




BirdLife
SOUTH AFRICA

Giving Conservation Wings

**ANNUAL
REPORT
2017**

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Vision

BirdLife South Africa wishes to see a country and region where nature and people live in greater harmony, more equitably and sustainably.

Mission

BirdLife South Africa strives to conserve birds, their habitats and biodiversity through scientifically-based programmes, through supporting the sustainable and equitable use of natural resources and by encouraging people to enjoy and value nature.

Cover page: The Lappet-faced Vulture was Bird of the Year in 2017. Vultures are one of South Africa's most threatened groups of birds and BirdLife South Africa is undertaking a number of important research and conservation programmes. (photo: Peter Hall)



Melissa Whitecross

Chairman's Statement

Consider the following: in the year 2017 the staff of BirdLife South Africa undertook forty-five international trips to scientific and other important meetings; the exact number as the previous three years combined. We currently support national government in the implementation of seven significant Multi-lateral Environmental Agreements. Over the last four years, our IBA Programme has helped increase the country's protected area land cover by over 90 000 ha, of which 12 000 ha were declared in 2017, and another 12 000 ha is in the process of being declared as I write my report.

And that is not even a quarter of it. Whether it's reducing seabird bycatch mortality, advising on windfarm location and potential impact, introducing fiscal/tax incentives for approved land conservation measures, and much more, we and our individual staff members are recognised as world leaders.

The point is that your organisation has made immense progress over not just the year under review but over the last eight years generally. And the activity shows no sign of abating. And why should it? We have so much important work to do. Oh, and I almost forgot to mention that, throughout that period, and alongside exponential growth, we have still managed to return a modest surplus in each and every year.

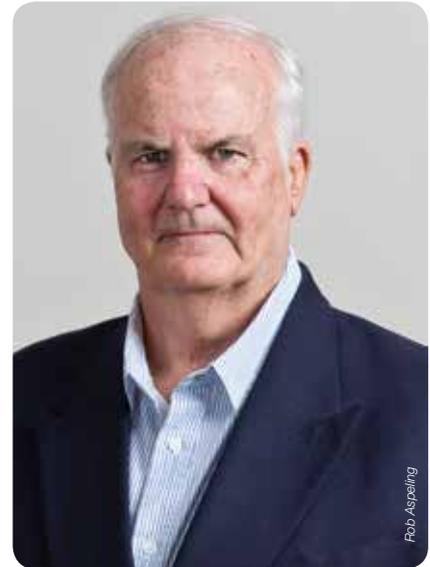
For this development, the successes achieved, and the respected position in the conservation world that we occupy today, we are indebted to the tireless Chief Executive Officer, Mark D. Anderson, and his wonderful team, both scientific and

those who provide the critical support functions.

Quite naturally, growth and expansion bring their own risks. The Board of Directors and the Audit & Risk Committee are acutely aware of this and continue to exert careful and judicious oversight in regard to the organisation's affairs. The performance review system, including the Board self-assessment that I mentioned last year, has again been implemented and is reported on later in this document. I am pleased to say that the exercise produced results that showed an improvement on the previous year.

As always, we could not achieve what we do without the steadfast and continuing support of our many friends – individuals, corporates, other NGOs, and volunteers. We are immensely grateful to them all.

And finally, I express my appreciation to my fellow Board members who contribute in so many diverse ways to the success of BirdLife South Africa.



Roger Wanless
Chairman

A handwritten signature in black ink that reads "Roger Wanless". The signature is written in a cursive, flowing style.



Chief Executive Officer's report

While exceptionally busy, 2017 was another successful year for BirdLife South Africa. The political uncertainties and resultant economic difficulties made fundraising a challenge but, thankfully, our organisation ended with a small operational surplus, the eighth consecutive year it has done so.



The year will always be remembered for Flock at Sea AGAIN! 2017 when, in April, about 2000 birdwatchers joined our four-night voyage into the Atlantic Ocean. Besides excellent birdwatching, informative lectures and great camaraderie, we raised significant funds for seabird conservation.

Other successful events included The African Bird Fair at the Walter Sisulu National Botanical Garden, where thousands of birders attended lectures, went on guided walks and bought merchandise from more than 50 exhibitors. Our Owl Awards function was held at Isdell House and we presented bronze statuettes and certificates to 12 people and organisations who contribute to bird conservation in South Africa. There was record participation in the Birding Big Day in November and more than R100 000 was raised during the event.

We continued to strengthen our human resources work. This included drafting 40 policies and procedures, undertaking a skills audit and developing a training plan, producing an employment equity plan which was submitted to the Department of Labour, and improving our staff recruitment procedures.

Our membership continued to grow, and the Conservation League category now numbers about 150 members, largely as a result of a recruitment campaign during Flock at Sea AGAIN! This category alone brought in more than R350 000 in unrestricted funding in 2017. Our 38 Golden Bird Patrons contributed almost R1.8 million during 2017 and we received five bequests totaling approximately R350 000 during the year.

We were particularly pleased with our financial results as the 'technical economic recession' was expected to make fundraising difficult. We attribute the success to a number of important factors, including hard work, innovative fundraising methods and impeccable financial management. Our donors and supporters are impressed with our conservation results and our timeous and detailed reporting. We have diversified our income streams and this is paying dividends; for example, our 'Shop for the Birds!' has shown increasing sales, with the open days over weekends and sales during book launches and other events resulting in good income.

We continue to produce two world-class publications: *African Birdlife*, our bi-monthly glossy magazine, and *Ostrich*, our scientific journal.

Isdell House, our head office in Johannesburg, is an exceptionally pleasant place from which to work and its prominence on Jan Smuts Avenue has resulted in increased public awareness of BirdLife South Africa. We hosted a number of events at the premises during the year, including the launch of 'Garden Birds in Southern Africa' and 'Featherings'. With the growing number of staff in Cape Town and the importance of our Western Cape-based work, especially our marine/seabird projects, the Board of Directors has decided that we will start to raise funds for the purchase of an office in the Mother City. The Wakkerstroom Tourism and Education Centre has benefited from generous donations which is resulting in a much-needed revamp of the buildings and other facilities.

