Lemur Conservation Foundation
Strategic Plan
2024-2025

VISION: For lemurs to survive and thrive into the next century and beyond.

MISSION: The Lemur Conservation Foundation is dedicated to the preservation and conservation of the primates of Madagascar through managed breeding, scientific research, education, and art.

LEMURS & LEMUR HABITATS

Goal 1: Continue and implement programs to increase populations of mongoose, red ruffed, ring-tailed, collared brown, silky sifaka, and indri lemurs while protecting other plant and animal species that coexist in the same habitats as our key species

- **Essential Action 1:** Work with the PTAG to create or maintain (i.e. ring-tailed lemurs) sustainable populations of ring-tailed lemurs, collared lemurs, mongoose lemurs, and red ruffed lemurs through our conservation breeding program in Florida.

  From 2024-2025, LCF will continue its goal to maintain/grow the following managed population group sizes and composition:

  A. *Lemur catta* - Increase from 12 individuals in 3 groups currently to 15-20 individuals in 4-5 groups.

  B. *Varecia rubra* - Increase from 6 individuals in 2 groups currently to 10-12 individuals in 2-3 groups.

  C. *Eulemur mongoz* - Decrease from 19 individuals in 7 groups currently and maintain at approximately 15 individuals in 5-6 groups; work with SSP to transfer out older independent offspring.

  D. *Eulemur collaris* - Increase from 5 individuals in 3 groups currently to 7 individuals in 2-3 groups.

  E. *Eulemur fulvus* - maintain at 5 individuals in 3 groups.

  F. *Eulemur sanfordi* - maintain at 1 individual in 1 group.

  - Communicate LCF’s breeding and transfer needs with the appropriate Species Survival Plan (SSP) Program Leaders annually and as needed.

  - LCF will review all SSP recommended plans and conduct transfers and breeding recommendations to comply with those plans.

  - Secure building permit and construct new lemur shelter with space to house current Toomey Building lemurs and new breeding pairs.
Maintain at least one empty indoor enclosure per wing of the new lemur shelter and one empty indoor enclosure at the Marilyn K. North Lemur Lodge to allow for group flexibility and rotation year-round.

- **Essential Action 2:** Concentrate habitat protection efforts in protected and unprotected areas containing significant populations of critically endangered silky sifaka and indri
  - Increase forest monitoring in Marojejy National Park and Anjanaharibe-Sud Special Reserve (ASSR)
  - Confirm the correct positioning of Marojejy boundary markers and boundary signs near disturbance hotspots in Marojejy and ASSR
  - Continue to work with owner of the private reserve, Antohakalava, in continue monitoring indri and silky sifaka populations

- **Essential Action 3:** Increase tree planting efforts in key areas surrounding Marojejy and ASSR
  - Organize reforestation training with Missouri Botanical Gardens and Green Again Madagascar, implement learned techniques and data collection
  - Identify new sources for native seeds such as Antohakalava or inside Marojejy/ASSR pending MNP approval
  - Continue to support three Graine de Vie tree nurseries that grown and distribute cash crop plants and trees

- **Essential Action 4** Reduce the reliance on lemur forest resources by continuing to distribute ADES cook stoves in Andapa, Sambava, and key areas surrounding Marojejy and ASSR

- **Essential Action 5:** Expand habitat protection efforts/support for forests containing the two critically endangered species that are part of LCF’s managed breeding programs: mongoose lemur, red ruffed lemur, and ring-tailed lemur
  - Investigate LCF’s financial support of Planet Madagascar, the conservation organization leading mongoose lemur protection efforts in Ankarafantsika National Park.
  - Continue working with partners in Antohakalava to investigate ways to protect populations of red ruffed lemurs in the private protected area.
  - Continue partnership and support of ring-tailed lemur census and teacher training programs with Berenty Reserve through the Dr. Alison Jolly Fund.

- **Essential Action 6:** Provide integrated population, health, and environment programs in communities near Marojejy and ASSR to help human communities and ecosystems thrive
  - Continue partnership with Marie Stopes to increase education about and access to voluntary family planning services, with a focus on remote villages with extreme barriers to family planning services (e.g. Antsahaberaoka, near west border of ASSR, near northern border of Makira)
  - Integrate current (or possibly previous) programs into family planning visits (e.g. fuel efficient cook stove distribution, construction of fish ponds, tree planting, yam planting). *Type of program integrated will depend on funding, location of village, needs of village, and staff availability.*
Goal 2: Ensure that LCF is continuing to incorporate best practices in animal welfare into the LCF Husbandry Program while providing lemurs with the most naturalistic environment possible

