



WELL GROUNDED

Impact Report 2021-2025

JUNE 2025



1 About Well Grounded

Well Grounded works to **empower civil society organisations and leaders** delivering community-led natural resource management and environmental justice in the Congo Basin region.

Well Grounded, a registered non-profit in both the UK and Cameroon, was founded in 2010 in direct response to the challenges faced by local organisations and their leaders. These **organisations often encountered limitations in their impact and sustainability** due to a lack of resources, as well as limited opportunities to develop their strategies and the confidence to effectively advocate for their causes and mobilise support.

Well Grounded **provides organisations and leaders with the tools and support they need to realise their objectives and vision**, and make a positive change for communities and forest ecosystems.

In our first fifteen years, we have worked with more than **80 CSOs**, many of which have emerged as **leading national or regional environmental organisations**, and attribute their **clear sense of purpose, identity and confidence** to the processes facilitated by Well Grounded.

Our vision

A credible, collaborative, inclusive and effective African Civil Society capable of advocating for social and environmental justice while empowering communities to determine their own future.

Our mission

We support African organisations to become stronger, so they deliver lasting impact for forests and communities



Where we work

Well Grounded currently works in four priority countries: **Cameroon**, **the Democratic Republic of Congo**, **Gabon**, and **the Republic of Congo**.

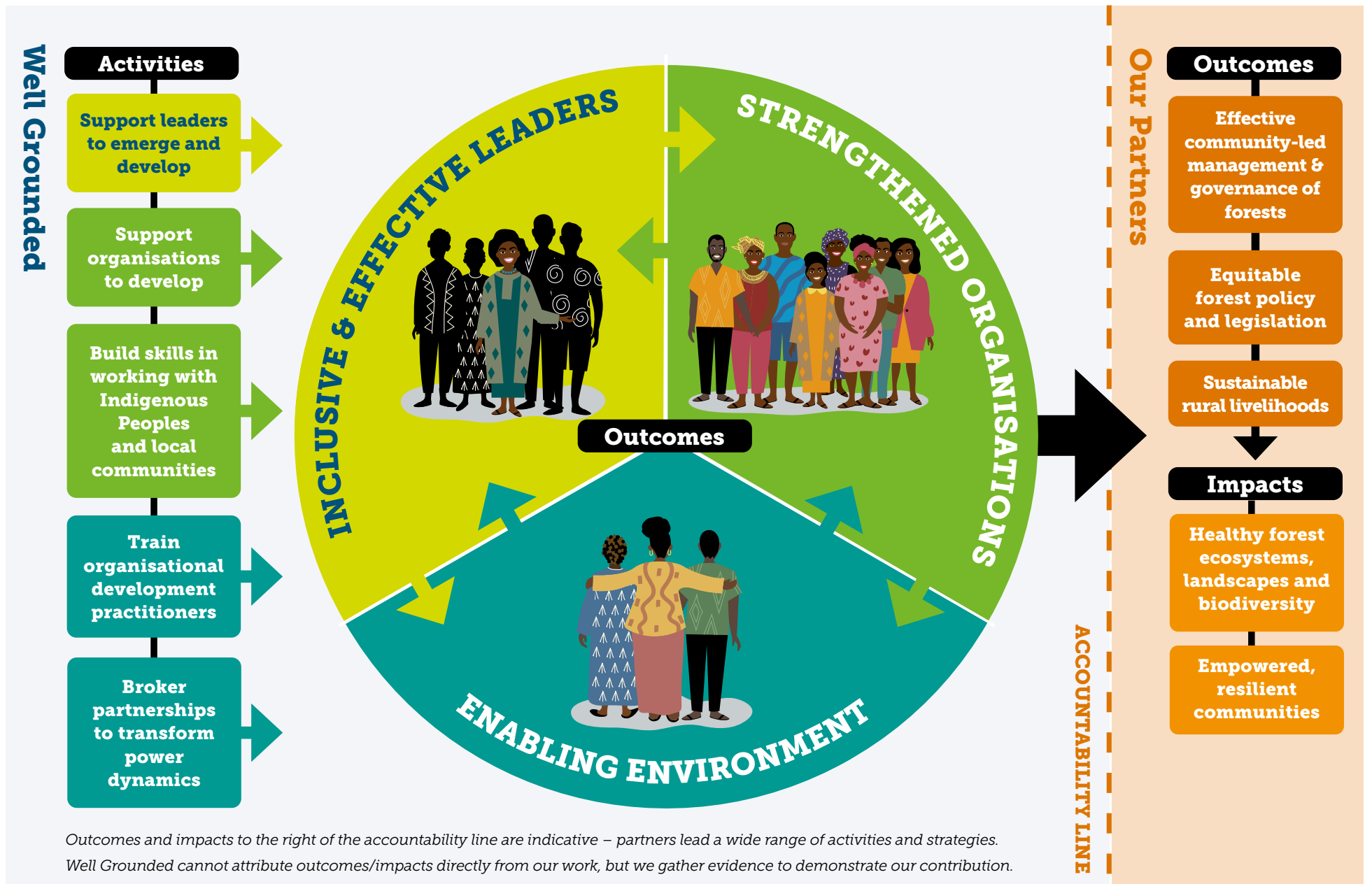
This impact report presents results from work carried out in these four countries. While we occasionally operate in other Francophone countries in Africa, activities in those contexts are **not included** in this report.



Our Theory of Change

We believe that **stronger organisations will deliver lasting impacts for forests and people**. Our Theory of Change (diagram on next page) illustrates how Well Grounded's core activities, which focus on leaders, organisations and their wider environment, deliver **mutually reinforcing outcomes**, resulting in **stronger and more capable organisations**. The organisations we support deploy a wide range of strategies responding to their context and constituencies, and a connecting thread across them is that they deliver **sustainable management practices to protect the tropical forests of the Congo Basin**, via community-based forest governance, policy, and/or sustainable livelihoods. While Well Grounded does not directly control the outcomes on this side of our Theory of Change, our hypothesis is that by supporting the emergence of strong organisations, we **contribute to their positive impact on forest ecosystems, biodiversity and people**.

Throughout our work we aim to gather **evidence of change** across this Theory of Change. We use an Outcome Mapping methodology as part of our Monitoring, Evaluation, Accountability and Learning (MEAL) system to track behaviour change against Well Grounded's core outcomes.



2 Key impacts 2021-2025

Between 2021 and 2025, Well Grounded engaged with a total of **64 civil society organisations** across our four priority countries through **leadership programmes** and **organisation development (OD) processes**. Here we present indicators of the impact of our programmes, aligned with the three core strategic outcomes presented in our 2027 [Strategic Plan](#).



