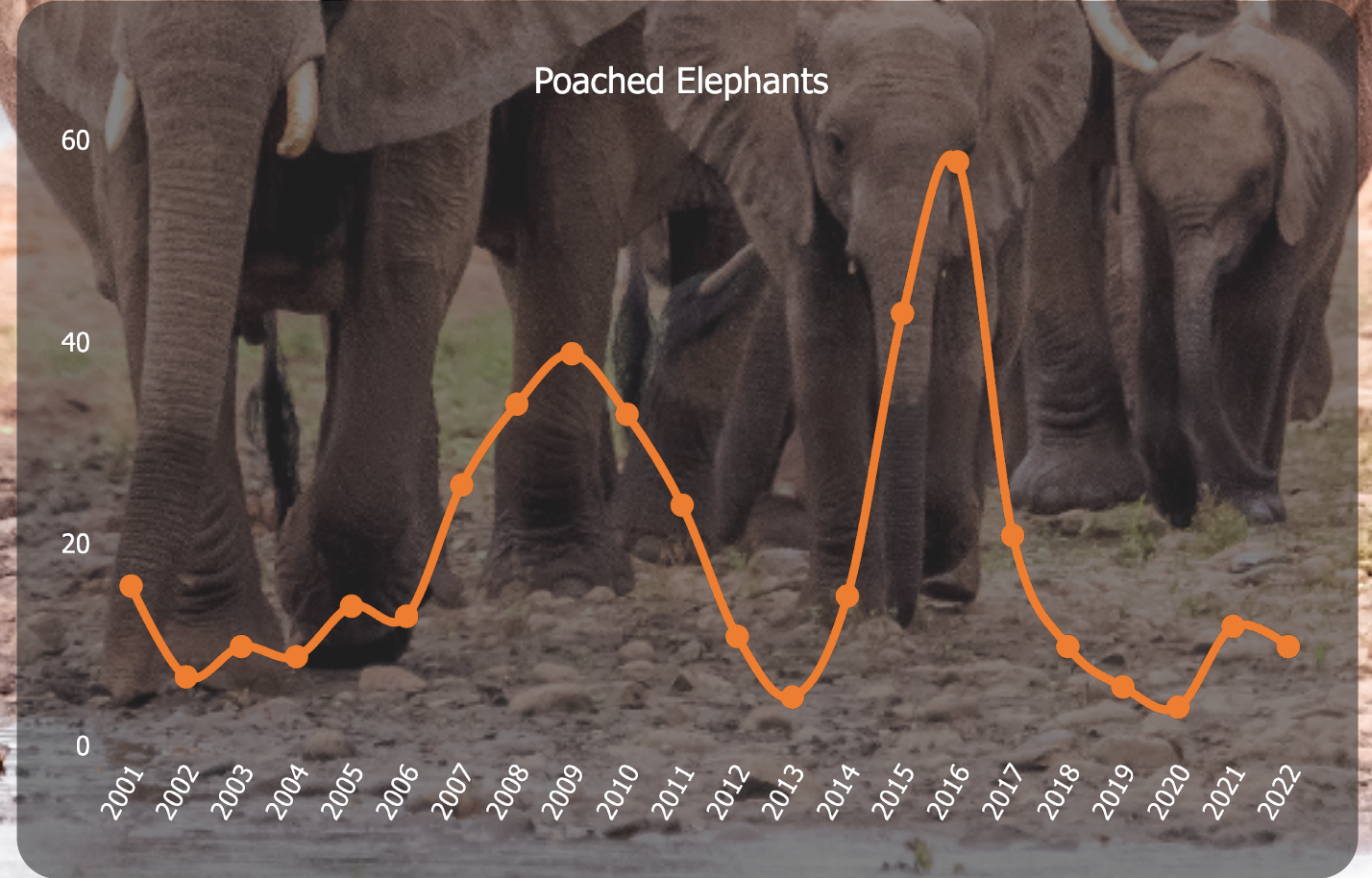


Image: Jeroen van Rooijen

# SAVE ZAMBEZI, SAFE ZAMBEZI

The Kangaluwi Copper Mine Project is a large-scale open-pit copper mine to be located in the centre of the Lower Zambezi National Park (LZNP). This will bring considerable risk and long-term damage to the health and wellbeing of communities, wildlife, and the environment which will remain long after the project is completed.

