

# IMPACTFUL TOGETHER

**ANNUAL REPORT 2023** 





### **Contents**

- 04 | Message from Our Chairperson
- 05 Overview of MDPI
- 06 Message from Our Director
- 07 | MDPI Core Values
- 08 Where we work
- 12 MDPI's contribution to the Harvest Strategy
- 14 Neritic tuna fisheries management in Karangasem
- 16 Building Dialogues for a Better FAD Management
- 18 Good Fish Handling Practices Socialization
- 19 TraceTales-STELINA Integration
- 20 Reach & Achievements
- 22 | Financial Literacy Phase 2
- 24 Cooperatives' Business Transformation
- 26 | Quarterly Fisheries Champion Training
- 28 | Livelihood Diversification for Low Season
- 29 Empowering Fair Trade Fishers
- 32 Fisheries Ecosystem Driving Force
- 34 Meet the Team
- 36 A Decade of MDPI
- 38 Team Building MDPI
- 39 Operations & Financial Report

Collaboration is more than just a target; it is a pathway to improving the welfare of coastal communities through sustainable fisheries management.

**Prof. Dr. Ir. Budy Wiryawan, M.Sc.** Chairperson of MDPI



### MESSAGE FROM BOARD

As we reflect on 2023, MDPI reaffirms its commitment to the principles of good organizational governance, which encompass accountability, responsibility, and transparency to all stakeholders. These stakeholders range from local communities and provincial and central government to national and international donors. Our approach aims to support the implementation of government policies in fisheries management effectively while promoting collaboration and active involvement from all relevant parties.

We believe that collaboration is more than just a performance target; it is a pathway to improving the welfare of coastal communities through sustainable fisheries management. Our collaborative initiatives have established strong partnerships across eight provinces in central and eastern Indonesia. The spirit of "Happy People, Many Fish" motivates every step we take, ensuring community well-being and abundant fish resources.

MDPI recognizes the importance of protecting the environment in the context of fisheries management and natural resource conservation. We understand that a healthy environment is vital for the survival of fishers and the sustainability of fish resources. Therefore, we closely monitor future trends related to the environmente, including climate change, fisher resilience, and environmental health. These efforts ensure that environmental sustainability remains a priority in our initiatives.

We believe that fishers have not only the right to fish but also the responsibility to report their catch accurately. By fostering relationships built on mutual accountability and shared interests, we aim to maximize success through human factors, cohesive social relationships, and cooperation among groups. Implementing best practices is key to creating a more equitable, efficient, and sustainable fisheries system.

As Chairperson of Yayasan Masyarakat dan Perikanan Indonesia, I extend my deepest gratitude to all our partners, the Board of the Foundation, management, and donors for their unwavering support. Our successes are a testament to the collaborative spirit that drives us.

Our heartfelt thanks also go to everyone who has supported and collaborated with MDPI in our mission to achieve sustainable fisheries and enhance coastal community welfare. Together, let us continue to join hands to create a better future for the next generations. With strong collaboration and cooperation, MDPI is confident that we can achieve our shared goals of maintaining the sustainability of fisheries resources and improving the welfare of coastal communities.

Thank you, Prof. Dr. Ir. Budy Wiryawan, M.Sc.



### **VISION**

Sustainable livelihoods for coastal communities encompassing effective ecosystem and fisheries management in Indonesia.

### **MISSION**

To empower coastal communities in Indonesia to actively participate in ecosystem and fisheries management, harness market opportunities, to improve the sustainability of their livelihoods.



MDPI was founded in 2013 with the aim of driving responsible and sustainable fisheries activities for the wellbeing of coastal communities and fishery resources across Indonesia.

### Happy People, Many Fish®

Our organization started with a simple belief: that empowered, financially secure fishing communities are key in achieving fishery sustainability. We work with small-scale artisanal fisheries to foster sustainable, equitable, and traceable seafood supply chains. MDPI aims for real and robust long-term results in the communities we engage in.

About MDPI 5

**Quoting Aditya Surono**, 'There is no competition in sustainability; there are only friends and partners.' Together, we create an impact.

**Yasmine Simbolon** Director



### MESSAGE FROM DIRECTOR

The year 2023 marks a significant milestone for MDPI as we reflect on our first decade of achievements. Established in 2013 with a passion for sustainable fisheries and the empowerment of coastal communities in Indonesia, MDPI continues to carry this torch forward. As we move into the next decade, we acknowledge the evolving challenges we face.

From the beginning, we have upheld the principle that sustainable fisheries can only be achieved through collaboration. This involves working closely with coastal communities, stakeholders, and our internal teams. Sustainability encompasses not just fisheries resources but also the socio-economic well-being of coastal communities and the health of marine ecosystems.

Over the past ten years, we have witnessed significant changes in the marine environment. Fishers report increasingly erratic weather, declining fish stocks, rising temperatures, and widespread droughts. These are clear signs that climate change is impacting the lives of coastal communities.

As we celebrate MDPI's first decade, we are renewing our focus on addressing climate change. Our efforts are directed towards strengthening the resilience of coastal communities and enhancing their capabilities in ecosystem management. This renewed focus is crucial for adapting to and mitigating the effects of climate change on our fisheries and communities.

MDPI has introduced five core values that we believe will unify our efforts and reflect the high standards we strive for in our work. These values serve as a foundation for our actions and decision-making processes (see page 7).

MDPI One Decade is a testament to the collective efforts of our team, building on the dreams of our founders. We continue to uphold the spirit of cooperation and collaboration, particularly by maintaining our commitment to coastal communities. Thanks to the collaborative efforts of all involved, several of our assisted communities have experienced improvements in sustainable fisheries and increased empowerment.

Our achievements over the past decade are the result of collaboration with various stakeholders, including government bodies, companies, collectors, civil society organizations, experts, and donor agencies. With solid teamwork, a focus on fulfilling our work plan, and a steadfast commitment to our vision and mission, we have made a significant impact on the fisheries sector.

As we enter a new decade, we are hopeful and determined to continue facing new challenges together. In the words of our first Director, Aditya Surono, "There is no competition in sustainability; there are only friends and partners." Together, we can continue to make a lasting impact.

Thank you for being a part of our journey, Yasmine Simbolon

### **OUR CORE VALUES**





## **HIGHLIGHTS**

### A Decade of MDPI

Ten years is a significant milestone, yet our organization still has room for growth. As we celebrate our 10th anniversary, MDPI takes this moment to reflect on our motivations, accomplishments, and future contributions to Indonesian fisheries. Read more, page 36.

### The Impact of MDPI's Contribution to the Harvest Strategy for Tropical Tuna

In August 2023, Indonesia's Harvest Strategy for Tropical Tuna was officially released. MDPI, as one of the contributors of small-scale tuna data in Indonesia, played a crucial role in the development of this strategy. Moving forward, the Harvest Strategy will shape tuna management policies in Indonesia. Read more, page 12.

### Fish Aggregating Device Forum and Launch in South Halmahera

The successful launch of the first legal Fish Aggregating Device (FAD) in North Maluku in January 2023 marks a new beginning for MDPI's efforts. Recognizing the positive impact of FAD legality policies on fisheries management and marine ecosystems, MDPI is broadening its outreach to emphasize the importance of placing registered FADs in accordance with regulations. Additionally, MDPI is assisting in the launch of another legal FAD in the region. Read more, page 16.



### **Embracing low tuna season with livelihood diversification**

MDPI's mission includes enhancing both fishers' and suppliers' capacity to improve the quality of their catches to increase market value. In 2023, MDPI conducted socialization on Good Fish Handling Practices (Cara Penanganan Ikan yang Baik) in six provinces in collaboration with related institutions. Read more, page 28.