With the support of our marketing team, Utopia (our pro bono advertising agency) and JCDecaux (the international outdoor media company), we continue to raise awareness about birds, bird conservation and BirdLife South Africa. We have developed adverts for our new 'Love Birds' campaign and these have been displayed on roadside billboards, plasma screens in shopping centres, in magazines and newspapers. Our social media footprint continues to grow and in particular the witty 'Think Bird' adverts



that have been posted on Facebook have resulted in significant awareness among people who are probably not reached through traditional media.

As the only dedicated bird conservation organisation in South Africa, our key focus is the conservation of our country's birds and their habitats. With almost 850 bird species, 132 of which are threatened with extinction, and 112 Important Bird and Biodiversity Areas, we certainly have our work cut out. The BirdLife South Africa strategy identifies and prioritises key conservation challenges and provides a mandate to our five conservation programmes for acting on these. Our programme reports (pages 16 to 25) detail progress made against objectives for the year, key highlights of which I share below.

BirdLife South Africa addresses the most important threats to birds, including wind farms and other renewable energy developments. In 2017 we published a report on the results for the first eight operational wind farms in South Africa to help contextualise, improve predictions and ultimately minimise negative effects of wind energy on birds. We are now a world leader in the field of renewable energy and birds and we have been advising BirdLife colleagues elsewhere in Africa, including Kenya and Ghana, and also presented the results of our work at meetings in Portugal and Germany. Another potential threat that we are investigating is the impact of lead toxicosis on South Africa's birds, and its scavenging raptors and vultures in particular; our initial findings show high lead levels in White-backed Vultures. Through the National Socio-Environmental Synthesis Center in Annapolis, USA, we are part of a team of conservationists and academics that is determining solutions to address the complex reasons for the alarming decline in Africa's vulture populations.

We are also a world leader in understanding the fishery threats to seabirds and in developing appropriate and effective mitigation measures. Our successes in South Africa's waters where, for example, we reduced albatross bycatch from approximately 14 000 to fewer than 100 albatrosses a year, have resulted in us securing significant funding to work in the Indian Ocean high seas and in West Africa. In 2017, the Common Oceans Areas Beyond National

Jurisdiction Tuna Project engaged with nine fishing nations by hosting four national workshops to make fishermen mindful of seabird bycatch issues, two observer training workshops to teach observers best practice mitigation measures and two global seabird bycatch data workshops with the aim of developing a worldwide estimate of seabird bycatch from tuna longline fishing. Locally, we were particularly pleased when the Department of Agriculture, Forestry and Fisheries mandated local tuna longline vessels to take scientific observers on board, as during the past three years this fishery has had little to no observer coverage.

Science forms the basis of our work and our team of ornithologists and conservation biologists use cutting-edge methods to study birds. For example, through a combination of ecological niche modelling, remote sensing and field surveys we have accurately ascertained the distribution and population status of three threatened grassland species, namely Rudd's Lark, Botha's Lark and Yellow-breasted Pipit. Working with the country's foremost geneticists, we have determined the connection between the populations of the Critically Endangered White-winged Flufftail in Ethiopia and South Africa. BirdLife South Africa has pioneered the use of camera traps to survey secretive birds such as rails, and at Middelpunt wetland near Dullstroom we photographed 13 White-winged Flufftails. This research method is helping us to understand habitat preferences, gain estimates of population sizes and study behaviour. Our conservation staff publish papers in international peer-reviewed scientific journals and present the results of their work at international conferences.

One of the highlights of 2017 was the completion of the State of South Africa's Birds Report, which provides a snapshot of the conservation status of the country's bird populations, the threats that they face and the attempts by different conservation stakeholders to reduce those threats. Not only is this landmark publication of value to BirdLife South Africa and conservation stakeholders and decision makers, but it will also directly assist the South African National Biodiversity Institute with the compilation of the National Biodiversity Assessment that will be completed in 2018. Complementing the report was



Mark D. Anderson

the completion of the regional Red List Index, which tracks the extinction risk of bird populations in South Africa over time.

While our focus is largely on improving the conservation status of our most threatened terrestrial birds, we have expanded our focus from the 20 priority species initially identified to include research and conservation projects on common birds. An analysis of common bird distribution and abundance over time, using data from the two Southern African Bird Atlas Projects, is providing interesting results. In an ever-transforming world, threatened by changing climates and reduced natural habitats, common birds can offer us a broad-scale, easy-to-access indication of changes that may be occurring in plain sight but at a scale that the human eye cannot detect until it is too late.

We are developing innovative management interventions to assist several embattled birds. Since 2009 we have mooted establishing a new African Penguin colony, and since mid-2015 we have had a dedicated, full-time position to deal with this, but it was at the end of 2017 that we reached an agreement with CapeNature to begin work on building the new colony at De Hoop Nature Reserve in 2018. Our plan to establish a captive facility for the White-winged Flufftail at the National Zoological Gardens in Pretoria is making progress with the completion of an MoU between our organisation and the National Research Foundation, and a planned fundraiser with Rockjumper Worldwide Birding Adventures to raise the remaining R500 000 for this project. Raising funds for our conservation work is hard work, but fortunately the results

Chief Executive Officer's report *(continued)*

are often very worthwhile. For example, through our work with the BirdLife International Marine Programme, we have secured significant commitments from the MAVA Foundation for seabird conservation and bycatch reduction in West Africa for the next five years. This work enhances seabird conservation capacity in West Africa, provides potential for the strengthening of BirdLife national partner activities and has allowed BirdLife to retain two key staff based in Dakar.