OUTCOME 1: STRENGTHENED CSOs

CSOs, including networks, are autonomous, strategic and guided by their values, enabling them to deliver stronger results for communities and forests.

Well Grounded's Organisation Development (OD) work is guided by our Benchmarks for a Healthy Organisation (see diagram). We have designed a participatory assessment framework aligned with these benchmarks that allows progress to be monitored, in alignment with an outcome mapping approach. Through participatory facilitation, we help surface changes that are meaningful and relevant to our partners.

"Focusing on internal development has been a longstanding challenge for CSOs in our area. Well Grounded is helping us to overcome it. For MERDC, support by Well Grounded has reinforced our confidence, making us more aware of our strengths and capacities as an organisation"

Prince Nyakasha, MERDC, DRC



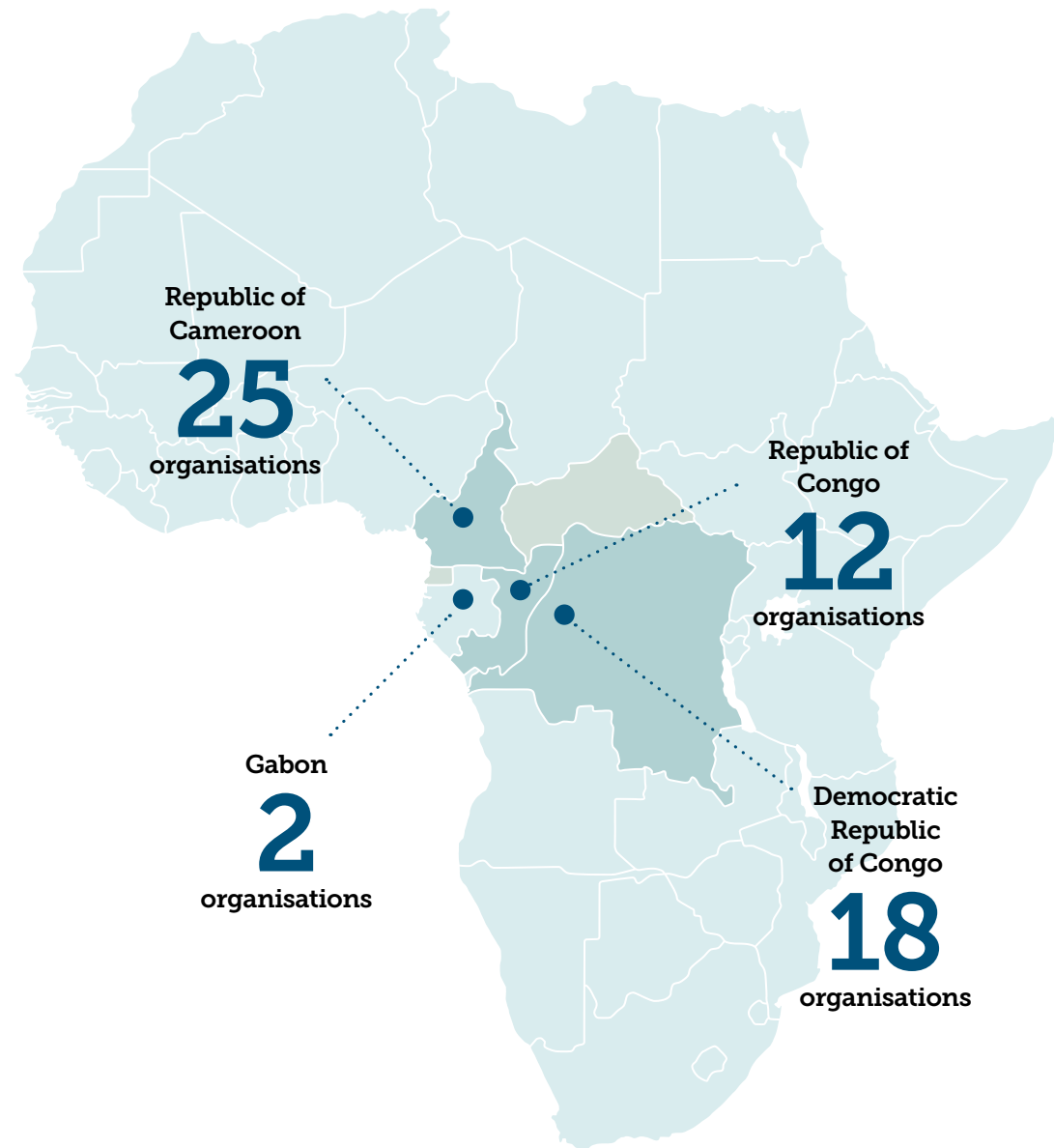
OD Reach and Impact Across Priority Countries

Between 2021 and 2025, Well Grounded facilitated organisation development (OD) processes with **57 civil society organisations** (of which 15 are networks with multiple CSO members) across our priority countries:



“We would like to sincerely thank Well Grounded for their organisational assessment. The eight benchmark criteria, which truly reflect a healthy organisation, have clarified our current situation and enabled us to better envisage the changes needed to improve our organisation.”

Nelly-Françoise COMTE, CERPAC Coordinator, Republic of Congo



ORGANISATION DEVELOPMENT PROCESSES FACILITATED

An organisation development (OD) process is a **long-term engagement** (often over the course of a whole year) focused on a specific issue identified by the local organisation in line with their organisational assessment and OD action plan. It involves **multiple points of facilitation, accompaniment, and follow-up**, tailored to the organisation’s context and priorities.

Overall, between 2021 and 2025 **we facilitated 81 OD processes with our partners**, with many organisations receiving multi-year support. These processes covered a wide range of organisation development themes, including:

NUMBERS

RESULTING OUTCOMES

31 organisational analyses conducted

- CSOs have a clearer understanding of their strengths and their priorities for development
- CSOs identify areas where they are able to work on their own development and areas where they need external support
- Accompaniment from Well Grounded can be planned according to priorities

18 strategic plans developed

- CSOs are internally aligned around a clear set of goals, and are able to focus their efforts on impactful activities
- CSOs strengthen their ability to build meaningful partnerships and mobilise resources in support of their mission
- Foundation in place for demonstrating organisational impact (M&E)

11 OD processes focused on strengthening **CSO governance structures**

- Strengthened governance effectiveness and strategic oversight
- Clearer organisational decision-making and accountability structures
- Improved compliance and risk management

5 OD processes focused on **leadership development**

- Individuals gain an understanding of inclusive leadership approaches, practices and tools
- Individuals gain skills and confidence in leading authentically and inclusively
- Leaders are better able to manage change within their organisations

Other thematic areas addressed through Well Grounded’s OD processes have included **advocacy strategy development, resource mobilisation, gender policy and strategy formulation**, and the **adoption of digital collaboration tools**.