### Socializing Good Fish Handling Practices to Small-scale Fishers and Suppliers

MDPI's mission includes enhancing producers' capacity and improving the quality of their catches to increase market value. In 2023, MDPI, in collaboration with related institutions, conducted socialization on Good Fish Handling Practices (*Cara Penanganan Ikan yang Baik*) in six provinces, targeting both small-scale fishers and associated collectors. Read more, page 18.

### Lessons learned on the Fisheries Co-Management Committee

The Provincial Fisheries Co-Management Committee (FCMC) has proven valuable in managing tuna fisheries of Central and Eastern Indonesia. Serving as a coordination forum for stakeholders across 12 provinces, the FCMC's potential prompted MDPI and Wageningen University to study its strengths, weaknesses, opportunities, and challenges in 2023. Read more, page 15

### Updates from the Fair Trade fisher associations: One step toward self-reliance

This year, several Fair Trade fishing associations expanded their activities to become traders buying and selling fish. The Latamiha Fair Trade Cooperative group in Buru Regency, Maluku, exemplifies this transformation. Members of fishing households take turns managing a remote fish collection business, a proof of years of behavioral change and the community's hard work. Read more, page 24.

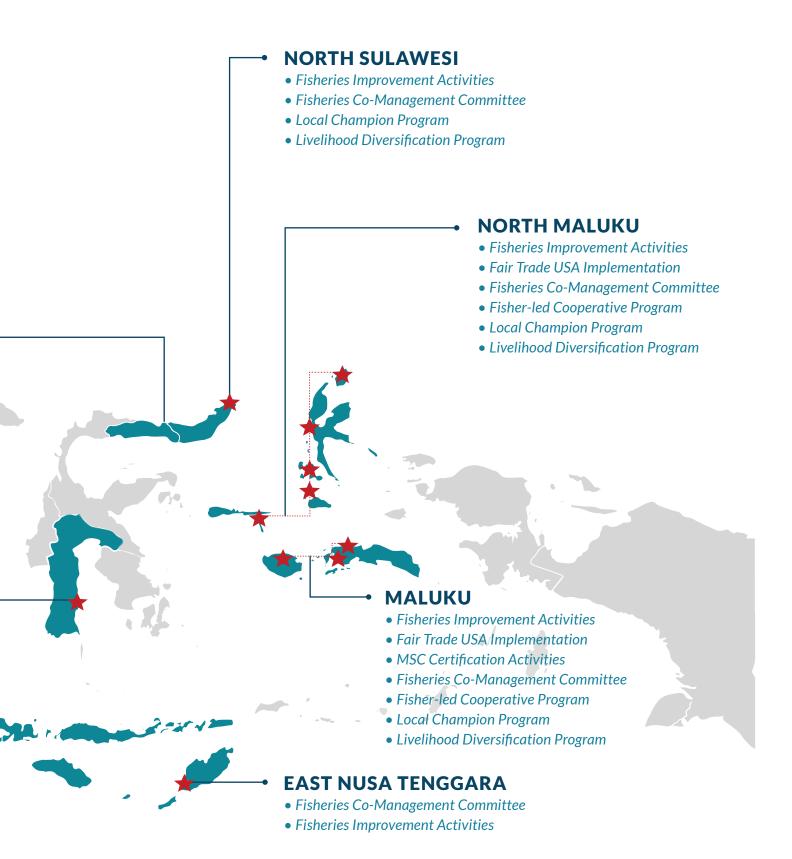
Highlights 9

# MDPI ON THE MAP WHERE WE WORK

MDPI has extensive experience in fisheries management across Eastern Indonesia, with activities implemented in 8 provinces. We work to secure real and robust long-term results in the communities we engage in through capacity building and community empowerment.



- Fisheries Improvement Activities
- Fisheries Co-Management Committee
- Fisher-led Cooperative Program
- Local Champion Program



We recognize the importance of aligning our objectives with those on a more global scale. Going into our ninth year of work, we continue to contribute to the Sustainable Development Goals.





















Where We Work 11



# HARVEST STRATEGY LAUNCHED: A RESULT OF MDPI'S DATA AND CONTRIBUTION

After a lengthy process for almost ten years in the making, Indonesia has launched its Harvest Strategy for Tropical Tunas. This launch demonstrates our commitment as one of the key data contributors of the small-scale fisheries fleet data for sustainable tuna management.

In August 2023, Indonesia officially introduced its Tropical Tuna Harvest Strategy, aimed at effectively managing the country's tropical tuna stocks following years of declining catch per unit effort (CPUE) trends. This strategy also addresses the need for sovereignty and sustainable management of Indonesia's abundant fish resources.

MDPI played a crucial role in the preparation of the Harvest Strategy, actively engaging in data collection, research, consultations, and facilitating various technical and stakeholder workshops on tuna fisheries. Since 2013, MDPI has been gathering data on tropical tuna fisheries across Indonesian Archipelagic Waters, specifically in Fisheries Management Area 713, 714, and 715, sourced from small-scale handline tuna fishers.

The development of the Tropical Tuna Harvest Strategy began in 2014 with comprehensive data collection and processing, followed by data-driven strategy development consultations. The finalized document outlines agreed-upon tuna management actions, including: 1. Restrictions on the use of Fish Aggregating Devices (FADs), 2. Enforcement of allowable catch limits, and 3. Temporary closures of fishing areas.

In fisheries, stakeholders are interdependent, and the continued decline in tuna resources could lead to a crisis, making tuna no longer viable for consumption.

To prevent the collapse of the tuna fisheries sector, effective resource management is essential. The Harvest Strategy, also known as a Management Procedure (MP), is a comprehensive framework used by many countries, including Indonesia. In June 2023, Indonesia launched the Tropical Tuna Fisheries Harvest Strategy which falls under the National Tuna management Plan with active support from MDPI.

MDPI has supported information dissemination and socialization of the Harvest Strategy through the Fisheries Co-Management Committee, forum discussions, and workshops to discuss a variety of fisheries managementrelated issues. It also serves as a safe discussion platform for fisheries actors operating in the Indonesian Archipelagic Waters that encompass the Harvest Strategy, especially for the vulnerable small-scale fishers. Together with all stakeholders, we continue to prioritize sustainability and address the challenges associated with fisheries management, including by implementing the newly formalized Harvest Strategy.

The launch of this framework is an impactful building block of the Indonesian Government's efforts, supported by various experts and organizations such as MDPI, in managing tuna resources sustainably. The hope is that Indonesia can manage tuna resources while maintaining the ecosystem and socio-economics of the parties involved in a fair and sustainable manner.



**Fisheries data collection** - The small-scale handline tuna fisheries data collected by MDPI has been instrumental in developing the Harvest Strategy for Tropical Tuna. Recognizing the importance of fisheries data for effective management since 2013, MDPI remains committed to supporting ongoing data collection efforts, including the latest innovation with the E-Logbook.



## **NERITIC TUNA MANAGEMENT:** SAFEGUARDING FOOD SECURITY IN KARANGASEM

Neritic tuna holds a significant place in Indonesian cuisine, comprehensive data collection strategy includes port and Bali is not an exception, where it is an integral part of daily meals. The Karangasem Regency stands as the epicenter of 'Tongkol' (neritic tuna in Indonesian) production on the island, serving as a crucial protein source for the local people.

Despite the widespread consumption of neritic tuna in Indonesia, particularly in Karangasem, crucial information regarding its stocks at sea remains unknown. This knowledge gap poses a significant challenge not only to Indonesia but also to many other member countries of the Indian Ocean Tuna Commission (IOTC).

Today, experts are working to address this challenge and improve the management of neritic tuna stocks. One proposed solution involves intensifying data collection efforts, encompassing catch data, effort data, and fish biological data. These data are then analyzed to assess the status of neritic tuna populations at sea.