- **Essential Action 1**: Once the new structure is built, renovate the Toomey Building to serve as the new clinic and quarantine facility.
- **Essential Action 2**: Implement & revise Animal Welfare Assessment. This will include implementing an Assessment Tool, Animal Welfare Committee, and Concerns Submission Process.
- **Essential Action 3**: Designate a staff member to coordinate LCF’s training program and provide professional development opportunities for them related to animal training.
- **Essential Action 4**: Create training plans and training calendar for key behaviors (ultrasound training and crate training) and determine priority list of lemurs to be trained.
- **Essential Action 4**: Re-configure husbandry staffing to four full-time keepers to allow increased benefit from knowledgeable, long-term staff while also continuing to contribute to the training and education of future animal caregivers.
  - Maintain two to three 7-month interns on a rolling basis
  - Continue offering 3-month internship opportunities when housing is available, typically May-August and October-January annually.
  - Continue to develop and fine-tune a curriculum for the 3-month internship program to maximize knowledge learned during the internship and increase LCF’s stewardship as interns move on into their professional careers. Topics will include lemur biology and social structure, LCF’s Madagascar programs, enrichment definition and uses, behavioral observations and record keeping, and one-on-one resume and cover letter reviews with their supervisory staff.
- **Essential Action 5**: Continue to utilize wi-fi accessible security cameras in and around the lemur habitats for security, lemur monitoring, predator detection, and infant and nest box monitoring.
- **Essential Action 6**: Continue to utilize positive reinforcement training and emergency recall training to efficiently and swiftly recall lemurs to the buildings and enhance the ease of crating for transport off-site in the event of an emergency evacuation or veterinary necessity.
- **Essential Action 7**: Annually contact local FAZA partners, including ZooTampa and Mote Marine Laboratory & Aquarium, to confirm their assistance in an emergency.
- **Essential Action 8**: Strive to provide forest habitats for as many suitable individuals as possible to promote natural behavior and allow for the study of lemur behavior in the most natural setting possible.
  - Establish 2-3 new forest habitats in Red Dog Woods associated with the new lemur shelter to allow additional lemurs to free-range.
  - Utilize the new lemur shelter’s animal shifting features to increase Eulemur group flexibility. Plan to rotate capable Eulemur groups so as to give them forest access.
  - Continue forest restoration efforts (prescribed burns, tree planting, invasive plant removal) in the forest habitats adjacent to the North Building
  - Schedule prescribed burn every 2-5 years as recommended by the Florida Forestry Service (Last burn conducted in 2021)
  - Continue to monitor toxic and invasive plants for removal
  - Devise plans to replace trees and plants decimated by Hurricane Ian
Goal 4: Identify opportunities to increase sustainability initiatives on the reserve

**Essential Action 1**: Investigate options to utilize solar power for the new lemur building and other reserve buildings
**Essential Action 2**: Identify areas of the reserve for tree planting initiatives
**Essential Action 3**: Compost 100% of reserve food waste, shavings, and mulch

EDUCATION

**GOAL 1**: Provide programming/outreach opportunities for early childhood learning.

- **Essential Action 1**: Continue Ako Storytime outreach events at local libraries and schools.
  - Continue in Sarasota and Manatee Counties and increase library involvement by reaching out and partnering with libraries in Hardee and Desoto Counties.
  - Determine methods to incorporate Ako Storytime at Manantenina library and school. Investigate management transfer of libraries.
- **Essential Action 2**: Work with environmental education consultants to develop materials for three primary schools near Marojejy and ASSR by incorporating local flora and fauna information specific to that region and the Ako Lesson Plans.
  - Determine staff responsibilities and commitments for development and implementation
GOAL 2: Foster partnerships with local educators to engage elementary school students in conservation education.

- **Essential Action 1:** Continue participation in “EdExploreSRQ goes WILD for Literacy” program for K-1st grade students in Sarasota County by adapting programming to require less staff and volunteers. Also modify programming for increased hygiene and ease of sanitation.
- **Essential Action 2:** Promote LCF’s experiential learning opportunities and the Ako Conservation Education Program to local teachers through partnership with EdExploreSRQ (including workshops, events, ED-stravaganza).
- **Essential Action 3:** Investigate alternative locations and/or partnerships for the annual Teacher Open House to increase educator attendance.
- **Essential Action 4:** Build a relationship with local Madagascar primary school teachers to incorporate the Ako environmental education programs in schools and library.
  - Identify potential sister-school partnership between Florida and Madagascar.

GOAL 3: Create opportunities for children and adults to engage with LCF’s mission and to connect to nature, animals, and conservation projects.