LINKING LEADERSHIP AND ORGANISATION DEVELOPMENT: THE CASE OF LES ÉCLAIREUSES PROGRAMME

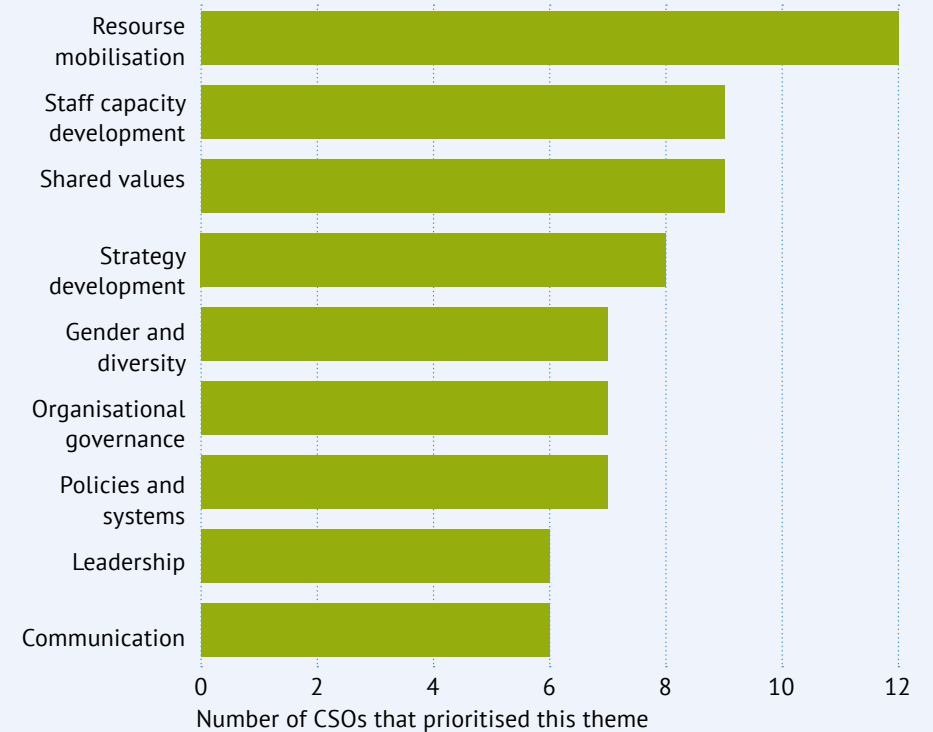


In 2024, Well Grounded’s women’s ecofeminist leadership programme, **Les Éclaireuses**, integrated **organisation development (OD)** to strengthen the institutional foundations of the **12 participating civil society organisations (CSOs)**. This approach, recommended by Well Grounded’s three-year strategy, is grounded in the conviction that **ecofeminist leadership can only flourish within organisational structures that are coherent, inclusive, and capable of transformation.**

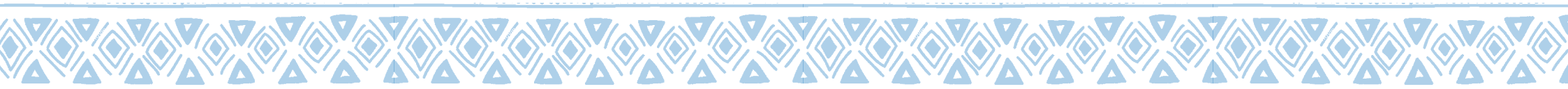
The process unfolded in **three key stages**:

- 1 A **participatory organisational assessment**, carried out with all 12 CSOs, leading to the co-creation of **tailored OD action plans** aligned with each CSO’s context, needs, and ambitions.
- 2 A **follow-up phase** to assess progress and identify priority areas for targeted support.
- 3 Based on defined criteria, **organisational and individual commitment, active participation in the leadership programme, and alignment with the programme’s values, seven CSOs** were selected for **in-depth OD support**.

CSO OD priorities, identified in the organisational assessments:



All 12 CSOs involved in the programme appreciated the opportunity to assess their organisational situation using the benchmark scale. This process helped them articulate and reflect on the key challenges facing their organisations.



Key insights from the OD action plans include:

- **Strategic Resource Mobilisation**

All of the CSOs expressed a need for support in developing a resource mobilisation strategy that would reduce dependency on external funding. Many also recognised the importance of leveraging internal leadership, particularly within governance and fundraising.

- **Leadership**

There was a strong demand from participating organisations to strengthen internal leadership capacities, particularly in ways that reflect ecofeminist values. Several CSOs expressed the need to transform their internal environments to foster greater cooperation, inclusive collaboration, and sisterhood. Additionally, many highlighted the importance of influencing cultural norms within their organisations and communities to promote a form of leadership that embraces inclusion, participation, and adaptability, in line with ecofeminist principles

- **Gender Integration**

Several organisations also requested support to integrate gender considerations into strategic frameworks. One CSO, which identifies as gender-focused, specifically requested support to develop a comprehensive gender strategy and policy.

Early-stage results

It is too soon to assess the overall impact of this initiative, as the OD accompaniments are still ongoing, however, initial results are already showing promise.

- One CSO has developed a **gender policy and strategy** that is now actively applied to its internal practices, team dynamics, and external partnerships.
- Another CSO is **redefining its resource mobilisation strategy**, grounded in reclaiming its core values and challenging patriarchal funding systems.

These early outcomes demonstrate the **transformative potential of linking OD with ecofeminist leadership**, laying the foundation for **stronger, values-aligned, and more resilient organisations**.



Stories of change

Well Grounded embarked on a process to check in with longstanding partners, with whom we worked prior to 2021, and gather their stories of the changes they have witnessed connected to their collaboration with Well Grounded.

Cameroon Gender and Environment Watch

CAMGEW works with communities around the Kilum Ijim montane forest in Northwest Cameroon, and later in the West region (Magba) and Adamawa region (Mayo Darle), to preserve the forest ecosystem while developing local livelihoods and empowering women.

Well Grounded accompanied CAMGEW over two years (2015-17), enabling them to develop a clear strategy and design programmes around impact, while strengthening internal structures and systems, and external communication. We have re-engaged with CAMGEW in 2024 to support organisational growth and change through an renewed organisational analysis and strategic review.