Since early2023, MDPI has been at the forefront of these efforts, actively spearheading data collection initiatives specifically tailored to Karangasem's tongkol fishery. MDPI's

sampling, vessel identification, and the implementation of a structured neritic tuna survey framework in collaboration with the National Research and Innovation Agency (BRIN).

These collaborative endeavors will persist as MDPI continues its partnership with the Research Center for Fishery (BRIN), the Ministry of Marine Affairs and Fisheries (KKP), Yayasan Konservasi Alam Nusantara (YKAN), and the Indonesian Pole & Line and Handline Fisheries Association (AP2HI). Through this effort, we aim to gather essential data for a comprehensive analysis of Indonesia's neritic tuna stocks, ultimately facilitating more effective management strategies for their sustainable future.

15,6 tons of neritic tuna data were collected by MDPI in 2023.

# STRENGTHENING THE FISHERIES CO-MANAGEMENT COMMITTEE PLATFORM





The Fisheries Co-Management Committee (FCMC) has proven its value in managing Central and Eastern Indonesia's fisheries. Since 2014 when the FCMC was still called the Data Management Committee (DMC), this forum has become a platform for coordinating stakeholders in 12 Indonesian provinces. Based on this potential, MDPI together with a MSc student from Wageningen University have conducted a study on the opportunities and obstacles of the FCMC in 2023.

This study aims to increase the benefits of the FCMC and serve as a guide to organizations that want to replicate the FCMC concept. The FCMC, which was originally initiated by MDPI, has been replicated in various regions by NGOs to be run by local governments. This study sampled the FCMCs in West Nusa Tenggara, North Maluku, and the Fifth Regional FCMCs in Bali. The research was conducted over four months using SWOT (Strength, Weakness, Opportunity, & Threat) analysis method and in-depth interviews with 30 external experts.

The study presents the results and steps that the FCMC can take to continue to improve compiled in a comprehensive document. Some of the overall results of this work are:

- Bridging the distance between stakeholders in a forum can increase participation, creating an equal and safe negotiation space can create freedom of voice.
- Stakeholder capacity building can strengthen the outcomes of future FCMCs.
- The FCMC is considered to have a significant positive impact on fisheries management. Long-term funding is needed to sustain the FCMCs in the future.

MDPI would like to especially thank Maurits Kooij from Wageningen University for carrying out the study, as well as all members of the FCMC who assisted in the data collection process. You can email us to info@mdpi.or.id to get a soft copy of the document.



# FAD FORUM: BUILDING DIALOGUES FOR FAD MANAGEMENT

A year has passed since the first legal FAD (Fish Aggregating Device) launched in the waters of South Halmahera, North Maluku, and fishers are beginning to experience the positive impact.. With the assurance of the FAD permit (SIPR), their FAD is now safe from being confiscated. "Fishing conditions have notably improved with this FAD placement. Villages and fishers can now celebrate since our income from fishing tuna is now back and more stable than last year," remarked Sarno La Jiwa, a fisher from Bisa Island, North Maluku.

The successful legal registration of FADs has motivated many other fisher associations and companies in North Maluku to follow this practice. The second officially registered FAD in Indonesia belongs to Muhammad Irfan Jalil, a fisher from Bacan Island, North Maluku, who received assistance from MDPI to engage in this process.

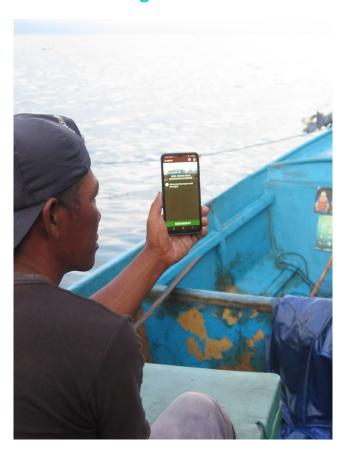
### **Establishing the FAD Forum**

After successfully assisting the legality process of the two first legal FADs, MDPI began to foster an open dialogue with FAD stakeholders in our operational areas. This initiative aims to support sustainable marine spatial planning and mitigate the social and ecological impacts of irregular FAD installations.

MDPI has initiated discussions with stakeholders on responsible FAD management through various platforms, including FAD Licensing Webinars, FAD Socialization events in North Lombok, East Lombok, and Morotai, and FAD Forums in Buru and Mataram. Collaborating with the National Research and Innovation Agency (BRIN), MDPI has also conducted FAD mapping research in WPPNRI 713, 714, and 715. Looking ahead, MDPI is committed to further supporting sustainable FAD management by providing registration assistance, creating discussion spaces for sustainable fisheries, and conducting relevant research.

## DATA & RESPONSIBLE FISHERIES: EMBRACING THE NEW E-LOGBOOK

Fisheries data will always be essential for its management. As a contributor of small-scale fisheries data, MDPI supports the use of new form of fisher's logbook, MMAFs 'E-Logbook application', through trial assistance and fisheries management forum discussions.



MDPI collaborated with both fishers and MDPI Fisheries Champions in the new E-Logbook trial. These champions are fishers who are already well-versed in responsible fisheries practices and accustomed to logbook documentation. Most found the process of filling out the E-Logbook to be significantly easier and more straightforward compared to the traditional paper-based logbook. However, some required additional time to adapt to new data points introduced in the latest E-Logbook version.

MDPI actively shares insights attained from this learning process with policymakers. Recognizing the importance of standardizing fisheries data points in the E-Logbook, we are working to align these parameters with the practical realities faced by small-scale fishers in the field.

Throughout 2023, we collaborated with a total of 54 small-scale tuna fishers and two NGOs (YKAN & AP2HI) this pilot project. MDPI remains committed to supporting small-scale fishers and collecting fisheries data by using innovative solutions, essential for sustainable fisheries management practices.

### SKN: Enhancing Fisher's Safety, Certifying Fishers' Proficiency

**Just as drivers** need a license to drive, fishers need SKN certification to go fishing. This certification ensures that fishers possess the necessary skills and knowledge to go to sea. Specifically aimed at individual fishers with vessels of 1-5 GT and vessel crews up to 30 GT, SKN plays a crucial role in promoting both legal compliance and the safety of those working at sea. MDPI actively supports government initiatives aimed at improving fisheries practices.

Underlining our social responsibility in fisheries improvement efforts, MDPI facilitates technical guidance through SKN training sessions to fishers in our project sites. We collaborate with instructors appointed by the Ministry of Marine Affairs and Fisheries (MMAF) of the fishing ports' technical units and local governments during all facilitations.

As of 2023, MDPI has facilitated technical guidance and SKN registration for 487 small-scale fishers in nine working villages. This will support the national agenda of preventing IUU fishing.

The E-Logbook Trial 17

# FROM SEA TO EXPORT: FOSTERING GOOD FISH HANDLING PRACTICES



# Fishers and local suppliers often struggle in maintaining their fish quality. To answer this challenge, MDPI is called to support the government in socializing the good fish handling practices (CPIB) in several working areas.

Tuna stands as the second-largest contributor to export value within Indonesia's fisheries sector. However, within the realm of small-scale fisheries, some tuna exporters still struggle with maintaining the quality of their fish. This challenge arises from a range of factors, ranging from inadequate facilities to the limited knowledge among fishers regarding Good Fish Handling Practices (CPIB).

In response, MDPI has made it a mission to enhance producers' capacity and elevate the quality of their catches to increase their selling value. In 2023, MDPI, in collaboration with relevant institutions, conducted CPIB Socialization programs across six provinces, targeting both small-scale fishers and suppliers.

As part of these efforts, MDPI organized visits for 24 members from fishing groups in Buru-Maluku and Ternate-North Maluku regencies to fish processing units. These visits aimed to foster transparency between fishers and suppliers.

Often, fishers raise concerns that suppliers manipulate prices during market fluctuations. Conversely, suppliers may receive low-quality fish products due to inadequate handling in the field by fishers.

