

Consultancy: Board Governance Mentorship Program

Timeframe: January 2024 – February 2025

The Caribbean Biodiversity Fund (CBF) is a regional environmental fund dedicated to ensuring continuous funding for conservation and sustainable development in the Caribbean. Established in 2012 and with a flexible structure, the CBF is designed to accommodate the receipt, investment, distribution, and monitoring of conservation funding throughout the region.

As part of its commitment to institutional strengthening across the Caribbean, the CBF implemented a comprehensive Board Governance Mentorship Program to enhance the organizational effectiveness of National Conservation Trust Funds (NCTFs) throughout the region. This initiative reached 12 organizations, delivering targeted capacity-building to strengthen governance practices and board effectiveness.

The objective of the consultancy was to help the CBF and NCTFs gain a deeper understanding of good governance practices, enabling them to enhance the organisational effectiveness of their Boards.



NCTF Training Participation Data

Training Participation Data

Between April and November 2024, eleven governance workshops were delivered to NCTF boards across the Caribbean, with participation ranging from 3 to 11 attendees per organisation, totalling over 70 directors trained.

70+

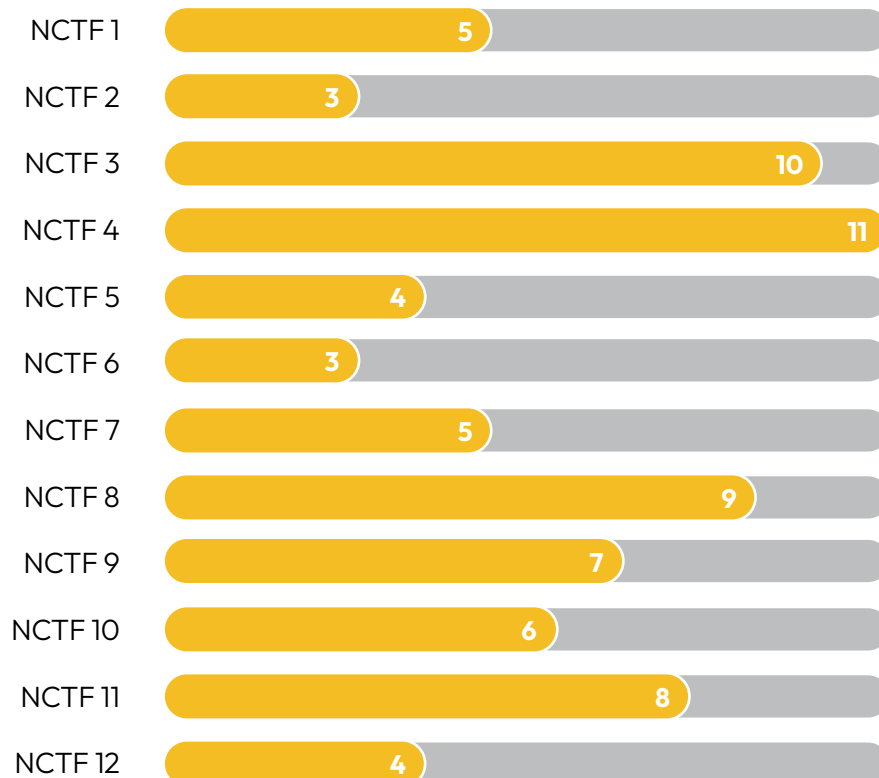
Directors
Trained

12

Organisations

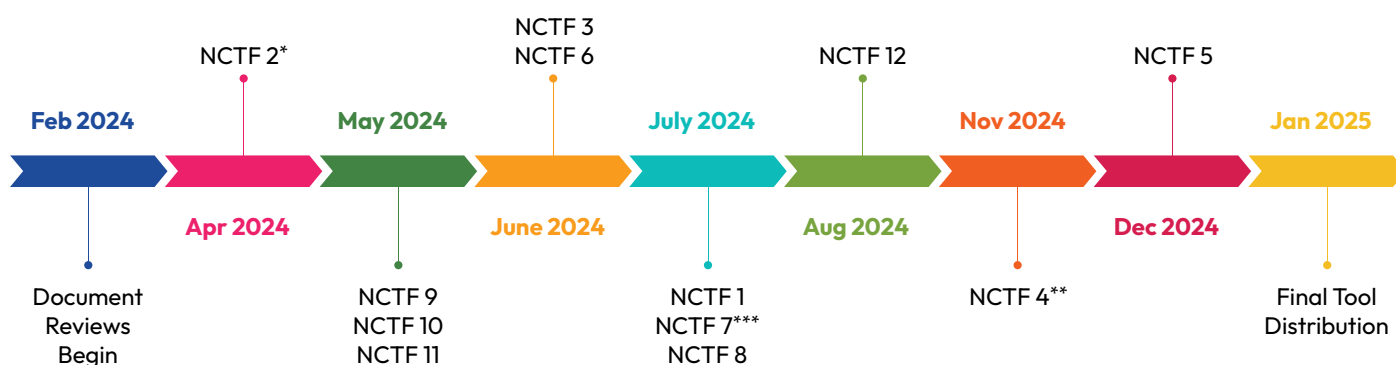
11

Workshops
Delivered



NCTF Training Timeline & Milestones

The comprehensive capacity building program spanned 13 months, from initial document reviews in February 2024 through final tool distribution in January 2025, with workshops concentrated between April and November 2024.



* Number of attendees from NCTF 2 was unclear as this workshop was combined with a CBF event.

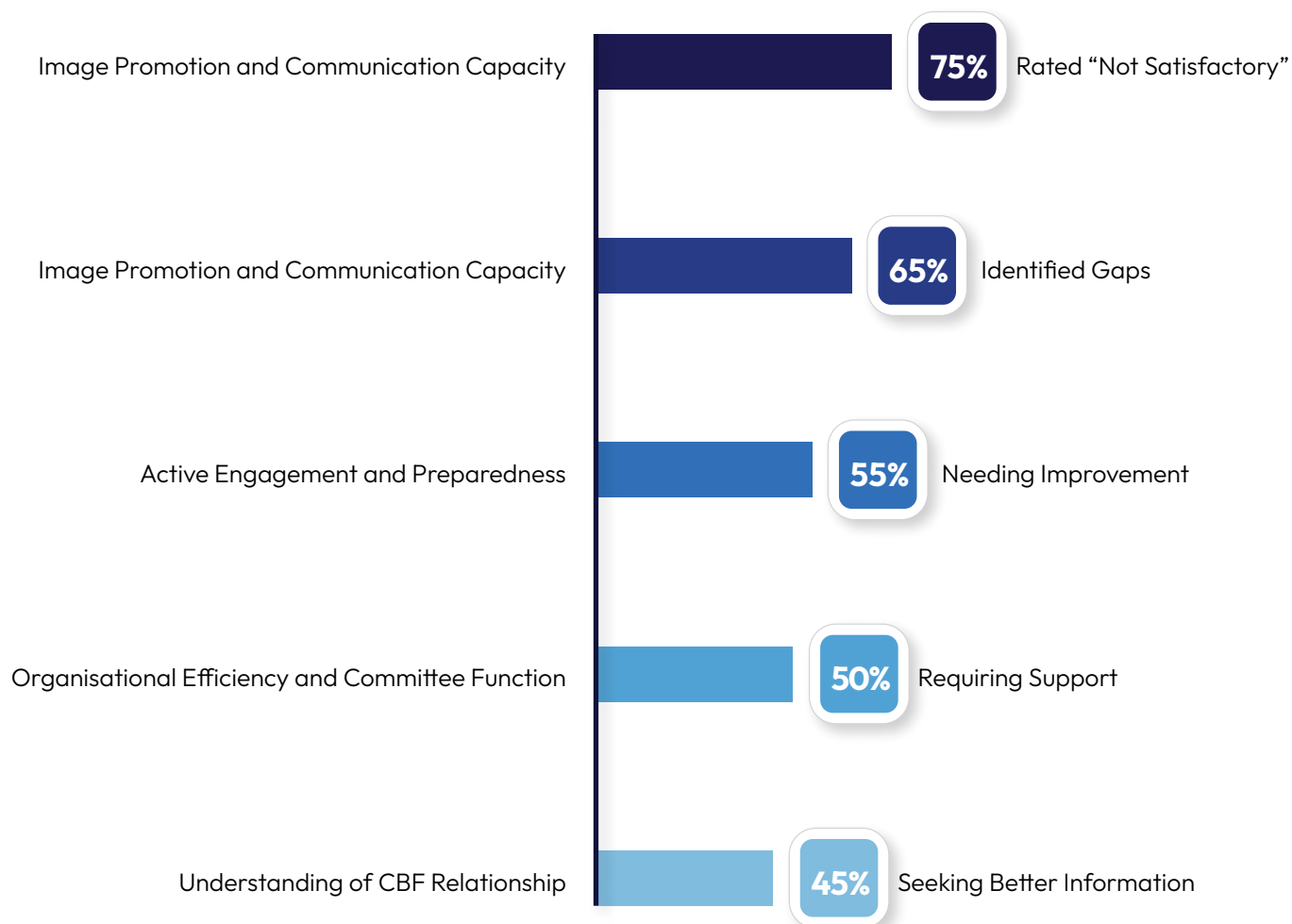
** Included 4 staff.