Protecting bird habitats through our Important Bird and Biodiversity Areas (IBA) Programme is a vital component of our work. During the past year, the Programme underwent a metamorphosis to ensure that it remains relevant after the advent of the global Key Biodiversity Areas (KBAs) Programme. As such, we have developed an IBA strategy, established a strategic partnership with the South African National Biodiversity Institute to drive KBAs nationally and we have been invited to serve on the international KBA Committee. The IBA Programme continued to play a leading role in securing and managing key sites and habitats for birds. For example, we played a significant part in supporting the declaration of the Greater Lakenvlei Protected Environment, thus securing 12 000 ha of critical grassland and wetland habitat. This brings the total land area that has been formally protected in grassland and wetland IBAs, for which the IBA Programme has been instrumental in achieving, to more than 90 000 ha. The additional declaration of over 12 000 ha of the Moutonshoek Protected Environment, a focal area of our work in the Western Cape, will be gazetted in early 2018. We have also helped re-establish the Verlorenvlei and the Berg River Estuary conservancies. We have developed management guidelines for key habitats for birds, including 'Bird-friendly Habitat Management Guidelines for the endemic birds of the Fynbos Biome' and 'Floating Wetlands increasing biodiversity and cleaning water'.

During 2017 we restructured our Policy & Advocacy Programme with the appointment of two new staff members and the development of a strategy. The changes are already paying dividends and, for example, we continue to take

the lead in innovative biodiversity finance through South Africa's first biodiversity tax incentive. This was an historic achievement nationally and it is also globally unique. We continue to mainstream access to section 37D in the Income Tax Act, as well as engaging with National Treasury and SARS to further amend legislation to create additional biodiversity finance for protected areas in South Africa.

Our policy work has been instrumental in providing carefully considered inputs into the Draft National Offsets Policy currently being developed by the Department of Environmental Affairs. This is a somewhat contentious topic which presents opportunities and challenges to the country's key biodiversity areas and



protected areas network. Our comments on the need for legal protection mechanisms in perpetuity for offset sites have been accepted and included in the policy document.

We developed an advocacy structure which is aimed at prioritising where and how we respond to development applications, thus ensuring both the efficient use of our limited resources and the effective and legal accuracy of our work. Unfortunately, we have had to enter into litigation and challenge unsustainable developments that we believe will have a detrimental impact on our country's birds and their habitats. These advocacy cases include coal-mining applications in the Mabola Protected Environment

in Mpumalanga and the proposed wind farm at Letseng in Lesotho.

BirdLife South Africa continues to expand the reach and influence of its work in Africa. This includes our seabird conservation activities, our birds and renewable energy advice to other BirdLife Partners, our involvement with the KBA Programme, our collaboration with conservationists and ornithologists in Angola and our regional partner development work. The latter included promoting collaboration among BirdLife partners and other conservation stakeholders in southern Africa, and the submission of proposals to raise funding for regional conservation and avitourism work. We are a key member of the East Atlantic Flyway Initiative and have attended meetings in Europe and Africa.

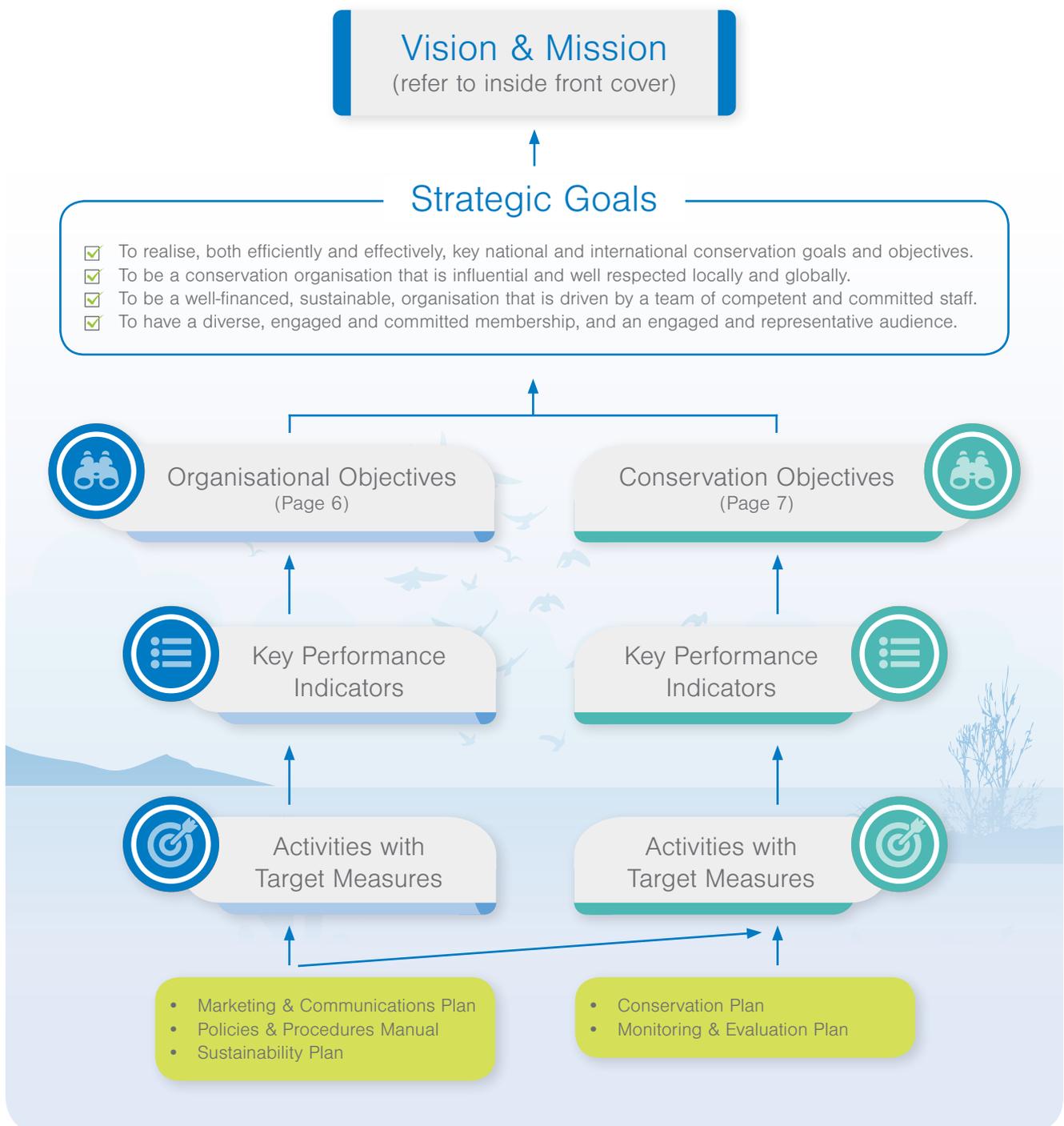
The past year saw the revival of BirdLife South Africa's Bird Guide Training Project, which focuses on giving young members of communities living adjacent to IBAs the skills to work as bird guides, thus enabling them to enter the relatively lucrative birding tourism sector. Work focused on aligning the course syllabus with national and industry requirements and ensuring that the guides continue to develop after their initial training. We have raised awareness among communities on the Cape Flats in the Western Cape, where more than 1500 people attended our annual Birdathon. The Flufftail Festival held at Maponya Mall in Soweto was a great success, as 2288 people (mainly children) worked their way through the maze and learnt about the importance of wetlands and the biodiversity that inhabits these threatened habitats.