In 2021 when the injunction to stop the mine from going ahead was dismissed, CLZ joined the SAVE Zambezi SAFE Zambezi campaign made up of several concerned organisations and individuals hoping to stop the construction of a mine inside the LZNP. More than 50

stakeholders, not-for-profit organisations, and artists have banded together to petition the government to stop this mine through the campaign. The petition has been signed by over 50,000 people.

This project is controversial and communities who do not see the benefits of the LZNP have been told the mine will bring much needed jobs to the area. This is sadly not likely to be the case and the project will cause far more harm than good with an insufficient number of jobs provided to justify the loss of sustainable resources provided by the park.

Unfortunately, these efforts have not yet generated the traction needed for the government to block the mine and work began in 2022 on roadways to access the site. In 2023, the SAVE Zambezi SAFE Zambezi campaign will pursue legal action to try stop this project from going forward.

**50,000+**

*People signed the petition against the mine*



Image: Andrew Macdonald

## SMALL-SCALE ILLEGAL MINING

Small-scale illegal gold mining has grown immensely in recent years with the trend also reported in neighbouring countries including Malawi and Zimbabwe. This practice threatens wildlife, ecosystems, and the environment through habitat degradation, erosion, and increased illegal activities such as bushmeat poaching inside the park.

In 2022, 121 miners were arrested in the Lower Zambezi NP. CLZ is investigating the rise in this activity through a baseline survey to determine drivers and better understand how to provide alternative livelihood solutions for local communities who need more sustainable and legal opportunities as a long-term solution to this problem.

**121**

*Illegal miners arrested*

Image: Andrew Macdonald

# ENVIRONMENTAL EDUCATION IN ACTION

CLZ's Environmental Education Programme (EEP) supports the next generation of Zambians by providing more knowledge and awareness of the environment and its importance.

CLZ works with conservation clubs in the Game Management Areas surrounding the Lower Zambezi National Park.

Each year, CLZ conducts school visits to bring students to CLZ's Base Camp and provides vital health, sanitation, and HIV/AIDS awareness information as well as outreach visits to each community and school that we work with.

These school visits allow students to observe wildlife and nature up close and in a positive environment, an experience they would not be able to access otherwise.



**2,590**  
*Pupils reached*



**123**  
*Students visited CLZ's Basecamp*

## BASECAMP VISITS

Six school visits were conducted throughout the course of 2022 with students and teachers from each of the five project areas staying at CLZ's Environmental Education Centre. The children take part in lessons and activities, including educational game drives and boat cruises that take them into the park. Through this, students experience wildlife in their natural habitat, which often helps change previously held perceptions of wildlife influenced by Human-Wildlife Conflict within their communities.

Pupils also engage in lessons and activities focused on conservation topics, including sustainable resource utilisation methods, the benefits of ecosystem services,

HIV/AIDS, geography and ecology of the natural environment, how and why the wildlife and natural resources of the Lower Zambezi region need to be protected, and information and communications technology (ICT) based skills.

### WUKA

Each of the school visits to CLZ includes a focus on health and wellness for female students. The programme is called *Wuka*, meaning awakening, and gives girls the opportunity to share concerns and ask questions in a safe and open setting, with a young and relatable female. CLZ's Basecamp Manager—Monica Kalo, has taken on this role.



Images: Jeroen van Rooijen

# OUTREACH VISITS

On an annual basis CLZ's Environmental Education Programme (EEP) Manager visits 65 schools, distributed across the areas adjacent to the Lower Zambezi National Park to carry out conservation and health lessons at conservation clubs in schools. These clubs continue to meet on a weekly basis in CLZ's absence and make use of CLZ's EEP Conservation Teacher's Club Curriculum which is provided and distributed by CLZ. Furthermore, all school and outreach visits, incorporate an important health aspect into the Conservation Curriculum, reaffirming HIV/AIDS awareness and individual health.

# SCHOLARSHIPS

CLZ's University Scholarship Programme has six students studying Environmental Education, Wildlife Management, and Conservation this year at different Zambian Universities.