*** 10 Directors and the CEO had confirmed, but not all could participate due to the aftermath of hurricane Beryl.

NCTF Board Self-Assessment Results

Areas Needing Improvement (Pre-Training)

Board self-assessments conducted before training identified critical capacity gaps, with communications and image promotion showing the greatest need for improvement, followed by board composition optimisation and active engagement challenges.



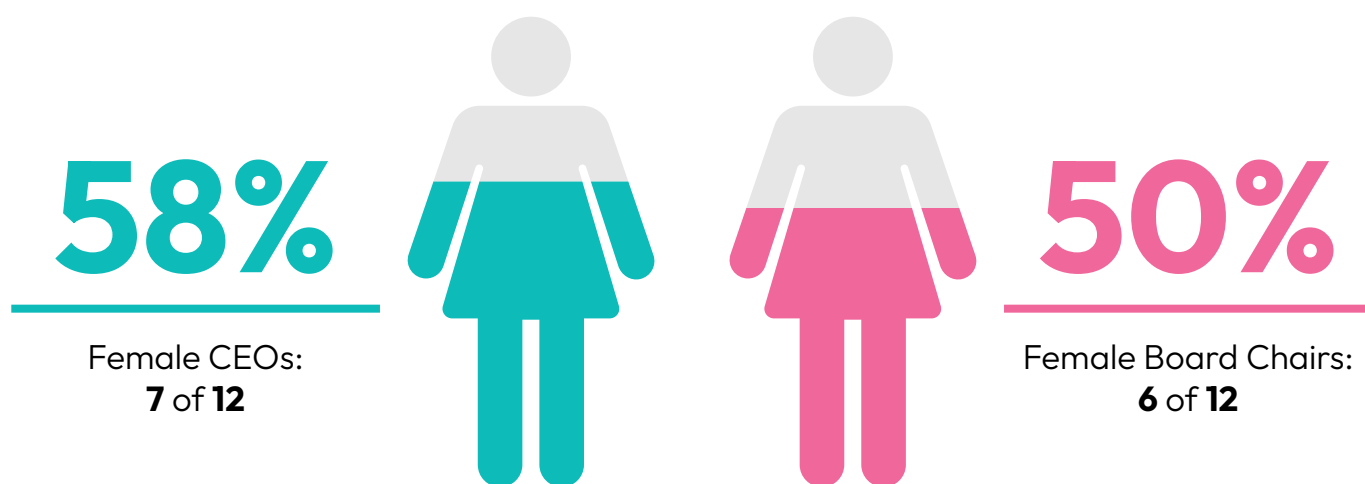
Data Source: Table 2, page 9 of Board Governance Mentorship Program Report



NCTF Gender Representation Achievement

Female Leadership in NCTFs

The governance assessment revealed strong female representation in Caribbean conservation leadership, with seven of twelve NCTFs led by female chief executives and approximately half featuring female board chairs, demonstrating the region's commitment to gender equity in environmental governance.