This report provides a summary of a large number of very diverse activities undertaken by BirdLife South Africa. It is clear that through the hard work and dedication of our staff and volunteers and the support of our collaborators and donors, we are without doubt making a significant contribution to the conservation of our country's birds and their habitats.

Mark D. Anderson
Chief Executive Officer

Strategic Framework

The ultimate aim of BirdLife South Africa's work is to fulfil the organisation's Vision and Mission. Strategic goals have been set which, if achieved, would contribute to the achievement of the Vision and Mission. On an annual basis, both conservation and organisational objectives are formulated. All activities undertaken by the organisation are geared towards achieving these objectives. The achievement of these objectives is measured through key performance indicators. Certain key plans have been drafted which serve as guidelines for activities.



Organisational Objectives

Organisational objectives are classified under key functionalities (Financial, Human Resources, etc.). Activities aimed at achieving these objectives are implemented by the Business Division. The Board of Directors directly (and indirectly through the Audit & Risk Committee) provides oversight and guidance to the Business Division.

Organisational Objectives

- ✓ **Financial** (e.g. unqualified audits, proper financial management, sufficient reserves, etc.)
- ✓ **Human Resources** (e.g. staff training and support, etc.)
- ✓ **Governance** (e.g. maintain optimally functioning Board of Directors, sufficient policies and procedures, etc.)
- ✓ **Membership** (e.g. growth and diversification of membership, etc.)
- ✓ **Marketing & Communications** (e.g. increasing awareness, raising profile, etc.)
- ✓ **Sustainability** (e.g. diversification of revenue streams, development of fundraising strategy, etc.)

Implemented by:



Business Division
(Page 10-15)

Oversight and support
provided by:

Informed by:

Board of Directors (partly through
Audit & Risk Committee)

- Annual Budget
- Communication Strategy
- Fundraising Strategy
- Various committees
(management, marketing, etc.)
- BirdLife National Trust

Conservation Objectives

Activities aimed at achieving BirdLife South Africa's conservation objectives are implemented by the programmes that make up the Conservation Division. The work is guided by BirdLife International's Strategy and by national and international scientific and legal frameworks.

International Conventions

- Convention on Biological Diversity (CBD)
- Bonn Convention (migratory species)
- CITES (Trade in endangered species)
- Ramsar (wetland conservation)

BirdLife International's strategic pillars

- Save species
- Conserve sites & habitats
- Encourage ecological sustainability
- Empower people for positive change

National policy, legislation and strategy

- The National Environmental Management: Biodiversity Act (NEMBA)
- The National Environmental Management: Protected Areas Act (NEMPA)
- The National Biodiversity Strategy and Action Plan (NBSAP)
- Provincial legislation

International goals and strategies

- 2030 Sustainable Development Goals
- IUCN Red List of Threatened Species
- IUCN Key Biodiversity Areas

Informed by:



Conservation Objectives

(all underpinned by three principles: partnerships, science and action)
refer to the individual programme sections page 16-25 for discussion of objectives

Implemented by:



BirdLife South Africa's conservation programmes

- Policy & Advocacy (page 16 and 17)
- Terrestrial Bird Conservation (page 18 and 19)
- Seabird Conservation (page 20 and 21)
- Important Bird and Biodiversity Areas (page 22 and 23)
- Avitourism & Special Projects (page 24 and 25)

BirdLife South Africa organisational structure



Division of expenses and sources of funding

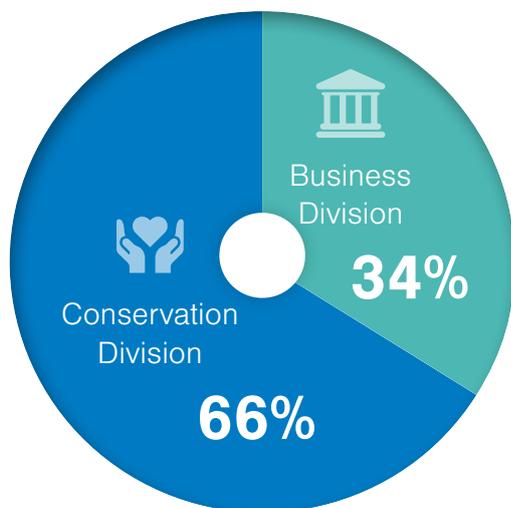
BirdLife South Africa maintains a strict policy whereby all conservation work is supported by project-specific funding. No conservation work is undertaken without the necessary funding being in place. Furthermore, except for pre-approved administration fees, no conservation funding or donations are used to fund Business Division activities. The organisation maintains a healthy ratio of roughly 2:1 for Conservation Division and Business Division expenses.