One of the scholarship students, Lanos Chisaka, did his internship at CLZ Basecamp. He conducted a research project centered on livestock predation in the local communities. This internship helped fulfil a requirement for his studies at the Copperbelt University where he is pursuing a Bachelor of Science in Wildlife Management.



**6**  
*Students in University Scholarship Programme.*

# TEACHER TRAINING

This year 32 teachers traveled to CLZ Basecamp in the Lower Zambezi to attend a teacher training workshop at CLZ's Environmental Education Centre. This is a key component of the Environmental Education Programme as it allows teachers the opportunity to discuss conservation issues, learn key components of the curriculum, and travel into the park on game drives and boat cruises to enjoy the natural environment.

# CONSERVATION QUIZ

An inter-school competition was organised and facilitated by CLZ, the entire programme took place at a local primary school over the course of a day. Nine schools participated in this competition with eight participants from each school. The turnout was very good with 72 students and 9 conservation teachers taking part. Prizes were given to first and second winners in both categories, and the best speakers from both the losing team and winning teams received prizes.



**72**  
*Students taking part in Conservation Quiz*

# COMMUNITY EMPOWERMENT IN ACTION

For longterm survival of the Lower Zambezi National Park it is paramount that the people living in the surrounding communities see the benefit of it to them. Therefore CLZ supports communities in the Game Management Areas in partnership with the local Community Resource Boards (CRBs).

CLZ assists by providing solutions to Human-Wildlife Conflict, supporting alternative livelihoods, and providing a communication link between local communities and wildlife authorities.

CLZ also engages in alternative income projects and Conservation Agreements to help the community benefit further—both directly and indirectly from the environment.

**46**  
*Women supported*



## HUMAN-WILDLIFE COEXISTENCE (HWC)

Working to sensitise, educate and uplift communities, CLZ strives to engage with community members families in a sustainable way. This includes a focus on promoting livelihoods that support local people and promote coexistence with wildlife.

In 2022, CLZ conducted two HWC workshops with communities in Chiawa and Rufunsa with 236 people in attendance. These workshops focus on anti-snaring and techniques for mitigating human-wildlife conflict and the importance of conservation.

**236**  
*People attending HWC workshops*



Images: Jeroen van Rooijen



Image: Jeroen van Rooijen

**40**  
*Farmers provided with water*

## SOLAR WATER TANKS

CLZ provided 40 farmers with two tanks, stands, and solar water pump systems to source water for their crops. These systems provide farmers with a safer method to obtain water—limiting time spent along the river and decreasing the chances for human-wildlife conflict. This project also included training on best farming practices, which along with the improved agriculture system will yield higher crops and income.

## CHICKEN PROJECTS

In 2022, CLZ worked with another women’s group in Luangwa to establish a livelihoods project to rear chickens to sell. This provides an opportunity for them to support themselves and their families. Through this support, the women established coops to raise chickens as a small-scale sustainable business. This has promoted female leadership opportunities and increased decision-making power for the women within their families, community, and environment.

# RUBATANO

For the first time since before COVID-19, CLZ was able to hold our annual Community Sports Day—Rubatano again. ‘Rubatano’ (Unity in the local language Goba) brings together local netball and football teams to battle it out on the pitch. The event is aimed to promote relationships between the local community members, DNPW, conservationists, lodges, and other stakeholders and has become bigger and bigger each year.

This year, 20 Football Teams and 15 Netball Teams competed in fierce matches with hopes of making it to the finals. There were over 350 participants with the top four football and netball teams each winning prizes. Circus Zambia was brought in and gave amazing performances, entertaining all the children (and adults) in the community.

The day brought in over 1,000 spectators from the surrounding communities.



**1,000+**  
*Spectators at Rubatano*



Images: Estella Snowden



# NEW INFRASTRUCTURE



Image: Estella Snowden

## Eastern Entrance Gate - Mukamba Road

CLZ and DNPW celebrated the completed construction of an entrance gate, ranger housing, office, and communications infrastructure on the Eastern boundary of Lower Zambezi National Park this year.