Impacts:



Community conservation

Community patrolling in Kilum Ijim has almost eliminated forest fires (from 7-9 per year pre-2015, to none in 2020)



Livelihoods

Honey production has developed into a viable livelihood activity for local communities, supporting conservation efforts



Visibility & Partnerships

Fundraising success (almost doubling organisational budget) & won major international prizes

Organisation Development



Wirsiy Emmanuel Binyuy, Founder and Team Leader:

"We had the passion to work, we had the dream to bring change in our society [...] but at the same time we needed some strategies. The strategic plan brought CAMGEW to a very high level. We saw the need to be focused. We saw the need to drop some programmes because they were not clearly linked with our vision, our mission and our objectives."

Stories of change

Field Legality Advisory Group

FLAG is a regional organisation working to promote good forest governance, and supporting forest resource monitoring in the Congo Basin.

Well Grounded provided OD support to FLAG from 2012 - 2014 focusing on organisational strategy and resource mobilisation. This accompaniment encouraged FLAG's founders to shift from a 'project mindset' towards building an impactful and sustainable organisation. We have continued to collaborate closely with FLAG since and have included team members in our leadership programmes (Canopy and Les Eclaireuses).

Impacts:



Growth

From a team of 3 founders to 17 full time team members



Capacity

Set up a training centre for independent forest monitors that has now trained two cohorts



Visibility & Partnerships

Built a strong reputation across Congo Basin region, with diverse national and international partners and membership of regional networks

Organisation Development



Horline Njike, Secretary General

"We are an organisation because we met Well Grounded, and we started to understand what an organisation is. [Well Grounded's support] helped us to define our identity, to frame our priorities, and to explain to others who we are, what we want to do and how we want to do it"

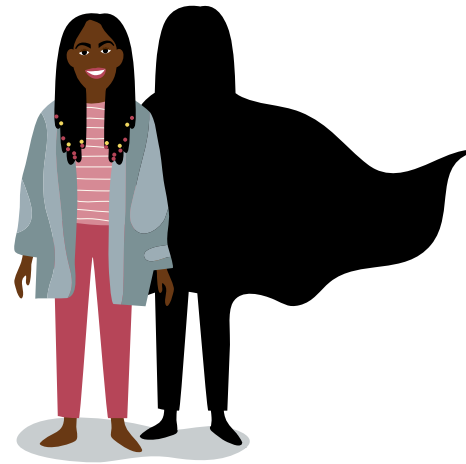


OUTCOME 2: INCLUSIVE & EFFECTIVE LEADERS

CSO leaders, including those from under-represented backgrounds, confidently assert their rights, are capable of fostering inclusion and of leading their organisation or communities, and play an active role in natural resource governance.

Our approach to leadership development seeks to foster a profound new awareness of oneself as a leader, and how we interact with others. Our leadership programmes therefore take participants through three intersecting levels of focus: Leading Self, Leading Organisations or Communities, and Leading Collaborations.

Leading
Self



Leading Organisations
and Teams



Leading
Collaborations



CANOPY LEADERSHIP PROGRAMME

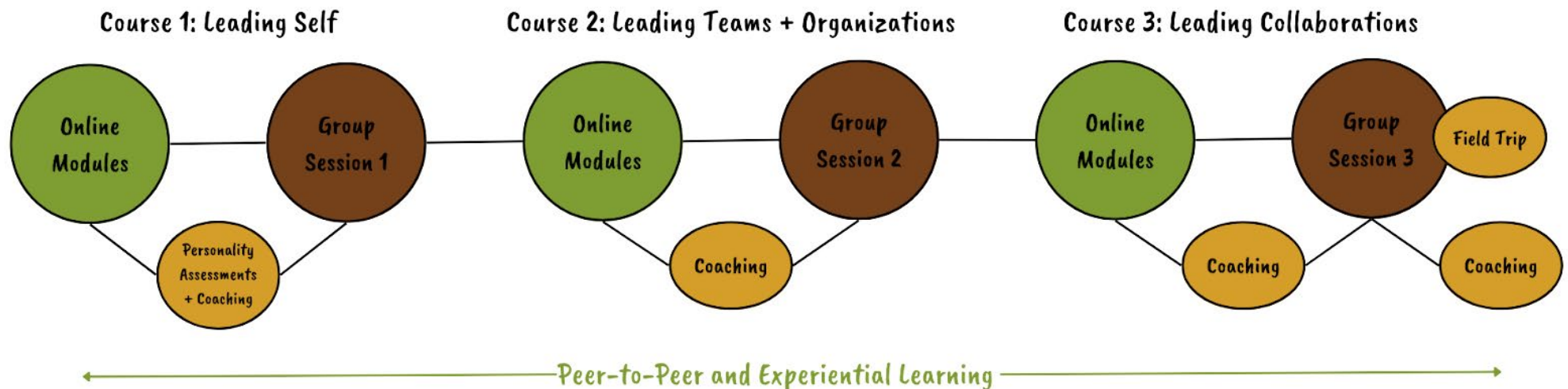


The Canopy Leadership Programme, delivered in partnership with our strategic partner and peer Maliasili, engages the **senior leaders of prominent national and regional organisations supporting community forestry initiatives** or policy across the Congo Basin region. The programme seeks to support these leaders’ own journeys, and equip them to strengthen their organisations and deliver impact.

Over 2023-2025, we designed a leadership curriculum **grounded in African leadership philosophies**, and delivered using a hybrid format (online, in-person, and external coaching) with **19 leaders from 10 CSOs in 4 Congo Basin countries**.

Feedback confirmed the programme’s powerful impact and resonance:

- **68%** of participants noted progress in how they take care of themselves and manage stress, as well as gaining a better understanding of themselves and experiencing increased self-confidence.
- **82%** of participants reported improvements in their ability to delegate, communicate with their teams, and build trust. They also become better at receiving feedback and managing their emotions.
- **88%** of participants reported significant growth in key personal leadership attributes, including their leadership style, confidence, and self-awareness.



PARTICIPANT TESTIMONIALS INCLUDED:

"I have learned to adapt my leadership style based on the needs of my team, to encourage collaboration, and to inspire trust, which has significantly improved our collective results"

"During the training, we were shown all these different [leadership] styles, and I realised that the style I was using was problematic".

"Within my family and in my daily work I now prioritise [the active listening] approach, giving importance to feedback so that my leadership puts accountability first and uses co-creation as a "win-win" process to avoid frustrations."

Delivering the programme as part of a partnership also provided important peer learning opportunities, and strengthened our relationship with Maliasili, leading to expanded collaboration.



LES ECLAIREUSES PROGRAMME

Well Grounded has been running an ecofeminist leadership programme since 2019, now called **Les Éclaireuses**, meaning ‘pathfinders’ in French, which speaks to women leading the way for others. Les Éclaireuses is a year-long transformational leadership journey, combining ‘soft skills’ with practical tools and support, with **ecofeminist themes** running throughout.