Following the processing plant visits, fishers and suppliers engage in dialogues regarding good fish handling practices. This platform enables fishers to voice their aspirations to suppliers and witness firsthand how their catch is handled at the factory.

Sugen Kapoa, a member of the Latamiha Fisher's Group, expressed satisfaction in seeing his hard work being handled with care. The visit motivated him to be more meticulous in handling his catch. "I now realize the importance of maintaining fish quality in the field," he remarked.







# BUILDING BRIDGES BETWEEN TRACETALES & STELINA

Sahabat Laut Lestari, MDPI's social enterprise, has successfully built a system that can connect TraceTales to the government's traceability system, STELINA. The system acts as a bridging platform for easier transfer traceability data and to avoid fraud of fish products.

MDPI, through its business unit Sahabat Laut Lestari, has collaborated with the Directorate General of Product Competitiveness (PDSPKP) of KKP to integrate TraceTales with STELINA. This integration was tested at two fish processing units that employ TraceTales as their traceability software: PT Nutrindo Fresfood Internasional in North Sulawesi and PT Harta Samudra in North Maluku. Over the past four months, the trial successfully facilitated the direct transmission of data from TraceTales to the STELINA system.

The objective of this initiative is to meet the minimal domestic traceability data requirements and comply with export requirements. By integrating TraceTales and STELINA, industries can effortlessly input their traceability data with just a single click. Moving forward, we are committed to promoting the integration of TraceTales with STELINA through extensive socialization efforts. The wider the dissemination of this user-friendly information, the greater the likelihood of gathering domestic traceability data essential for formulating fisheries import and export policies.

#### **ABOUT SAHABAT LAUT LESTARI**

Sahabat Laut Lestari is a social enterprise established by MDPI Foundation with the aim of addressing the problem of fish laundering, where illegally caught fish enters the legitimate supply chain, with Traceability Information Technology. This technology can record information on the captures, delivery and distribution of products. The demand for legal validation of seafood is becoming increasingly important, making Fisheries Improvement Projects and Certification schemes essential for the fishing industry.

### MDPI ON THE MAP

### REACH & ACHIEVEMENTS

As we continue implementing MDPI program strategy for 2020-2025, we strive to elevate fisheries management efforts including through data collection, community empowerment, and a range of capacity building activities for coastal communities in eastern Indonesia.





 $\label{eq:model} \begin{tabular}{ll} Mid-2021 saw MDPI's site office relocate from downtown Manado to North Minahasa regency, focusing on 1 village. Our programs continue to support co-management and community development efforts, including through capacity building and data collection at 2 landing sites including Manado, directly working with 50+ fishers. \\ \end{tabular}$ 





Mid-2021 saw MDPI's site office relocate from downtown Manado to North Minahasa regency, focusing on 1 village. Our programs continue to support co-management and community development efforts, including through capacity building and data collection at 2 landing sites including Manado, directly working with 50+ fishers.







MDPI expanded
its working area
to Karangasem,
developing a
frame survey
to support data
collection for
neritic tuna

MDPI expanded

As MDPI's first project site,
Lombok has grown from
focusing on data collection, to



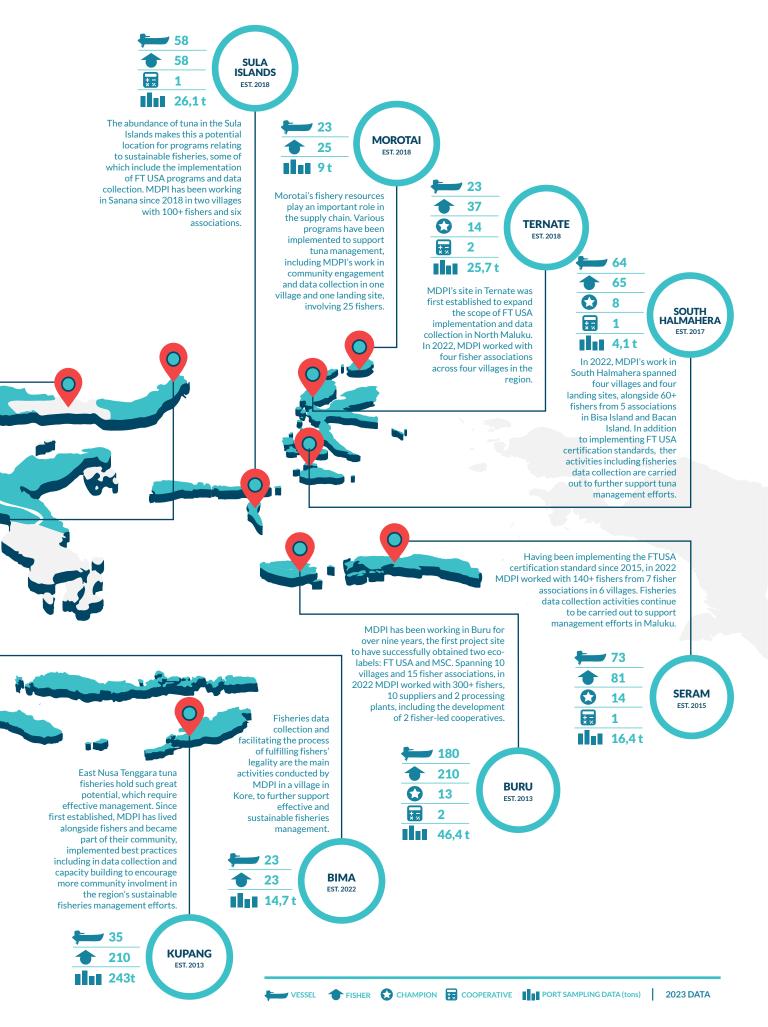
fisheries in two

villages.

As MDPI's first project site, Lombok has grown from focusing on data collection, to becoming a hub for fishers and other stakeholders to meet and exchange knowledge. In 2022, MDPI continued to support economic growth and community development for 150+ fishers and collected fisheries data in four landing sites.







Reach & Achievements 21



# FINANCIAL LITERACY: FISHING HOUSEHOLDS TO SET DREAMS & TARGETS

MDPI's financial literacy capacity building program has entered its second phase, using a new simulation game called "Si Kompas Nelayan" (which stands for 'Simulasi Kelola Mimpi dan Asa Nelayan', a game of fisher's hopes and dreams), as a tool. The game is designed to enhance coastal communities' capacity to achieve their financial targets, dreams, and aspirations.

The financial literacy for fishing households serves as a crucial entry point for economic improvement and livelihood diversification. MDPI's financial literacy capacity building program has now entered its second phase with the development of a financial simulation game called "Si Kompas Nelayan."

"Si Kompas Nelayan," which stands for "Simulasi Kelola Mimpi dan Asa Nelayan," is an educational game designed to enhance the financial capacity of coastal families in achieving their financial targets and long-term dreams.

Coastal families are trained to prioritize their financial

goals by identifying the means to achieve them, such as through business development, asset investment, and education.

In 2023, the Phase Two Financial Literacy Training engaged 111 participants representing more than 50 coastal families from MDPI's working areas in Maluku, West Nusa Tenggara, South Sulawesi, and North Sulawesi.

Participants were not only invited to play the game but also encouraged to maintain a daily investment book to record their short-, medium-, and long-term targets. This practice helps families prioritize their needs and set aside income for savings based on their dreams and targets. Fishing households are also advised to have alternative sources of income, such as self-employment.

The "Si Kompas Nelayan" training goes beyond finance, incorporating messages of sustainable fisheries. Trainees role-play as fishers who must adhere to sustainable fisheries principles.

For example, as the game progresses, participants encounter opportunities to obtain complete marine licenses and face decisions about releasing and handling Endangered, Protected and Threatened species and complying with legalities, with each choice carrying specific consequences.