The organisation prides itself on maintaining the highest standards of project management and reporting, which includes updating funders with regards to project activities and spending.

Overview

BirdLife South Africa's continues to be financial sustainable in the face of challenging economic times, partly due to its maintenance of very diverse revenue streams, with no over-reliance on any individual source of funding.

Split between Business Division and Conservation Division expenses for 2017



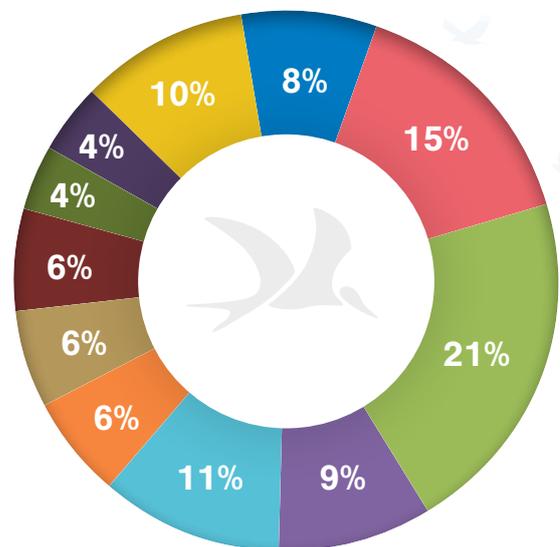
Business Division

R 11 248 643

Conservation Division

R 21 176 370

Total sources of funding for 2017



Sources

R'000

Local Charitable Trusts	2344
International institutions/foundations	4536
Local Corporate funding (including corporate trusts)	6151
International BirdLife partner	2613
Publication income	3247
Government and parastatals	1882
Golden Bird Patrons	1786
Events	1577
Interest & dividends	1336
Memberships	1780
Other	2538

Core and Membership

Core (a shortened term for the finance and operations functions) staff are responsible for working behind the scene to ensure the organisation runs smoothly. Functions that are included under Core include executive management, financial management, bookkeeping, human resources, office administration and reception. Core activities are planned, implemented and assessed during monthly Management Committee meetings, attended by the Chief Executive Officer, Finance & Operations Manager and Human Resources Manager.

Membership

BirdLife South Africa is a membership-based organisation and this is also one of the requirements to become (and remain) a BirdLife International partner. The number of members increased slightly during 2017; from 3959 to 4109.

There are currently 34 bird clubs that are affiliated to BirdLife South Africa and have signed affiliation agreements. There are 1484 people who are members of BirdLife South Africa through their membership of their affiliated bird clubs, and this brings the total number of members of our organisation to 5576. In addition, although not members of BirdLife South Africa, there are 677 direct subscribers to *African Birdlife* magazine.

The bird clubs play a very important role as they are usually the entry points for budding birdwatchers to learn about birds. Most bird clubs hold monthly meetings and outings, and some convene bird identification workshops, atlassing expeditions, and even trips to international birdwatching destinations.

During 2017, several recruitment drives were undertaken by BirdLife South Africa's Membership Programme. People are in particular encouraged to give a gift membership during Valentine's Day, at Christmas and during other important occasions. Members were also recruited during The African Bird Fair, the Getaway Show and at events held at Isdell House. The membership team sold 720 beautiful calendars during 2017, with the income contributing to the sustainability of *African Birdlife* magazine.



Melissa Whitecross

One of BirdLife South Africa's most successful membership drives during 2017 was an initiative during Flock at Sea AGAIN! to recruit Conservation League Members. A draw was held at sea and all existing and new members, i.e. those recruited during the campaign, qualified to win a pair of Swarovski binoculars. A total of 67 members were recruited, bringing the total number of Conservation League Members at the end of 2017 to 141. This membership category brought in more than R350 000 unrestricted funding in 2017.

African Birdlife

African Birdlife subscriber numbers continued to grow in 2017 and the presence of the magazine in more retail outlets resulted in improved sales figures. Print magazines in the general marketplace in South Africa experienced particularly tough trading conditions during this period, with many titles showing disastrous declines in readership, closing, or moving to have an online presence only. So the fact that *African Birdlife* continued to show a steady growth in readership is encouraging. We were fortunate that our printer was prepared to keep increases on our paper and production costs to a minimum, enabling us to continue to publish the magazine at a competitive price while maintaining the quality.

Despite the tough trading conditions in the country exerting considerable pressure on the magazine's advertising sales teams, the magazine ended the year showing a slight profit. Advertising clients are looking for ways in which they can get added value for their spend in magazines and to engage further with readers. In light of this, we explored a partnership in which BirdLife South Africa/*African Birdlife* held two reader evenings in conjunction with Nedbank Green Affinity. Both events were well attended and showed how such collaboration can work effectively for all parties.

The drive, begun at the end of 2016, to promote bulk sales of the magazine to upmarket hotels, game lodges, and B&Bs. in southern Africa and the rest of the continent, proved to be very successful. The number of establishments signing up grew monthly and this had a positive effect on sales figures. We plan to explore different avenues and to develop this market further during 2018.



The uptake of subscriptions to the digital version of the magazine continued to be slower than predicted. However, we believe that there is still a lot of room for progress in this market, especially among younger readers, and we remain committed to publicising and promoting the digital magazine to attract more subscribers.