Rooted in the **recognition and celebration of African women’s strengths and talents**, the programme invites participants to explore **ecofeminism** as a lens to deepen their leadership. It highlights the strong links between **patriarchal oppression** and **environmental destruction**, two interconnected forces often driven by power and profit, which disproportionately impact women and place them at the forefront of environmental and social struggles.



Programme phases

September - December 2023:

Recruitment phase

- Scoping to identify eligible CSOs
- Selection and recruitment of the cohort

January - February 2024:

Engagement phase

- Contracting
- Introduction to digital tools
- Programme launch

March - December 2024:

Implementation phase

- Building connections amongst participants
- Online modules
- Thematic webinars
- Coaching
- Learning and sharing sessions
- Face-to-face retreats:
 - Retreat 1 (March 2024)
 - Retreat 2 (June 2024)
 - Retreat 3 (November 2024)

January - February 2025:

Closing phase

- Sharing experiences
- Evaluation
- Graduation event

The programme has successfully graduated two cohorts to date. One in the **Democratic Republic of Congo** and the most recent in **Cameroon**. Each cohort comprised **20 women leaders**, bringing **the total number of graduates to 40**. These cohorts mark a significant milestone in advancing ecofeminist leadership and strengthening the role of women in forest management and natural resource governance across the Congo Basin.

Participant feedback from our most recent cohort in Cameroon highlighted the programme's strong relevance and impact:

- **88%** of the participants reported an improvement in their self-awareness and emotional intelligence.
- **66%** of the participants demonstrated a deep understanding of interconnected systems of oppression, including patriarchy, extractivism, and colonialism and expressed their commitment to addressing the structural causes of injustice beyond their individual experiences.
- **88%** of the participants acknowledged that self-care is a political act and a fundamental foundation for sustainable leadership. Several of them have begun to integrate well-being, stress management, and reflective practices into their daily lives.

PARTICIPANTS TESTIMONIES INCLUDED:

"Before the programme, I doubted my legitimacy to speak up. Today, I express myself with confidence in my household and workplace."

"I've realised that taking care of myself is not a luxury, but a necessity to keep fighting for my causes, to gain the esteem and confidence needed to be the person I wish to be".

"Thanks to the sisterhood that was built during the process, I no longer feel alone in my struggles. together, we are stronger."

"The programme helped me connect local actions to broader issues like climate justice and patriarchy."

"I've started applying ecofeminist approaches within my organisation. Even my team notices the difference in my leadership style."

Stories of change

Well Grounded embarked on a process to check in with longstanding partners and gather their stories of the changes they have witnessed connected to their collaboration with Well Grounded.

Chouchouna Losale

Chouchouna Losale is Vice Coordinator with the Coalition of Female Leaders for the Environment and Sustainable Development (CFLEDD), and a prominent leader championing women’s participation in the management of natural resources in the Democratic Republic of Congo.

Chouchouna took part in Well Grounded’s Leadership Programme in 2017-18 and in 2022 (Ecofeminist Leadership Development). She reports that the programme enabled her to better manage the range of responsibilities that she holds, and to support other women in the CFLEDD network.

Impacts:



Leading self

Effectively managing multiple roles, identities and pressures



Leading others

Supporting colleagues to achieve results



Ripple effect

Inspiring and supporting other women leaders to develop;
Advocating for change in regional and international policy fora

Leadership



Chérie Fa Eyere Apek, Director of CFLEDD and longstanding colleague of Chouchouna:

“Chouchouna leads the team to work towards achieving our objectives and enables me to give my best. The leadership programme has enabled us to have truly capable women women leaders, with skills, abilities, capable of sitting on the decision-making tables”.

INDIGENOUS LEADERSHIP PROGRAMME

Our Indigenous Peoples leadership programme empowers and equips leaders of Indigenous-led or allied CSOs to deliver a leadership programme that builds power at the grassroots level, through a facilitator development approach focusing on IP community leaders.



Programme strategy



PROGRAMME GEOGRAPHICAL REACH

Since the conception phase, the programme has involved three countries: Cameroon, the Democratic Republic of Congo (DRC), and the Republic of Congo. Guided by a co-creation approach, activities are currently being implemented in **Cameroon and Eastern DRC**.

In response to the escalation of conflict in Eastern DRC, we have adapted the programme format to deliver **remote support** and **online training** to members of the leadership circle.

Based on available funding and lessons learned from implementation in these two contexts, the programme aims to **extend its activities to the Republic of Congo in 2026**.

The programme is delivered via **seven community workshops** in focus landscapes over a period of 24 months, starting late 2024. Well Grounded is training and accompanying the community facilitators of these workshops throughout the course of the programme, and will also provide support and guidance for follow up with communities aimed at following progress and outcomes, as well as learning.

The programme currently accompanies and supports a total of **36 members of ambassador circles** in Yaounde, Cameroon, Kinshasa and Bukavu, DRC and Brazzaville RoC.

In Cameroon, a community leadership journey is then facilitated in six communities divided into two main clusters :

The Bipindi cluster with three participating communities (Bagyeli and Bakola Peoples):

- Mbikiliki
- Mashuer Mashuer
- Yaniboti

The Mintom cluster with three participating communities (Baka People):

- Akom
- Assok
- Odoumou

"The programme will enable us to leverage and activate our [Indigenous] strengths – to follow the programme while remaining true to our Indigenous identity. I learned a lot from the Indigenous leadership programme. Before the programme, I had difficulty expressing myself in front of people. Now I can speak fluently and easily, express my point of view, without fear of people, without any fear at all. For me, this is a big change and it has motivated me. So, I think that if other Indigenous communities in Cameroon can participate in this kind of initiative, it can really help Indigenous Peoples."

Cameroon IP Ambassador Circle member

In eastern DRC, the programme had previously identified three Indigenous communities namely: Bugoma, Buyungule and Chaminunu, South Kivu. However, due to the recent escalation of conflict in these areas, community activities have been suspended, and the programme has been adapted to support circle members through online training.

Training of facilitators and community engagement began in 2024. In Cameroon, we have already completed the second round of facilitator training and community engagement. While it is still too early to assess long-term impact, initial monitoring of the co-creation process has revealed early signs of change, as illustrated by the quotes below.

“This programme differs from all other programmes that have been implemented to support the development of Indigenous Peoples, in that it was designed with significant input from Indigenous Peoples themselves, particularly young people. This programme supports Indigenous Peoples in becoming self-sufficient in a somatic way, enabling them to flourish, improve their living conditions and, above all, integrate socio-professionally with other peoples. It is adapted to their way of life and culture, allowing Indigenous Peoples to adapt to globalisation without disconnecting from their roots.”