One of the participants, Yuliastuti, a fisheries business owner and mother in a fishing household in South Sulawesi, highlighted the importance of environmental health for her business and overall well-being. "The concept of sustainable fisheries in financial literacy trainings encourages me to implement it because I believe that the health of the ecosystem impacts the economic health of my family," she said.

The concept of sustainable fisheries in financial literacy trainings encourages me to implement it because I believe that the health of the ecosystem impacts the economic health of my family.

#### Yuliastuti

Leader of "Mama Tuna Mandiri", a coastal MSME in Bone Regency, South Sulawesi

Throughout its journey, financial literacy trainings have encountered various lessons and challenges. One major challenge is the limited access to capital from financial institutions familiar with coastal family finances. Moving forward, MDPI plans to refine the financial literacy model to ensure the sustainability of coastal family economies.

The Financial Literacy Phase 2 training will continue in 2024 to reach more fishing households, further promoting financial literacy and sustainable fisheries practices.







Financial Literacy Phase 2 23

# LATEST FROM COOPERATIVE: BUSINESS TRANSFORMATION TO QUALITY UPGRADE

Through MDPI's cooperative empowerment initiative, we have successfully assisted several cooperatives in achieving high-quality grades. This qualification not only reflects the excellence of the organization itself but also highlights the significant progress made by its members in enhancing their capacity to manage and grow the cooperative's business.





Cooperative provides an ideal platform for developing the economy of coastal communities. It functions based on mutual cooperation, which aligns with Indonesian coastal communities culture. Additionally, cooperatives can access various training programs and government assistance, which help them develop their capacity.

The year 2023 has been a significant one for MDPI-assisted cooperatives, marked by two important milestones: hosting a webinar titled: "Strengthening Cooperatives' Capacities to Empower Coastal Communities" and the activation of several MDPI-assisted cooperatives

The Ministry of Cooperatives and MSMEs has prioritized the transformation of cooperatives in the fisheries sector. At the Cooperative Webinar, cooperative experts and the Head of the Empowerment Division of the South Sulawesi Department of Cooperative and MSME, Indriastuti Assegaf, emphasized that this initiative aims to build institutional capacity and alleviate extreme poverty.

MDPI aligns its Cooperative program with these objectives. Throughout 2023, we actively engaged our cooperative members in developing their business capacity through daily training and mentoring in financial management and bookkeeping, market mapping, marketing, and institutional legality.

For a cooperative to be declared active, it must hold an Annual Members Meeting (*Rapat Anggota Tahunan*, abbv. RAT). This year, the following MDPI-supported



### BURU FISHERS STRIVING FOR ECONOMIC INDEPENDENCE

A breath of fresh air comes from the Buru Regency, Maluku, where strides towards economic independence are evident. The Latamiha Indah Bersatu Fisher Group, with MDPI's assistance, has successfully transformed its cooperative into its own tuna supplier by 2023. For years, members of the Latamiha Indah Bersatu Cooperative relied on external suppliers, which limited their income and market power.

Their transformation to own their own fish supply business has significantly improved the economic standing of the fishers, supported by the works of MDPI field and program staff. Their assistance is not just about elevating the economic status of the fishers but also ensuring the sustainability and independence of their coastal community economy. We guide cooperatives in practicing responsible fisheries, maintaining fish quality, marketing, bookkeeping, and developing institutional strategies to achieve autonomy.

The Latamiha Indah Bersatu Cooperative aims to meet the needs of small-scale fishers in and around Buru Regency by serving as a fair and transparent alternative tuna supplier. This model hopes to inspire other groups facing similar challenges to embark on their own business ventures, fostering broader economic resilience and independence.

cooperatives successfully conducted their RATs: Kembali Muda Mandiri Cooperative in South Sulawesi, Bubula Ma Cahaya Cooperative in North Maluku, Latamiha Indah Bersatu Cooperative in Buru, Maluku, and Segare Harapan Jaya Cooperative in East Lombok, East Nusa Tenggara.

Looking ahead, MDPI will continue to support cooperatives until they can independently manage their finances, businesses, and institutions. We will achieve this through ongoing training, education, and engagement. Through these efforts, we hope that coastal communities can develop their economies while maintaining their cultural values and the principle of mutual cooperation.

### MDPI-assisted fisher-led cooperatives quality status as per 2023:

- 1. Kembali Muda Mandiri, Bone Regency, South Sulawesi Accredited A
  - Fishing supplies distributor and savings & loans business
- Bubula Ma Cahaya, Ternate City, North Maluku
   Accredited B
   Fuel distributor and local fish supplier
- Latamiha Indah Bersatu, Buru Regency, Maluku Accredited C1
   Fishing supplies distributor and local fish supplier
- 4. Segare Harapan Jaya, East Lombok Regency, West Nusa Tenggara

Accredited C1

Local fish supplier, fishing supplies distributor, savings & I oans business,



# QUARTERLY CHAMPION TRAINING: CAPACITY BUILDING FOR CATALYSTS OF CHANGE

MDPI identifies, trains, and assists individuals who have the passion and potential to become coastal advocates. In 2023, we focused on using education and training approach in the format of Quarterly Champion Trainings.

Sustainable fisheries can only be implemented if all parties are actively involved and fight for it. Especially at the local level, we need a figure who can spearhead the community. MDPI recognizes this need and we do so with a modeling approach through Fisheries Champions.

Fisheries Champions are a group of change-makers in the fisheries domain. They are individuals in coastal communities who are passionate about bringing change to their communities. We assist and train them so that their passion can be translated into real change actions.

Since 2022, we have identified individuals who have the potential to become Fisheries Champions. We assist and train them using an Adult Education approach.

Once identified the champions are mentored. Since 2023, mentoring is done at a daily basis and monitored every trimester through Fisheries Champion Quarterly Trainings.

The training was conducted in eight MDPI working provinces and 105 individuals, 25 of whom were women. These areas include Bone, Buru, South Halmahera, West Halmahera, East Lombok, North Minahasa, Seram and Ternate. Six areas experienced three trimesters of training, while two of them, namely North Minahasa and Seram, received training until the final trimester.

The fourth trimester Quarterly Champion Training on waste management was carried out first by Minaesa







Village, North Minahasa and Tehoru Village, Seram-Central Maluku. This training strengthens the Livelihood programs regarding tourism and waste bank that each village is currently developing. Meanwhile, the other six regions received education on waste issues.

In the future, the Fisheries Champion training program will be divided into two times per semester, as well as daily coaching in the field, with advanced material from the training per trimester that has been implemented in 2023.

### **Quarterly Champion Training 2023**

Trimester 1: Leadership and communication
 Strengthening communication skills and individual confidence in mobilizing coastal communities

#### 2. Trimester 2: Fisheries management

Strengthening Fisheries Champions' understanding of the ecosystem approach to fisheries management

#### 3. Trimester 3: Fisheries data

Encouraging Fisheries Champions to actively participate in fisheries data collection and dissemination as part of fisheries management efforts

### 4. Trimester 4: Waste management

Training Fisheries Champions in marine and coastal debris mitigation



# EMBRACING LOW SEASON WITH COASTAL LIVELIHOOD DIVERSIFICATION

## MDPI launched a livelihood diversification program. We do this by identifying village's potential.

Closing the year 2023, MDPI celebrates the best achievement of Livelihood program with the development of coastal businesses in seven working locations. We recognize that coastal communities are highly dependent on fisheries as their main source of income, so they need other sources of income to keep their income stable throughout the season.

MDPI educates and trains coastal community businesses. The MDPI approach that has been carried out in 2023 consists of training on identifying self and village potential, coaching on fish product processing, training on tourism hospitality, product marketing, and facilitation of food product registration such as P-IRT and Halal Certification.