In a bid to generate more exposure for the magazine, additional retail outlets (for example, selected Clicks and Checkers stores), were added to the mix and retail sales were incentivised by the inclusion of inserts such as the BirdLife Checklist 2017 and the Bird of the Year 2017 poster.

The *African Birdlife* team also produced a large-format calendar, sponsored by Sasol.

Ostrich

Ostrich is Africa's premier ornithological journal and achieved its highest impact factor ever during 2017 of 0.866. Several changes were implemented to ensure continued relevance to African ornithology. Firstly, the appointment of two translators (Sidi Imad Cherkaoui and Saâd Hanane, both based in Morocco) means that all abstracts are now available in French. Secondly, a board of pre-eminent ornithologists were appointed as an advisory committee, including Colleen Downs, David Maphisa, Phoebe Barnard, Manu Shiwua and Imad Cherkaoui. Thirdly, several new Associate Editors were appointed (Jessica Kemper, Saâd Hanane, Solodaye Iwajomo), with more in training. Fourthly, Chevonne Reynolds was appointed as social media manager to promote research articles through a twitter account: www.twitter.com/ostrichJAO. Alan Lee attended the Pan African Ornithological Congress (PAOC) during 2016, and coordinated a special issue on vultures dedicated to the memory of André Boshoff with assistance of vulture experts Campbell Murn and Darcy Ogada during 2017. Further articles based on PAOC proceedings will appear in a special issue in 2018. A meeting with Hot Birds research project coordinators Susan Cunningham and Andrew McKechnie will see another special issue focusing on birds of Africa's arid zone for 2018 with Susan Cunningham as guest Associate Editor. Improvements in terms of article publication quality, feedback for authors and service to authors also meant that 2017 had higher numbers of submissions, with four issues (up from three) scheduled for 2018. The relationship with the publishers NISC and Taylor & Francis is good and supportive. However, challenges remain: much African ornithological research is published in overseas journals for prestige reasons, and soliciting high quality, high impact articles that will improve the impact factor further remains a challenge.



Events and Marketing

Flufftail Festival

The 2017 Flufftail Festival was held at Maponya Mall, Soweto, from 31 January to 6 February. The aim of this annual event is to raise awareness about water (a scarce resource), wetlands (a threatened habitat) and waterbirds (and especially the “Critically Endangered” White-winged Flufftail). Our focus during 2017 was on educating the youth, including during classroom and outdoor activities at Soweto schools. A giant maze was erected in Maponya Mall and more than 1000 children went through the maze and sought the answers to five questions, learning about the environment in the process. The 2017 Flufftail Festival was a collaboration between BirdLife South Africa, Rand Water, Eskom, the Rare Finch Conservation Group, Maponya Mall and the Department of Environmental Affairs.



Birdathon

BirdLife South Africa, the Cape Bird Club and the City of Cape Town hosted the fifth annual “Birdathon: Fun Walk and Festival” at the False Bay Nature Reserve on 6 May. Despite the cold weather, the event was a great success and it exposed children from the local communities to the wonder of our natural environment.

Marketing

With the support of our marketing team, Utopia (our pro bono advertising agency) and JCDecaux (an international outdoor media company), we are raising awareness about birds, bird conservation and BirdLife South Africa. We have developed adverts for our new ‘Love Birds’ campaign and these have been displayed on roadside billboards, plasma screens in shopping centres, and in magazines and newspapers. Our social media footprint continues to grow and in particular the witty ‘Think Bird’ adverts that have been posted on Facebook have resulted in significant awareness among people who are probably not reached through traditional media.

Birding BIG day



Birding Big Day 2017, held on 25 November, was a huge success and a number of records were broken. During the day, 650 bird species (more than 75% of the species occurring in South Africa) were seen, more than 40 000 sightings were logged on BirdLasser, 1300 locations of threatened species were recorded, and 600 SABAP2 full and ad hoc protocol cards were submitted. But even more importantly, more than 1200 people participated and enjoyed the wonderful diversity of birds that occur in South Africa. The winning team, which recorded 303 species, was Team Hamerkop. More than R100 000 was raised for bird conservation, including R19 500 from Birding Ecotours.

We love our skyline
full of cranes.



Think Birds.
birdlife.org.za

We love free darter.



Think Birds.
birdlife.org.za

BirdLife
SA
Being Conservation Wise

Flock at Sea AGAIN! 2017

The Flock at Sea voyage to the edge of the continental shelf, south of Cape Town, was a resounding success. "Flock" is the name we have given to our AGM events, and they keep getting bigger and better. Almost 2000 birdwatchers joined us on this four-night voyage and they were not disappointed by the excellent birdwatching (with species such as Sooty Albatross, Light-mantled Albatross, Grey Petrel and White-headed Petrel being seen) and fascinating lectures (including by Peter Harrison MBE, the world's foremost authority on seabirds). Significant funds were raised for seabird conservation.



The African Bird Fair



The African Bird Fair took place over the weekend of 9 and 10 September at the Walter Sisulu National Botanical Garden. With more than 50 exhibitors, a programme packed with guided walks and presentations, and delicious food, it was a tremendous success. Thousands of people visit the annual Bird Fair, and the event is used to create awareness about birds, birding and BirdLife South Africa.



Bird of the Year 2017

The Lappet-faced Vulture was Bird of the Year, and we developed a poster (which was distributed in *African Birdlife* magazine and made available to schools), lesson plans and games (which were made available on our website and sent to schools), pin badges and t-shirts, and we raised awareness about vultures on social media. The lesson plans, which were developed by Chrissie Cloete who is a talented artist and author of children's books, proved to be very popular with teachers and learners.

Owl Awards

The annual Owl Awards were held at Isdell House, BirdLife South Africa's head office, on 20 July. The aim of these annual awards is to recognise outstanding contributions to the conservation of our country's birds and their habitats.