This infrastructure aims to deter poaching, decrease revenue leakage, and promote Human Wildlife Coexistence through increased presence and protection of both the park and the Rufunsa Game Management Area.

## Western Entrance Gate - Chongwe Confluence

As the main entry point to the park by boat, Chongwe Confluence is a landmark for visitors. CLZ and DNPW finished renovation of this key entrance to the Park which included the construction of a covered carpark, installation of a new jetty, and addition of new buildings including housing for staff, a kitchen, and bathrooms for guests.

This area will also serve as the base for DNPW and CLZ's new Marine Unit to help provide security for the Lower Zambezi on the water as well as the land. CLZ built another complex with a dorm, a briefing room, an office, a bedroom, a kitchen and several ablutions.



Image: Jeroen van Rooijen

## CLZ Base Camp

CLZ began the construction of a storage facility for DNPW and Community Scout rations and equipment. Rations and supplies have been stored in recycled shipping containers which will be renovated and made into a more secure building to prevent animals such as rodents and termites from entering.

In addition, the thatched roof dining area at Basecamp had not been replaced in 18 years and was in dire need of attention.



Image: Sven Vrdoljak

Image: Francois d'Elbée

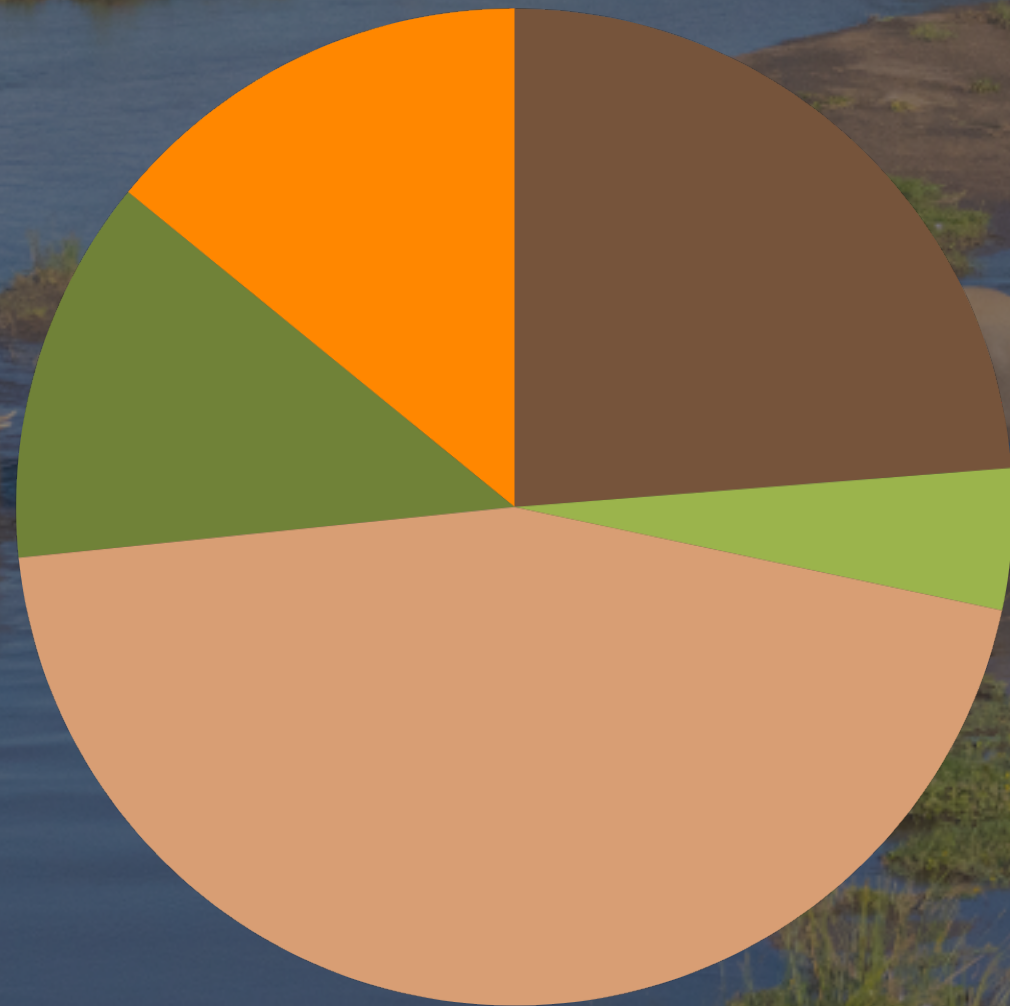
# FINANCIAL

CLZ's accounts are managed in-house and are audited externally by an independent professional auditing company.