#### **Livelihood Program Outcomes in 2023:**

- Processed Fisheries Product Business Group "Mama Tuna Mandiri", South Sulawesi P-IRT and Halal certified
- 2. Minaesa as TouristVillage, North Sulawesi
  Passed the designation as a Tourist Village
  by the North Minahasa Regency Government
- 3. Latamiha Indah Bersatu Cooperative, Maluku
- Open a fish trade business
- Became a market actor buying and selling fish
- Established a small fish processing center in Buru Regency
- **4.** Fair Trade USA Cooperatives and Fisher Associations Profit increase up to 30%

#### MINAESA DESIGNATED AS TOURIST VILLAGE. AIMING FOR SUSTAINABLE ENVIRONMENT AND ECONOMY

Minaesa is a village is situated at the mouth of the Talawaan Bajo River. Home to fishing households, it boasts rich biodiversity with significant tourism potential. However, Minaesa struggled with waste management and reduced income during tuna low season. Since 2022, MDPI has been assisting Minaesa to harness their tourism potential, addressing both economic and environmental challenges. Collaborating with village officials and locals, we implemented the Tourist Village standards to promote the livelihoods of fishing households in Minaesa.

# FAIR TRADE FISHERS ONE STEP TO SELF-RELIENCE

Since 2014, MDPI has been assisting Fair Trade USA-certified fishers as the on the ground implementer of the standard. The standard began to shape fishers with habits and sustainable fisheries practices in their daily lives. MDPI strived for a fisher-led implementation of the standards in 2023.

The Fair Trade USA (FTUSA) Seafood standards habituates fishers to implement sustainable and responsible fisheries practices. Since 2014, MDPI strived to work with the fishers in implementing the standards, not only to achieve export requirements but to also promote behavioral change among the fishers by adopting sustainable values from the ecolabel.

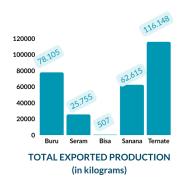
MDPI aims to train the fishers to implement the standards independently, starting with the implementation of the Internal Monitoring Standard (IMS) in June 2023, as one of the internal monitoring modules required for FTUSA certification. We have encouraged fishers to conduct risk and compliance analysis by themselves and we continue to support them by assisting with the implementation of the Fair Trade standard and with Premium Fund disbursement meetings.

In the future, MDPI will hand over daily tasks to the Committee that has entered, its fifth to eighth year in some areas. As for newly joined groups, MDPI will continue to train and assist with standard implementation and behavior change towards sustainable fisheries. We continue to improve and evaluate so that fishers can maintain ecolabel certification and continue to gain access to high-value export markets.

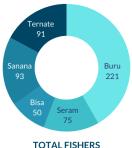
#### IMS TRAINING AT COMPANY LEVEL

The FTUSA supply chain, especially in the capture fisheries sector is extensive, involving fishers, local suppliers, processing plants, and the selling companies in the United States. To ensure the entire supply chain complies with the latest FTUSA standards, MDPI provides training on the Internal Management System (IMS) to industry-level supply chains in Indonesia. The IMS is designed to identify potential risks within the implementation of the FTUSA standard. Monitoring those risks, and taking measures to address them. In January 2023, MDPI trained teams from two processing plants of PT Harta Samudera's in Maluku, and from CV Mitra Tuna Mandiri in North Maluku. We specifically trained company teams responsible for standard compliance at the company level.

### **FAIR TRADE IMPLEMENTATION IN 2023**









TOTAL PREMIUM FUNDS IN 2023



## WORLD FISHERIES DAY 2023: A DAY FOR FISHERIES CHAMPIONS

Every year, MDPI takes part in celebrating the World Fisheries Day and National Fisheries Day on November 21, by collaborating with Fisheries Champions, coastal communities, and the governments.

As we celebrate National Fisheries Day, we join forces with coastal communities, fishers, and government bodies to observe World Fisheries Day. This year's theme, guides our activities as we collaborate with MDPI's Fishers Champions to lead events promoting responsible fishing practices. These Champions emphasize the importance of reporting their catches, revealing trends in fish catch – whether these are declining or increasing, and whether the size of fish is shrinking or growing. These insights equips fishers with a clearer perspective on the fishery trends, guiding their approach to fishing.

The reports gathered from fishers serve as crucial data, shaping sustainable fisheries policies. During the festivities, Sharing Information and Data (SID) activities are carried out, MDPI and the Fisheries Champions urge fishers to embrace responsible fishing practices, advocating for filling logbooks, vessel registration, and adherence to Fish Aggregating Devices regulations.

Our World Fisheries Day celebrations unfolded across seven provinces, including West Nusa Tenggara, East Nusa Tenggara, Bali, South Sulawesi, Gorontalo, North Sulawesi, North Maluku, and Maluku. Apart from championing data-driven fisheries practices, our events always feature a range of engaging activities. From lively fish cooking competitions to spirited fish name guessing contests, from planting 1,000 mangrove trees to introducing endangered, threatened, and protected animals, and concluding with beach cleanups. The 21st of November was a day brimming with local spirit and global consciousness for sustainable fisheries.

# CEPF-BURUNG INDONESIA: SUPPORTING LOCAL NGOs IN WALLACEA

In 2022, MDPI was selected as a sub-grantee of Critical Ecosystem Partnership Fund (CEPF) and Burung Indonesia for their grant program in the Wallacea region, launching the implementation in 2023 to train other local organizations in small scale fisheries management.





The Wallacea region, spanning the heart of the Indonesian archipelago, is known for its high biodiversity. Encompassing Sulawesi, Maluku, and the Nusa Tenggara Islands, this area is a transitional zone enclosed by deep seas, separated by deep-water straits from the Asian and Australian continental shelves.

In 2022, the MDPI Foundation, with its extensive experience in small-scale fisheries in Indonesia, got selected by CEPF-Burung Indonesia as the implementer to enhance the capacity of 12 civil society organization (CSO) that already receive CEPF grant. In 2023, we started working on this project with the latter, which also work with small-scale fisheries communities in the Wallacea region.

Our networking with CEPF partners began in Bali, where we trained and discussed technical aspects of Fisheries Improvement and Coastal Community Organization with 12 representatives from local organizations. The training continued with two local CEPF grantees organizations in Maluku (LLPM Maluku and Baileo) that were given the opportunity to visit MDPI's work with small-scale tuna fisher associations in Tehoru, Maluku.

MDPI hopes that this mentoring process leaves an impactful impression and positive learning experience for CEPF-Burung Indonesia partners. In the future, we will continue to build fisheries sustainability within the Wallacea region for the future of global and Indonesian seafood.

# FISHERIES ECOSYSTEM DRIVING FORCE

To improve fisheries management, MDPI ensures that coastal communities can continue to thrive. In addition to building partnerships, we empower and foster leadership within these communities.



Yuliastuti used to be a housewife who had no personal income. Now, she leads the Poklahsar Mama Tuna Mandiri in Toro Sub-district, Bone Regency, South Sulawesi, operating a fish processed products micro entreprise. In the past, her income and the housewives of her extended family depended on their fisher husbands and adult-children's income once a month, which is the average duration that tuna fisher in Toro go to sea. Her financial life changed since 2022, when Yuliastuti and her siblings were invited by MDPI to build a business of processed tuna products. After one year of trials and errors, Poklahsar Mama Tuna Mandiri is now operating under Yuliastuti's command and is able to sell three kinds of products: dried tuna

flakes, tuna chili sauce, and smoked tuna. The market extends around Bone, Makassar, and East Kalimantan. Yuliastuti is the first-generation leader of Poklahsar Mama Tuna Mandiri. Under her calm and skillful leadership, she drives her group to achieve economic stability by targeting a wider market for processed tuna.