- **Essential Action 1:** Host another Party for the Planet family volunteer day and partner with other organizations that host successful adult events (such as other zoological institutions, museums, colleges, etc.).
- **Essential Action 2:** Increase teen involvement at LCF events (Party for the Planet and World Lemur Festival) by promoting at high schools and Boy Scout/Girl Scout troops.
- **Essential Action 3:** Develop a structured summer internship opportunity in Education with defined, measurable learning outcomes and goals. Continue to work with the Cross College Alliance to find suitable intern applicants through the Environmental Discovery Award Program.
- **Essential Action 4:** Conduct student field trips with schools near Marojejy and ASSR to learn about flora and fauna.
  - At least 3 Marojejy trips/year
  - At least 3 ASSR trips/year
- **Essential Action 5:** Host World Lemur Festival annually in Sarasota and Andapa.
  - Incorporate environmental education connections and activities into Andapa festival.
  - Promote event and increase awareness through radio and social media.
  - Increase attendance at Sarasota festival to 350 attendees through increased promotion and board participation.
  - Brainstorm virtual methods to celebrate World Lemur Festival in 2020.

GOAL 4: Continue to promote and distribute Ako Conservation Education Program materials.
• **Essential Action 1:** Update Ako Conservation Education Kit promotional materials (brochures, online content, etc.) and add evaluation tools to each kit.

• **Essential Action 2:** Create incentive plan for educators to complete and return evaluation materials.

• **Essential Action 3:** Cultivate an “Educator Contact List” to communicate with kit holders and interested educators about updates, new opportunities, and reminders to complete evaluation materials.

• **Essential Action 4:** Work with Cultivar to track and increase online traffic to the Ako page on the LCF website.

• **Essential Action 5:** Distribute Ako Conservation Education Kits to at least 6 qualifying organizations annually (minimum of two for schools and two for zoological facilities).

• **Essential Action 6:** Continue to facilitate Ako book distribution to schools and libraries in US and Madagascar.
  - Track book distribution and create book donation request form/application
  - Edit and update bilingual Ako books

### GOAL 5: Create virtual experience to connect people to the Florida reserve.

• **Essential Action 1:** Develop an “Ask Me Anything” style/virtual tour program for live camera event in LCF lemur forest. Create a catalog of stories to share that tie-in directly to the goal of inspiring action to save wildlife, and acknowledge and interact with participants as they ask questions.

• **Essential Action 2:** Install reliable wifi that extends throughout lemur forest.

• **Essential Action 3:** Obtain a Bluetooth enabled camera with live streaming capabilities (GoPro, cell phone, or other mobile/hands-free device preferred).

• **Essential Action 4:** Investigate if US model would be possible for Madagascar schools.

### GOAL 6: Monitor and assess LCF education program use and effectiveness.

• **Essential Action 1:** Utilize pre/post evaluation tools developed for the Ako Conservation Education Program to collect and track data.

• **Essential Action 2:** Create a feedback/evaluation form for librarians/teachers/educators to complete after participating in one of LCF’s educational outreach programs.

• **Essential Action 3:** Work with Cultivar to update the design of the Education tab on LCF’s website to increase functionality and ability to track/follow up with individuals using online resources.

• **Essential Action 4:** Distribute evaluation tools to current recipients of an Ako Conservation Education Kit.

### BOARD GOVERNANCE

**Goal 1:** Increase activity and participation of board committees
Essential Action 1: With committee chairs, revise and finalize descriptions and guidelines for board committees

Essential Action 2: Request a minimum of semiannual reports from board committee chairs (ideally 1 month prior to spring and fall board meetings to be sent to the executive committee)

Goal 2: Recruit board members with ideal qualities for LCF needs

Essential Action 1: Seek diverse candidates for board membership by identifying particular skills/qualities that are needed for the ideal profile of the LCF board

Essential Action 2: Encourage staff and board members to host and participate in events that attract ideal candidates for LCF board membership

Essential Action 3: Recruit 2-3 board members per year that embody the particular skills/qualities that LCF is seeking for the ideal board profile

Goal 3: Ensure the effective transition of Executive Committee leadership

Essential Action 1: With the executive committee, identify individuals and a timeline for future executive committee positions

Essential Action 2: With the executive committee, recruit individuals for future executive committee positions

Essential Action 3: With the executive committee, train individuals for future executive committee positions

Goal 4: Implement Board Term Limits and continue to refine process and protocols

Essential Action 1: Continue to work with the executive committee to assign advisory board terms for current and incoming board members

Essential Action 2: Create a formal job description for advisory board membership

Essential Action 3: With board input, create a systematic approach for voting on term reappointments and refine as necessary