Cameroon IP Ambassador Circle member (Female).



OUTCOME 3: ENABLING ENVIRONMENT

Capacity for the facilitation of organisation development processes is increased in the Congo Basin region by working with two sets of actors:

- 1 A range of locally-based practitioners operating in the civil society space will gain specialist facilitation skills to support organisation development processes with
- 2 CSOs and community based organisations international organisations will forge long-term equitable partnerships with national CSOs, enabling them to prioritise their organisation development.

The demand for **Organisation Development (OD)** support among **Civil Society Organisations (CSOs)** in the Congo Basin is steadily increasing. This demand comes both from CSOs themselves and through partnerships with international organisations, which increasingly include **dedicated budget lines for organisational capacity development** within their project funding.

However, in many countries of the Congo Basin, **committed, experienced, and competent practitioners** in the field of OD are **rare, and in some contexts, virtually non-existent**.

In response to this context, and with the parallel organisational need for skilled facilitators in mind, **Well Grounded launched the *Facilitators for Change (F4C)* programme**, aimed at developing **local OD capacity** through **training and mentoring** a pool of national facilitators.

The first pilot of the programme was launched in **2017**, training **8 OD practitioners** – **6 from Cameroon** and **2 from the Democratic Republic of Congo (DRC)**. Of these, **3 became Well Grounded staff**, progressing into senior OD roles supporting CSOs, and **1 now works regularly with us as an associate consultant**.

Building on this success, the second round of the F4C programme was launched in 2022, training **21 OD practitioners** from Cameroon, DRC, and Republic of Congo.

Of these, **5 joined the Well Grounded team**, contributing across both **OD and leadership development programmes**. **2 others have joined partner organisations** – **Maliasili** and **PPI/IUCN**, as OD facilitators, while several work as independent consultants and continue to collaborate with Well Grounded and other capacity development actors across the region.

An outline of the programme cycle can be found below:



In early 2025, a survey of participants from the 2022 Facilitators for Change (F4C) training highlighted the programme’s significant and lasting impact on their professional development:

- **Over 80%** reported that their **current work is directly shaped by the training**, noting personal and professional growth such as:
 - Adoption of a facilitative leadership style
 - Increased self-confidence
 - Practical application of participatory and organisation development tools
- **100%** of respondents **experienced tangible improvements in their facilitation and organisation development skills.**

“I have significantly deepened my knowledge of the mechanisms and levers of organisational transformation.”

“The programme provided me with new facilitation tools and allowed me to gain a deeper understanding of the OD process.”



- **85%** highlighted increased self-confidence and a more assertive professional posture.

"I have developed greater self-awareness and confidence."

"My communication has become positive, even when giving feedback, and my analytical skills are more constructive."

- **75%** reported a shift from a technical trainer role to a facilitation approach focused on collective intelligence.

"I have transitioned from being a trainer to becoming a facilitator, one who enables teams to actively engage in their own learning process."

"I no longer take the position of someone who provides solutions; instead, I guide others in their own reflections."

"F4C took me out of the frantic race to become an expert and grounded me in the role of being simply a facilitator."

- **65%** mentioned an expansion of their professional network, leading to inspiration and new opportunities.

"This training allowed me to expand my professional network... which facilitates the exchange of best practices."

"I have had valuable contacts with international experts... who have awarded me several consulting contracts."

- **40%** reported incorporating new thematic areas, especially environmental and gender-related topics.

"I have developed environmental awareness that enables me to promote good practices around me."

Beyond training, our work includes **promoting equitable, long-term partnerships** between **national CSOs and international donors**. We advocate for partnerships that **prioritise mutual accountability and shared investment**, including dedicated support for the organisation development of local partners. This approach not only strengthens delivery capacity but also contributes to more **impactful and sustainable programmes**.



3 What's next for impact monitoring at Well Grounded?



Data management and analysis

Well Grounded is currently developing digital databases to centralise information, enabling more systematic and consolidated analysis of data over time.



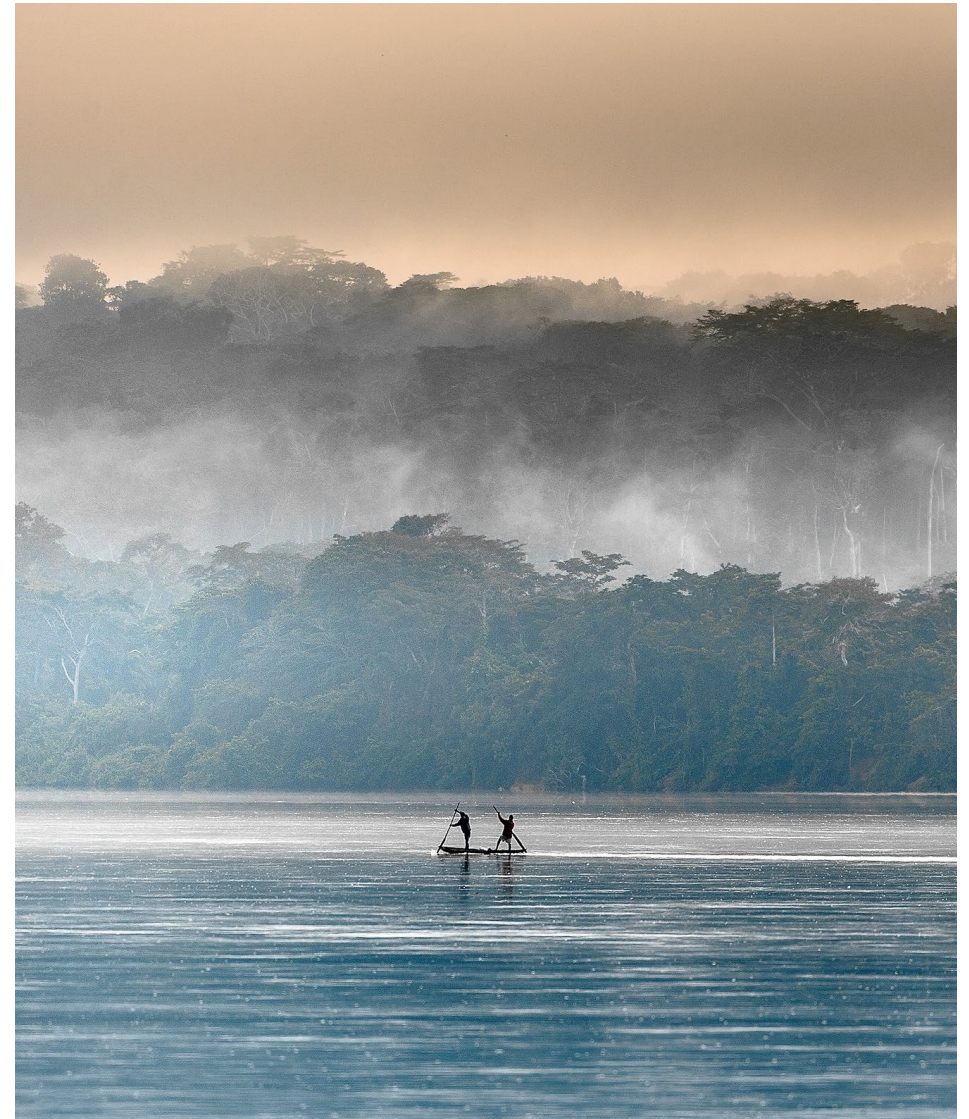
Demonstrating impact on forests and communities