In 2022 CLZ raised approximately US\$1,565,529 through memberships, fundraisers, grants and donations.

Most of this funding is earmarked specifically for CLZ's main activities in wildlife protection, environmental education and community empowerment.

## Budget 2023



● Base Camp 22% ● Environmental Education Program 4% ● Wildlife Protection - DNPW 42%  
 ● Wildlife Protection - Community Scouts 12% ● Community Engagement 13%

## INCOME 2022



● Donations 2%  
 ● Grants 87%  
 ● Membership fees 9%  
 ● Fundraisers 2%

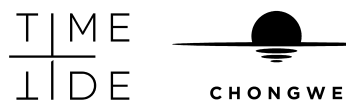
# MEMBERS

Support towards CLZ's administration and operating costs comes from tour operators in the Lower Zambezi as well as corporate companies, families and individuals who contributed approximately US\$139,755 to the organisation's operational costs in 2022.

## PLATINUM



## GOLD



## CORPORATE

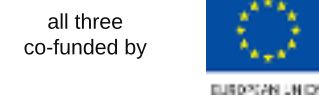


## SILVER



# PROGRAM DONORS

CLZ relies on donations from government institutions, wildlife NGOs, companies and philanthropists for funding towards all conservation activities. A big thank you to all 2022 programme donors!



Shah Trust



Co-funded by



## GOVERNANCE

### BOARD

As a society, CLZ is governed by a board of annually elected members. In May 2022, the following board members were elected:

**Chairperson:** Jill Morse

**Vice-Chairperson:** Francesca Cooke and Riccardo Garbaccio

**Treasurer:** Peter Malao

**Secretary:** Carrol Fleming

**Chief Executive Officer:** Ian Stevenson

**Other Board Members:** Grant Cumings, Sarah Davies, Juri Van Zyl, Anita Barrett, Suzyo Kumwenda Mwanza, Jelous “Chops” Nyandowo

#### IN MEMORY OF Alan Harkness

In early 2022 we mourned the loss of Alan Harkness after a very short illness.

Alan was one of the big drivers behind the development of Zambian tourism. He also donated his time and expertise to CLZ for over 12 years as the CLZ Board Treasurer—all on a voluntary basis. Alan believed in the work of CLZ and his contribution was invaluable. Our heartfelt condolences go out to his loved ones. May he rest in peace.