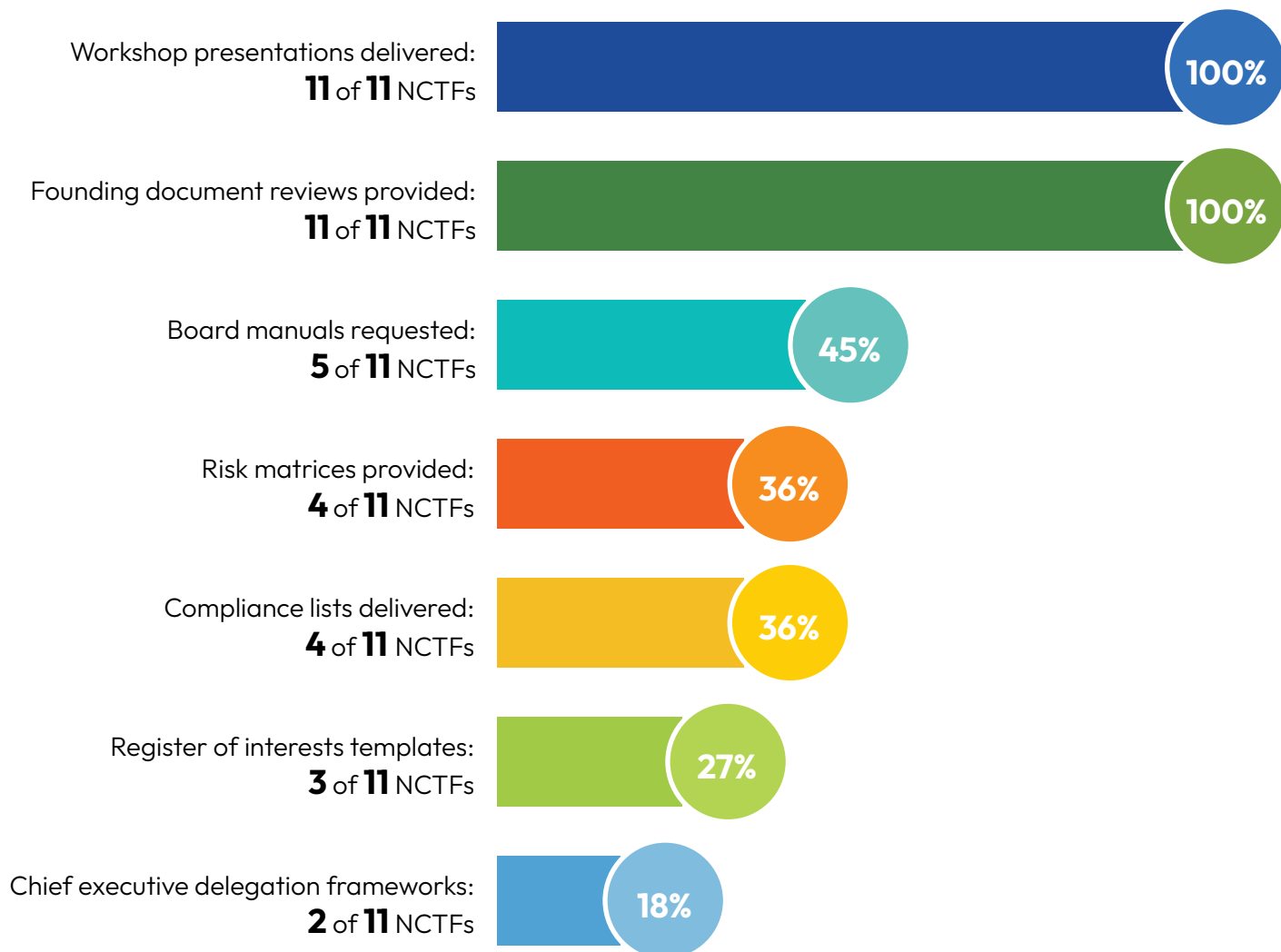
Boards with 33%+ Female Directors:
10 of 12



Tools Distribution Impact

Governance Tools Uptake

Customised governance tools were developed based on the NCTFs specific needs, with board manuals and risk management frameworks showing the highest demand among the comprehensive toolkit offered.



Data Source: Annexe 3, page 20 of Board Governance Mentorship Program Report

NCTF Capacity Building Outcomes

Self-Assessment Response Rates

The capacity building program achieved strong stakeholder engagement, with all eleven chief executives participating in governance assessments and the majority of targeted board directors completing comprehensive self-evaluations.



Data Source: Table 1, page 6 of Board Governance Mentorship Program Report

Regional Network Strengthening

The consultancy successfully created a strengthened network of governance-trained conservation leaders across the Caribbean, establishing foundations for ongoing peer learning and mutual support.



Data Source: Throughout Board Governance Mentorship Program Report

Recommendations for NCTF Development

The consultant put forward the following recommendations for the NCTFs.

1

NCTFs should review their founding legal documents to enhance the efficiency and effectiveness of the Board and the organisation.

2

Board Chairs, if not experienced in this role, should receive board leadership training.

3

Boards and CEOs should be trained in areas deemed by the NCTFs to present challenges.

4

A shared independent ombudsman at the CBF level to manage grievance mechanisms should be considered.

5

A brief Information Note on CBF activities should be circulated to the NCTF Boards.



In partnership with
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