Ismael "Mail" Liem, a former employee in a fish supplier business from Buru Regency, Maluku, ventured into a new role after his collecting partner retired from the fishing business. Together with a group of fellow fishers, he  $assumed \, control \, of \, the \, enterprise \, under \, the \, Latamiha \, Indah$ Bersatu Cooperative. Despite his proficiency in managing the fish trading business, Mail acknowledges encountering challenges in leading the cooperative. This is largely due to the collective traits of its members, often described locally as pang malawang-a local term characterized by stubbornness and resistance to regulation. However, Mail remains undeterred in his efforts to steer his colleagues towards success. Through perseverance, problem-solving, and collaboration with cooperative members and MDPI, he continues to drive initiatives forward. While Mail stands as a prominent figure within the group, he is not the sole driving force. Rather, he is one of theprimary drivers, diligently working alongside cooperative members and other stakeholders to achieve common goals.





Dina Rukmana, a driving force within the Segare Harapan Jaya (SHJ) Cooperative located in Seruni Mumbul Village, Pringgabaya District, West Nusa Tenggara, initially had little interest in cooperatives. The concept was foreign to her, and the idea of being involved didn't appeal to her at first. However, since 2021, her active participation in SHJ Cooperative's development has sparked newmotivation and eagerness to learn. Her perspective on cooperatives has shifted significantly over time. Now, actively engaged in managing the cooperative's finances, Dina has assumed the role of Treasurer. She has become a young and vital contributor to SHJ Cooperative, as evidenced by her significant role in enhancing its financial health, showcased during the annual members' meeting.

Despite being relatively new, Segara Harapan Jaya Cooperative has achieved a grade of C1, indicating its journey toward financial independence and stability. Through her involvement with the cooperative, Dina has acquired valuable skills in bookkeeping, management, and organization—skills she had not previously possessed but which have greatly contributed to her personal growth. Dina aspires to apply the knowledge she has gained from the cooperative in managing her household and immediate surroundings. "Even though I am no longer the Treasurer of SHJ Cooperative, I remain an active member. For me, the cooperative is both a space for learning and a place to strive for improvement," she expressed.

Anti, also known as Mayanti Mike, serves as an enumerator for the Berkah Tuna Fair Trade Group in Bajo Village, North Sanana District, Sula Islands. This cheerful and friendly teenager diligently performs her duties at the fish warehouse every day. She records fish, interviews fishers, and calculates various metrics such as the number of loins, weight, length, and fish type. All this data is meticulously documented in a large book, which contains months' worth of valuable fish data. As a member of a fishing household, Anti is well-acquainted with fish species. With the assistance of MDPI, she has expanded her knowledge further by learning the names of fish in Indonesian and familiarizing herself with fisheries terminology previously unknown to her.



Behind her dedicated work lies a significant aspiration—Anti harbors a dream of becoming a teacher. She views teaching as a noble profession and plans to pursue this dream by attending a teacher's college after completing high school. Using part of her enumerator salary to support her parents and keep some for personal expenses, Anti diligently saves the remainder for her college education. Throughout her journey with MDPI, Anti has developed a deeper understanding of the ocean and its ecosystem. Her growing awareness of the threats to fish resources and marine pollution, particularly plastic waste, has fueled her enthusiasm for collecting data as a logbook enumerator. With unwavering passion and dedication, Anti not only contributes to fisheries research but also paves the way for her future aspirations while positively impacting her community.

## MEET THE TEAM

MDPI is proud to have a team with diverse expertise and a shared passion for building a sustainable fisheries ecosystem in Indonesia. Our team members are committed to ensuring that our work benefits coastal communities across the country.



Novita started her career at MDPI in 2017. Prior to becoming a Fisheries Data Officer, Novita was a field staff in Manado City, a Site Facilitator in Bisa Island, North Maluku, and a Site Supervisor for the Sulawesi area. Novita came through it all with flying colors, especially when she was stationed in the remote area in Pulau Bisa. Her skill in processing data has made her one of MDPI's fisheries data experts. Novita is a good communicator when it comes to fisheries data, especially to coastal communities who are not familiar with complex concepts. She has touched dozens of MDPI working areas with an understanding of the importance of fisheries data to maintain the sustainability of fish stocks. His strength is not only in his head, but also in his heart when working alongside the local community. "I am grateful to be able to coexist, work with, and learn from coastal communities," Novita explained.

Nilam started her career at MDPI as a Site Supervisor in Buru Island in November 2014. Prior to her position as Fisheries Community Organization Lead, she was MDPI's Fair Trade Coordinator, Nilam has been involved in community work in Eastern Indonesia since she graduated from college. We know Nilam as a person who is logical in planning work strategies and works with a touch of heart. For her expertise, she leads the team that is the pioneer behind the implementation and success of MDPI's Champion, Cooperative, Financial Literacy, and Livelihood Diversification programs. We know Nilam as the best fieldwork teacher. Nilam is very patient in giving opportunities and trust because she believes that regeneration is one of the benchmarks of an organization's success. Nilam's talent and work experience have helped MDPI and the coastal communities we work with.





Before joining MDPI, Karel was part of the coastal community in West Papua. Coming from a family of fishers, Karel is very familiar and close to sustainable fisheries work. He is also known as a warm person, fast learner, and good at reading social situations. Karel started his career at MDPI in February 2015 as a Site Supervisor for MDPI and Konservasi Indonesia's collaborative program on fisheries data collection and national crab market access in Arguni and Kaimana, West Papua. When the program ended, in 2017 Karel was directed to be the communication bridge between MDPI and the local government of Maluku and North Maluku, especially for fisheries management work. Thanks to his personality, willingness to listen and his close background in fisheries, he is easily accepted by coastal communities and local government. Numerous communities assisted by MDPI in Maluku and North Maluku have witnessed Karel's work in community work. Staying humble, Karel hopes that he can continue to learn sustainable fisheries and how to mobilize effective coastal communities.

"During my eight years at MDPI, I learned a lot about fisheries improvement and how to mobilize coastal communities," says Karel.



Arroyan is known as a colleague who is full of ideas and strategies. His willingness to learn and find ways to simplify difficult concepts into practicalities has helped Fisheries Community Organization move forward in its community work. Prior to his role as Coordinator, Arroyan worked as a Fair Trade Officer. He was one of the employees who made Fair Trade USA's work in North Maluku a success. He also pioneered the opening of MDPI's branch office in the "fairytale land" of Bisa Island in 2017. We know Arroyan as a person who is open to new ideas and discussions. In 2023, Arroyan marked five years working with MDPI. He always dreams that wherever he goes, MDPI can impact sustainable positive change for the communities it touches.

"MDPI doesn't work to help the communities for short-term effects. We are dedicated to building new knowledge and habits of coastal communities for a better life," quoted Arroyan.

Meet the Team 35



# A DECADE OF MDPI: IMPACTFUL TOGETHER

A decade of MDPI's presence for Indonesia's fisheries and coastal communities. Not a long time, but also not short for an organization to grow. We use this special moment to reflect on our performance in the past 10 years and our plans for the decades to come.

During 2023, MDPI celebrated its first decade by launching a new vision and mission. We realize that sustainable fisheries can only be realized by embracing the social realm and the life of marine ecosystems through close cooperation with all parties. Quoting MDPI's first Director and co-founder, the late Aditya Surono, we believe that there is no competition in sustainability; there are only friends and partners

.

There were ceremonial and awareness-raising events such as online seminars on Cooperative Institutional Capacity Building and FISH AGGREGATING DEVICE Registration, anniversary celebrations inviting MDPI partners, and incorporation of the MDPI One Decade spirit at major events. These include Regional and Provincial FCMCs, Annual Gathering for MDPI

Foundation staff and Trustees, and World Fisheries Day 2023.