At present, our monitoring system focuses primarily on tracking the direct impact of our activities on civil society organisations, their leaders, and the wider environment for CSOs. However, our Theory of Change also outlines an accountability pathway towards the broader, long-term changes we aim to contribute to for the forests and communities of the Congo Basin.



Landscape focus

As part of the development of country strategies, we are working to focus our efforts on key landscapes with a high potential for impact on civil society, forests and communities. This increased focus will also allow us to fine tune and consolidate our impact evaluation efforts both at the country and landscape levels.

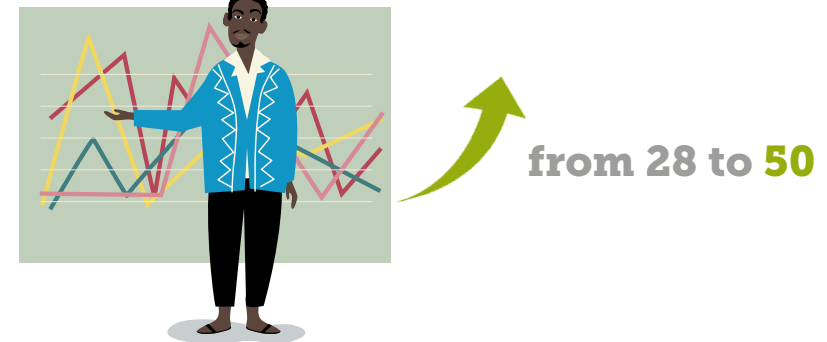


ANNEX 1: WELL GROUNDED'S 2027 REACH TARGETS

Civil Society Organisations (CSOs)
accompanied each year



Organisation development practitioners
(ODPs) trained (total)



Civil Society Organisation leaders
supported (total)



Equitable partnerships facilitated
(between CSO partners and international actors)



ANNEX 2: WELL GROUNDED 2025 ACTIVE ENGAGEMENTS WITH CSOs & CBOs

The table below presents a snapshot of organisations with whom Well Grounded has active engagements (as of June 2025). This includes 31 organisations across our 4 priority countries. We are also engaged with early stage engagement processes with a number of other organisations.

Cameroon				
	NAME OF ORGANISATION	DESCRIPTION	OD ACCOMPANIMENT	LEADERSHIP PROGRAMMES
1	AAFEBEN (Appui à l'Autonomisation de la Femme de la Boumba et Ngoko)	CSO supporting Indigenous Peoples, local communities, and especially women and youth, with the sustainable management of natural resources in the TRIDOM and TNS landscapes in eastern Cameroon (based in Yokadouma, est. 2001).	✓	✓ Les Eclaireuses Alumni
2	Abawoni	Indigenous CBO working on Baka Indigenous Peoples' rights and the forest-led community management (based in Mintom, Southern region, est. 2007).	✓	✓ IP Leadership
3	ADEPA (Association pour la Défense et promotion des droits des Peuples Autochtones)	A community-based organisation (CBO) that raises awareness and works with Indigenous Peoples on their access to land, environmental protection, health, and inclusion in decision-making (based in Kribi, est. 2016).	✓	✓ Les Eclaireuses Alumni
4	AFEPB (Action des Femmes pour une Planète Bio)	CSO supporting the development and empowerment of vulnerable groups, particularly women, youth, and other minority groups. They also raise awareness and mobilise communities on climate change, and waste management themes (based in Yaounde, est. 1990).	✓	✓ Les Eclaireuses Alumni

Cameroon *continued*

	NAME OF ORGANISATION	DESCRIPTION	OD ACCOMPANIMENT	LEADERSHIP PROGRAMMES
5	AJVC (Association Jeunesse Verte du Cameroun)	CSO promoting environmental protection by engaging women and youth in sustainable development initiatives. They act as a bridge between communities and government bodies, fostering active youth participation in natural resource management and climate justice (based in Yaounde, est. 2000).	✓	✓ <i>Les Eclaireuses Alumni</i>
6	CAMGEW (Cameroon Gender and Environment Watch)	CSO seeking to protect the environment and promote sustainable livelihoods from regenerated forests, farmlands and eco-businesses through positive mindsets, community participation and ownership at the grassroot (based in Bamenda, Oku and Magba, est. 2007).	✓	
7	CERAF-Nord (Centre des Ressources Agroforestières forestières et de Formation continue)	CSO supporting the restoration of degraded savannah ecosystems through agroforestry and sustainable practices, while improving livelihoods and resilience of local communities (based in Dschang and Garoua, est. 2003).	✓	✓ <i>Canopy Alumni Les Eclaireuses Alumni</i>
8	COMAID (Community Assistance in Development)	CSO working to support rural communities to achieve sustainable development in the areas of land governance, natural resource management, and community empowerment (based in Bamenda, est. 2007).		✓ <i>Canopy Alumni</i>

Cameroon *continued*

	NAME OF ORGANISATION	DESCRIPTION	OD ACCOMPANIMENT	LEADERSHIP PROGRAMMES
9	EcoDev (Écosystèmes et développement)	CSO promoting the preservation of forest, aquatic, and marine ecosystems, biodiversity conservation, integrated sustainable development, and the rights of rural, Indigenous, and vulnerable communities (based in Ntui, est. 2015).	✓	✓ <i>Les Eclaireuses Alumni</i>
10	FERAFEN (Fédération des Réseaux d'Associations Féminines de l'Extrême Nord)	Network involved in women's empowerment, gender equality, advocacy, and community development working with multiple local associations (based in Maroua, est. 2016).	✓	✓ <i>Les Eclaireuses Alumni</i>
11	FODER (Forêts et Développement Rural)	CSO focused on environmental protection, combating marginalisation related to natural resources, and improving living conditions and environmental policies (based in Yaounde, est. 2002).	✓	✓ <i>Les Eclaireuses Alumni</i>
12	JVE CAMEROUN (Jeunes Volontaires pour l'Environnement)	A youth-led CSO that promotes environmental protection, sustainable development, and women and youth engagement in climate and ecological issues. It is part of the JVE International network, present in several African countries (based in Yaoundé, est. 2007).	✓	✓ <i>Les Eclaireuses Alumni</i>