Front: Humbu Mafumo. Front row, from left to right: Eelco Meyjes (Owl), Jordan Ralph (Owlet), Mark Brown (Owl), Skhumbuzo Mhlongo (Owl), Amanda Mkhonza on behalf of Melissa Fourie (Eagle-Owl). Back row, from left to right: Duncan McKenzie (Owl), Daniel Marnewick on behalf of Neil Jowell (Owl), Ben Hoffman (Owl), Vernon Head (Eagle-Owl), Brett Gardner (Owl), Sakhamuzi Mbewu (Owl).



Fledge Young Birders Conservation Club (Fledge)

It is well known that there is an urgent need to increase environmental awareness amongst the youth, in order to ensure improved stewardship of our planet in the future. The vision behind Fledge was to utilise social media to reach large numbers of school children by engaging them on their mobile phones, a familiar territory for them. It was also felt that social media had the potential to reach a much larger audience through a single posting than could be achieved through many traditional school visits. Establishing the Fledge project also spoke directly to several organisational objectives such as achieving greater age diversity in members, improved reach on social media and raising awareness of bird conservation.

Two years' funding was obtained from DAWN Ltd and the project was initiated in 2016. A Fledge website was created where club members could complete fun activities and interact with each other. After the website was launched in 2016, the main goal for 2017 was to grow the membership base. To achieve this, different avenues of exposure were explored. Chevaughn Nagiah, the DAWN Fellow of Environmental Education, attended several events during the year to tell children about the club. Amongst others, she attended the Strandfontein Birdathon in Cape Town, the Flufftail Festival in Soweto and The African Bird Fair at the Walter Sisulu National Botanical Gardens in Roodepoort. Through these events, the project was exposed to a varied audience of hundreds of children from different backgrounds. Fledge was also featured in publications such as *African Birdlife* magazine and *MiniMag*.

Unfortunately, a long-term funder could not be found to carry the project into 2018 and beyond. Fledge therefore had to close down. At the time of closure, the project had been joined by more than 500 members across various platforms, including the custom-built website, social media and our SMS platform. The project also had a significant reach on social media, with over 10 000 impressions on Facebook per week. Should funding become available, the Fledge project will potentially be re-initiated in future, albeit in a slightly different guise.



Even though the project had a relatively good uptake, it was felt that the strategy and approach can be modified in future to achieve even better returns. Thought should be given to narrowing down our target audience and gearing our means of communication to that specific audience. For instance, during the current project it was found that fewer children from previously disadvantaged communities had access to social media than initially expected. A project which was totally geared towards users of social media would therefore have excluded these children from the project.



Wakkerstroom Tourism and Education Centre

The Centre's activities are aimed at fulfilling several organisational objectives. Firstly, it spreads the conservation and birding message amongst visitors and helps to create awareness of the BirdLife South Africa brand. Secondly, it fosters good relationships with the local Wakkerstroom community which strengthens our impact in the surrounding area. Local youth environmental education work conducted by the Centre Manager raises awareness of bird conservation amongst the youth and in different racial groups. The Centre also assists in achieving the objective of research and conservation of endemic grassland birds by periodically serving as a base for researchers. Following is an indication of how these objectives were furthered in 2017.

Spreading the conservation and birding message

- The Centre's resident bird guide continues to lead excursions through the Wakkerstroom district, showcasing our avian heritage to both domestic and international tourists. We have seen a great increase in the demand for bird tours and have called on the freelance guides in the area to assist on numerous occasions.
- Many groups have stayed at the Centre during the year and were thereby exposed to our brand and message. Groups included the Bhejani Nature Academy, the Johannesburg Spider Club and several bird clubs.

Fostering good local relationships and strengthening our impact

- The Centre continued to serve as an important meeting venue for the local community. Organisations which held meetings at the Centre during 2017 include the Wakkerstroom Natural Heritage Association, Wakkerstroom Business Group and Working on Fire.
- The Centre entered its fourth year of acting as the regional Working on Fire base. This has directly resulted in a drastic decrease in the amount of runaway fires in the region, assisting with habitat conservation for rare grassland species and also saving grazing for local farmers.

Environmental education amongst the youth and diverse racial groups

- The Nkalaketla Nature Heroes visited the Centre with a group of 17 children from the town of Van Reenen. The time spent in Wakkerstroom was focussed on exposing the children to the natural environment, early morning birding and participation in the Spring Alive Project.
- The Centre Manager has been the driving force behind the Spring Alive international youth bird migration awareness project in South Africa. She joined the international steering committee in 2017, where she launched the children's e-book entitled Ringo – the journey of a White Stork, a title for which she was primarily responsible. The book is proving to be very popular with children.
- The Centre Manager launched new junior bird clubs in both Volksrust and Wakkerstroom. Over three groups, there are currently 200 children who are involved in birding activities and learning every week at Country College, the Clay Edu-Centre and Smileys' Group. Teams from these schools also participated in the 2017 Birding Big Day.



LOOKING AHEAD

- The Centre continues to be financially dependent on head office for financing costs not covered by revenue generated at the Centre. Management will continue to explore new potential funding avenues.
- With funding from the National Lotteries Commission, the current environmental education work will be expanded to other regions in 2018.
- A generous bequest was received in 2017 and will be used to improve some of the facilities at the Centre in 2018.

Policy & Advocacy

Overview

Our Policy & Advocacy (P&A) Programme works to shape and uphold the laws and environmental policy within which all of our conservation efforts fit: our policy work focuses on integrating environmental policy into non-environmental infrastructure and legislation, with a specific focus on biodiversity financing, and our advocacy work focuses on proactively and reactively addressing threats posed to important bird habitat and threatened species.