### MANAGEMENT

**CEO:** Ian Stevenson

**Operations Manager:** Rabson Tembo

**Finance and Projects Manager:** Hanneke Hogerheijde

**Environmental Education Manager:** Besa Kaoma

**Funds Manager:** Donovan Rule

**Programmes Manager:** Estella Snowden

**Basecamp Manager:** Monica Kalo

**Legal Assistant:** Chilufya Chongo

**Lower Zambezi Fisheries Management Project Manager:** Sven Vrdoljak

**Fisheries Officer:** Nzala Hikapulwe

**Community Liaison Officer:** Masauso Lipah

**Data Management Officer:** Rodgers Fumpa

**Assistant Data Management Officer:** Peter Longwe

**Stores and Logistics Officer:** Moses Chabala

## IN-KIND SUPPORTERS AND DONORS

Ad-dicts

AfricaPride Insurance

Andrew Macdonald | Time + Tide

Buya Bamba

CC Systems

Chakanaka Farms

DigiPrint

Francois d’Elbée

Jan Armstrong

Jeroen van Rooijen

John Taylor

Kamba Communications

Mountain Lakes Pickleball

New Horizon Printing Press

Pack for a Purpose

Page Sorcerer

Pie Aerts

Proflight Zambia

Royal Air Charters

Royal Zambezi Lodge

Sheila Linder-Smeltzer

Sky Trails Zambia

Southern Sun Ridgeway

The Villagers

The Frog Crossing Foundation

Wallace Kapomba | Royal

Zambezi Lodge

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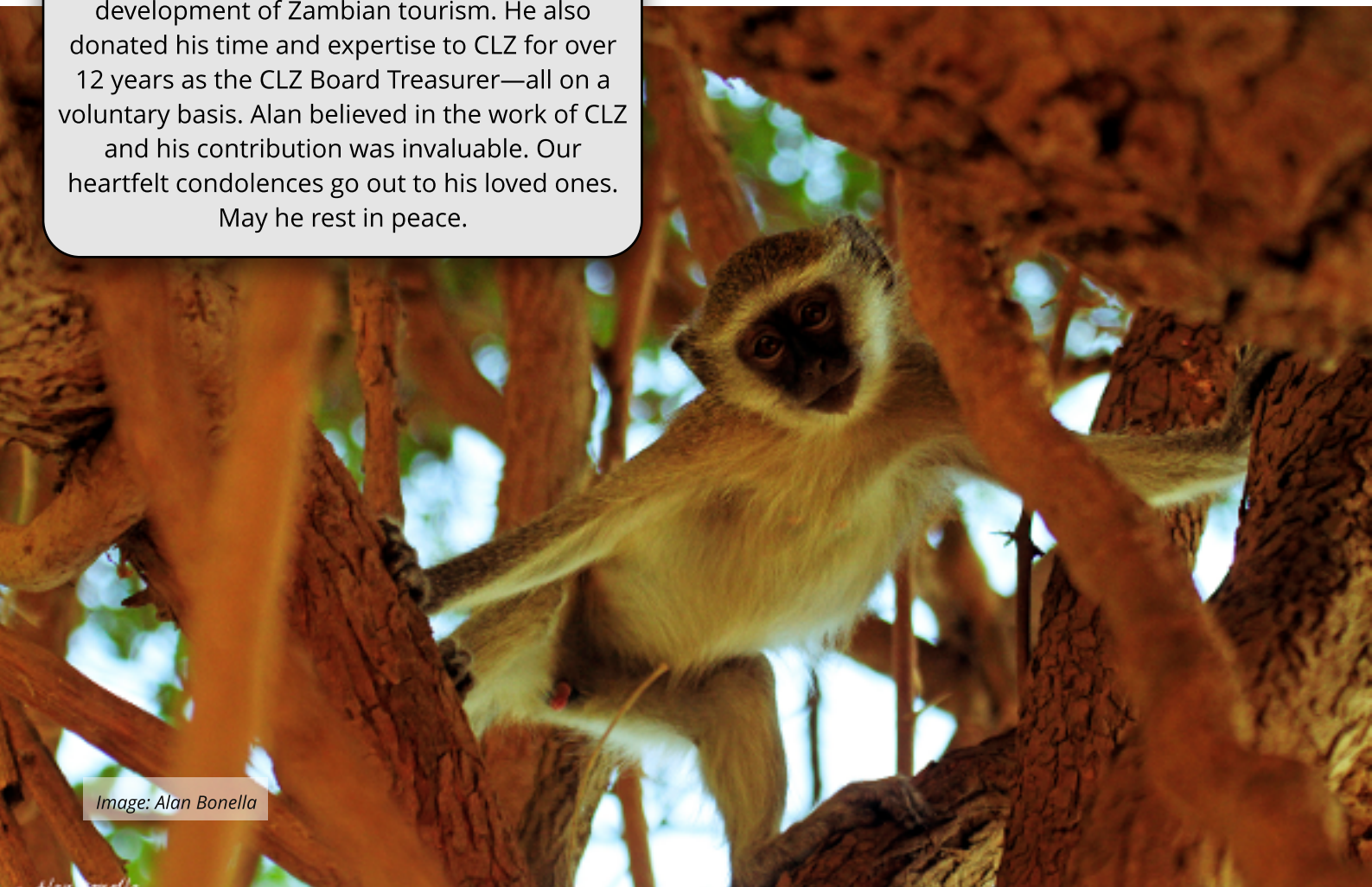


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