Cameroon <i>continued</i>				
	NAME OF ORGANISATION	DESCRIPTION	OD ACCOMPANIMENT	LEADERSHIP PROGRAMMES
13	Mpo'ong ya Nkwano	An Indigenous CBO working on Bagyeli Indigenous Peoples rights and the forest-led community management and the sustainable management of resources (based in Bidjoka, Southern region, est. 2023).	✓	✓ <i>IP Leadership</i>
14	<u>Sekakoh</u>	CSO promoting ape conservation in the Kom forest located in the North-West region of Cameroon (based in Bamenda, est. 2015).	✓	✓ <i>Canopy Alumni</i>
15	Subi-Baba Yi Dilalan	An Indigenous community-based organisation (CBO) working on Bakola Indigenous Peoples rights (based in Ngoyang-Lolodorf, Southern region. est. 2009).	✓	✓ <i>IP Leadership</i>
16	WESCD (Women Economy Climate and Sustainable Development)	A women-led CSO working to empower women and girls by promoting inclusive economic models, advocating for climate justice, and fostering sustainable practices that ensure equitable access to resources and decision-making spaces (based in Campo, Southern region, est.2010).	✓	✓ <i>Les Eclaireuses Alumni</i>

DRC				
	NAME OF ORGANISATION	DESCRIPTION	OD ACCOMPANIMENT	LEADERSHIP PROGRAMMES
17	ACCB (Association communautaire pour la conservation de la biodiversité)	CSO dedicated to facilitating the involvement of local and Indigenous communities in competitive activities related to climate adaptation and sustainable development in the South Kivu area, including the Kahuzi Biega National Park and the Itombwe Natural Reserve (based in Bukavu, est. 1998).	✓	
18	CPAKI (Collectif des peuples autochtones au Kivu)	Indigenous-led CSO committed to rights and development for Indigenous People around Kahuzi Biega national park by supporting rights, economic resilience, education, health and participation for the Indigenous communities (based in Bukavu, est. 1998).	✓	
19	IPGL (Initiative pour la paix et la gouvernance locale)	CSO supporting good governance, participation in decision-making, human rights, and peaceful cohabitation at a community level while ensuring natural resources contribute to community development, inclusive of women and young people (based in Bukavu, est. 2015).	✓	
20	Monde d'Espoir RD. Congo (MERDC)	Rights-based CSO committed to social and environmental justice, supporting communities around forests and protected areas to commit to rights access and livelihood through agriculture, agroforestry and community transformation (based in Bukavu, est. 2020).	✓	

DRC *continued*

	NAME OF ORGANISATION	DESCRIPTION	OD ACCOMPANIMENT	LEADERSHIP PROGRAMMES
21	PIDP (Programme d'Intégration et de Développement des Peuples Pygmées)	Indigenous-led CSO that supports the rights of Indigenous Peoples in the DRC. It promotes livelihoods and the sustainable management of natural resources, as well as land rights for Indigenous Peoples, in accordance with their culture and traditional knowledge (based in Goma, with offices in Bukavu and Kindu, est. 1991).	✓	
22	Réseau CREF (Réseau pour la Conservation et la Réhabilitation des Ecosystèmes Forestiers)	A Network of 31 environmental CSOs working to protect and sustainably manage natural resources with communities across North Kivu (based in Goma, est. 2003).		✓ <i>Canopy Alumni</i>
23	TRAFFED (Travail en Réseau avec les Fédérations des Femmes et Enfants en Détresse)	A rights-based CSO supporting sustainable development and nature conservation in the Itombwe forest massif in South Kivu (based in Bukavu, est. 2003).		✓ <i>Canopy Alumni</i>
24	UEFA (Union pour l'émancipation de la femme autochtone)	CSO working for rights and equal access to resources and participation in decision-making for Indigenous women and young people, as well as other marginalised groups in DRC (based in Bukavu, est. 1998).	✓	

Gabon				
	NAME OF ORGANISATION	DESCRIPTION	OD ACCOMPANIMENT	LEADERSHIP PROGRAMMES
25	NADA (Nsombou Abalghe-Dzal Association)	CSO established and maintained by Gabonese Indigenous Peoples and local communities to ensure the sustainable and equitable governance and management of ancestral lands and biocultural diversity in the Ivindo rainforest (based in Makokou, est. 2019).		✓ <i>Canopy Alumni</i>
26	Muyissi Environment	CSO established by farmers and activists to protect community land rights in Gabon and ensure that communities are active in natural resource management (based in Mouila, est. 2008).		✓ <i>Canopy Alumni</i>
27	OELO (Organisation Écologique des Lacs et de l'Ogooué)	CSO working to protect biodiversity and promote sustainable livelihoods in the lake region of Bas Ogooué, Gabon, through ecotourism, environmental education, and conservation programs (based in Lambaréné, est. 2010).	✓	
28	PROGRAM (L'Association Protectrice des Grands Singes de la Moukalaba)	CSO working for the conservation of Great Apes and enhancement of biodiversity in the Moukalaba Doudou National Park in south-western Gabon (based in Tchibanga, est. 2004).	✓	✓ <i>Canopy Alumni</i>

RoC				
	NAME OF ORGANISATION	DESCRIPTION	OD ACCOMPANIMENT	LEADERSHIP PROGRAMMES
29	CJJ (Comptoir Juridique Junior)	A national CSO established by young lawyers committed to strengthening actions that enable people to live out their individual and collective rights with legal expertise on forest governance and community rights (based in Brazzaville, est. 2000).	✓	✓ <i>Canopy Alumni</i>
Regional				
30	FLAG (Field Legality Advisory Group)	A CSO that promotes transparency and legality in the management of natural resources across the Congo Basin, with expertise in independent and community-based monitoring (based in Yaounde, Cameroon, est. 2012).	✓	✓ <i>Canopy Alumni</i>
31	REFACOF (Réseau des Femmes Africaines pour la gestion Communautaire des Forêts)	A network supporting women leaders across West and Central Africa, working to promote women's rights in Africa and influence policies and practices for gender equity in land and forest tenure (based in Edéa, Littoral region of Cameroon, est. 2009).	✓	✓ <i>Canopy Alumni</i> <i>Les Eclairées Alumni</i>