The MDPI One Decade Celebration involved all MDPI staff, partners, donors, coastal communities, government, and those who have witnessed MDPI's ten-year journey. The celebration attracted more than 1,000 participants across Indonesia, both in online and offline events, based on the accumulation of ceremonial and non-ceremonial events.

Reflections on MDPI's One Decade celebration have further solidified our commitment to Indonesia's fisheries. We remain committed to empowering coastal communities, building sustainable livelihoods, and realizing effective fisheries management in Indonesia. In the future, we will bring this commitment to areas that intersect with the fisheries ecosystem



## **TEN YEARS OF MDPI**



Originating from Anova's "Fishing and Living" initiative, MDPI was founded in July 2013 with the aim of driving responsible and sustainable fisheries for Indonesian communities



### **Opening** MDPI's first sites

MDPI established its first project sites in Lombok and Bone focusing on a Fishery Improvement Project and data collection



### **Developing** -Fish Platform

With MDPI's support, USAID IMACS launched I-Fish as an electronic information system enabling data-driven fisheries management.

### **Supporting the Tuna Harvest** Strategy

MDPI contributed to fisheries management reforms, supporting the formulation of policies and the development of the Tuna Harvest Strategy.





MDPI and Anova achieved the world's first Fair Trade certified fishery, supporting fisheries sustainability and social improvements.

### **Establishing Data Management**

MDPI established Data Management Committees, facilitating multi-stakeholder governance and fostering collaboration on fisheries management

### 2018

### **Signing** MoU with

MDPI signed its first MoU with the Ministry of Marine Affairs and Fisheries, solidifying our collaboration.

### **Launching TraceTales Application**

MDPI launched TraceTales, a processor-based traceability system, promoting transparency, combating IUU fishing and ensuring compliance.



### Organizing the **1st Regional FCMC**

MDPI initiated the first regional FCMC to discuss fisheries management issues and promote inclusive decision-making.

### **Achieving MSC** Certification

MDPI, Anova and Harta Samudra achieved the world's first MSC certified handline tuna fishery



### **Expanding** Community Development

MDPI expanded community development activities, empowering coastal communities to participate in fisheries management, and ensure they receive direct benefits

**Establishing PT SLL** 2020

MDPI established PT Sahabat Laut Lestari, a for-profit social enterprise, to expand the work of marketrelated activities



### **Creating Financial** Literacy Games

MDPI developed financial literacy games, as tools to enhance coastal communities' ability to manage their finances and achieve their dreams.



# Copyrighting MDPI's Tagline

Happy People, Many Fish®

MDPI copyrighted its motto, reflecting our dedication to thriving communities and abundant fisheries.

### **Registration of** the 1st Legal FAD



MDPI supported the first legal FAD registration in Indonesia, promoting responsible fisheries practices.

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MASYARAKAT DAN PERIKANAN INDONESIA PERIKANAN INDONESIA INDONESIA



# TEAM BUILDING MDPI 2023



Celebrating A Decade of MDPI, the Operations Program promotes MDPI's internal capacity building in 2023. Not only targeting management, this year capacity building also targetted field staff. We do this based on the awareness that an organization's ship can only function if the crew, i.e. the staff, has the capacity.

### **ANNUAL GATHERING 2023**

The Foundation's annual internal activity involving all staff to establish harmony with the internal public, the Annual Gathering was successfully held on May 25th-28th, 2023 aims to create, increase, maintain and improve work motivation and progress of MDPI. Creating a family atmosphere and harmonizing the work environment in order to achieve common work goals became the main foundation of this annual gathering. Not only to strengthen interpersonal relationships among all staff through a series of entertainment activities such as group performances, outdoor activities, games, and staff awards. The annual meeting was also fueled by various capacity building activities covering the topics of conflict management and financial literacy. MDPI also took this opportunity to introduce the foundation's new trustees and vision and mission to all staff for the first time. As the spearhead of the organization's success, MDPI staff are expected to continue taking an active role in promoting a thriving fisheries community and pioneering sustainable fisheries management.

### **INTERNAL STAFF TRAININGS**

In 2023, MDPI invested in several internal staff trainings to enhance the organization's performance and strengthen its technical working system. The three key trainings included:

- "MDPI Aspirations 2023 Onwards" aimed at strengthening the synergy of the managerial team.
- A workshop titled "Project Design."
- An organizational knowledge dissemination workshop called "Knowledge Management."

These trainings taught staff to be more attuned to internal and external needs, covering both program techniques and interpersonal relationships within the team. The goal was to sharpen these aspects for organizational progress.

Held in March, April, and October 2023, these workshops successfully helped staff improve soft skills related to the program's focus and enhanced team harmonization across individuals and departments.

### **MDPI TEAM**

### **STAFF**

A. Riza Baroqi Adjie Dharmasatya Agustina Nilam Ratnawati

Ako Prasetiyo Alief Dharmawan

Amrollah

Anisa Indira Prameswari Aqidah Nurul Wahidah Ardan Firmansyah Arroyan Suwarno Asis Buton

Awaludin Hatapayo Bachori Dhian Pratama Dadang Siswanto Alim Dimas Erlangga

Felicita Laura Annemarie

Hairul Hadi Hajerah Sufiani Halid Sanahuyo Hashullah Umat

Hasbullah Umaternate Hidayat Daeng Muhamad

Hizran Sampalu

I Gusti Ayu Anastasia Sukma Putri

I Putu Agus Widi Pranata I Wayan Widiantara Ida Ayu Adnyani Ilsan Ismail Juliette Ezdra Kai Garcia Neefjes Karel Yerusa La Djamali Lailatul Rokhmah Marwan Adam

Muhamad Arman Ahmad

Muh Alwi

Muhammad Ikhsan Zulfatan Runtukahu

Muhammad Novriansyah K. Muhammad Subhan Murid Muhammad Taeran Neorifal Muhama Ni Made Artini Novita Ayu Wulandari Nur Elviani Marasabessy

Prisillia Morley Loijens

Putra Satria Timur Rahman Pelu Reno Nanda Pratama

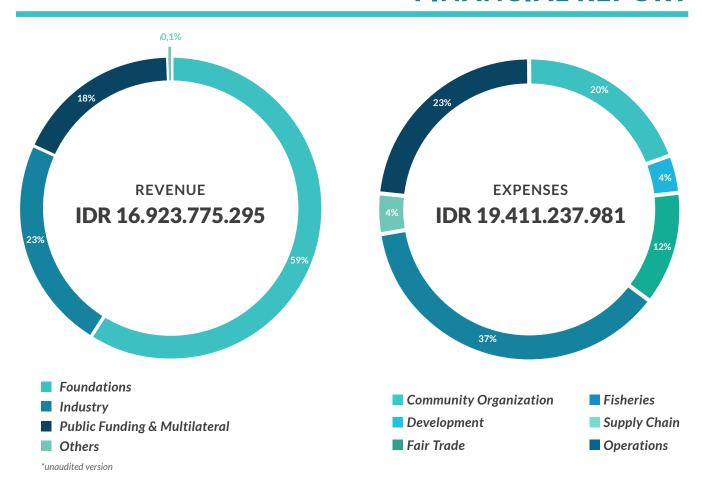
Rizki Sahril Saldi Guntur Santri Dinalhusna Siti Zulaeha Sri Sumiati Jalil Wahyuni S. Taher Wildan

Yasmine Simbolon Yunita Mardiani

### **INTERNS**

Maurits Kooij Moh Asriadi Ni Made Bhavani Deswari Ni Putu Kartika Cahyani Ni Putu Sisca Damayanti Ni Wayan Sulistyawati Pande Gede Bagus Armana Putra Rini Thalib

### **FINANCIAL REPORT**



Operations & Financial Report 39



Annual Report 2023 Yayasan Masyarakat dan Perikanan Indonesia www.mdpi.or.id