The P&A Programme saw significant changes in 2017 based on historical challenges and the Programme was reconstituted in July 2017 with a renewed funding commitment from the Royal Society for the Protection of Birds (RSPB), and the appointment of a new Programme Manager and Advocacy Officer. While the 2017 policy focus aimed to advance its positive influence on integrating conservation objectives into national environmental policy, and to build on BirdLife South Africa's 2017 biodiversity finance achievements, the year was largely foundational for our advocacy work. P&A's specific Programme objectives included the following:

Policy objectives:

- ✓ Advance the use of biodiversity tax incentives and identify further innovative finance solutions for biodiversity conservation.
- ✓ Positively influence environmental legislation and policy that could either support or erode conservation objectives.
- ✓ Through national and provincial government collaboration, improve the legal and policy framework for Important Bird and Biodiversity Area (IBA) protection in South Africa, particularly regarding Biodiversity Stewardship (BDS).
- ✓ Address issues that threaten the legal status of Protected Areas.

Advocacy objectives:

- ✓ Develop processes for identifying, prioritising, and managing BirdLife South Africa's participation in development applications that threaten important bird habitat or populations of birds.
- ✓ Initiate the coordination of BirdLife South Africa's input into the Department of Environmental Affairs site screening tool, in order to help identify risks posed to birds by development.

Meeting our objectives

Despite the Programme being reconstituted during the year, we are pleased to report on the significant progress made against the above mentioned objectives. These achievements have laid a solid foundation for successfully moving forward into the year ahead and placing BirdLife South Africa at the forefront of a number of areas of innovation.

Policy:

Through our Fiscal Benefits Project, BirdLife South Africa continued to lead efforts to develop and implement South Africa's first biodiversity tax incentive in 2016. This has resulted in international recognition and the ability of private and communal landowners, who have declared their properties as Nature Reserves, to pay a reduced rate of income tax, thereby providing financial sustainability to biodiversity conservation. This project has been incorporated into the P&A Programme, where efforts continue to effectively implement and mainstream tax incentives.



KEY HIGHLIGHTS

- Restructuring and launch of BirdLife South Africa's new Policy & Advocacy Programme: new strategy for proactive and innovative policy and advocacy work and staff capacity;
- Final Draft National Offsets Policy amended based on P&A's comments: acceptance by the Department of Environmental Affairs to place a 99 year (in perpetuity) duration on offset sites;
- Development of BirdLife South Africa's first integrated Advocacy Structure to prioritise and streamline BirdLife South Africa's advocacy responses; and
- Second tax return processing section 37D has been achieved.

Policy & Advocacy *(continued)*

To this end, we: continued fiscal benefits appropriation at our pilot sites guiding national tax policy and legal interpretation of the tax incentives; developed a formal relationship with a leading audit firm to collaborate on corporate conservation opportunities, and; further developed our relationship with National Treasury. The latter has resulted in Treasury considering a further amendment to the Income Tax Act and has paved the way for even greater innovation in this area.

Our efforts to positively influence environmental legislation and policy largely focused on the draft National Biodiversity Offsets Policy. The purpose of the National Policy is to formalise the use of environmental offsets by developers, reduce the risk of their misuse, and to ensure offsets are sustainably financed. Our many inputs into the draft policy were largely accepted, notably the recognition that any offset requires legal protection in perpetuity.

As a mechanism for providing legal protection to land in biodiversity priority areas, BirdLife South Africa plays a key role supporting provincial BDS programmes by engaging with private and communal landowners and supporting them to legally declare land as protected areas. Through the year, the P&A Programme supported this work by sitting on the National BDS Technical Working Group. This has allowed us to provide key input into strategic BDS decisions, and to write chapters of the forthcoming national BDS Guideline document as well as align provincial legal templates with tax policy.

Unfortunately, there are various legal threats to our existing network of protected areas. In response to these, the P&A Programme initiated a Round Table with legal, policy, and conservation management BDS stakeholders in order to develop a joint strategy in response to these threats. This work is at an early stage and we hope to effectively address these threats in the coming year.

Advocacy:

The central focus of our advocacy work is to attempt to minimise potential adverse impacts of infrastructure development on bird and biodiversity priority habitat, bearing in mind South Africa's sustainable development needs. This is done through participating in development applications as an Interested and Affected Party through legally mandated processes. Starting with a blank slate, our 2017 priority was to develop an Advocacy Structure for objectively prioritising and effectively responding to development applications. Through extensive internal and external collaboration, a robust Advocacy Structure was developed and implemented, including an advanced decision tree to allow for prioritised responses to advocacy cases and the effective use of resources.

Key advocacy cases in which we are now involved include infrastructure development threats to the Maloti-Drakensberg escarpment and to an important vulture breeding site near Mfolozi, as well as challenges to the legal status of the Greater Lakenvlei Protected Environment and the Mabola Protected Environment.

However, we recognise the need to also proactively address those factors that threaten bird and biodiversity priority habitat; this is critical for effecting lasting change. Our initial involvement in the Department of Environmental Affairs site screening tool, which will assist in identifying possible bird and biodiversity impacts at the very beginning of the assessment stage, represents one proactive step for which the groundwork was laid in 2017.

MOVING INTO 2018

2018 promises to be busy year for the P&A Programme. Through our advocacy work, we are committed to achieving successful outcomes in cases where we are addressing severe threats to South Africa's birds and their habitats, and will be developing a number of proposals in order to fund important proactive projects. Through our policy work we aim to continue leading in the creation of innovative biodiversity finance solutions and advancing forward thinking and legally sound policy tools to safeguard our protected areas.

BirdLife South Africa's Fiscal Benefits Project

Biodiversity Tax Incentive



A NATIONAL 1st

First successful biodiversity tax incentive in South Africa



REWARDS

Offers landowners a financial reward for their conservation commitment when declaring Nature Reserves on privately and communally owned land



TAX BENEFIT

Landowners can deduct the value of the land they declare as a Protected Area from their taxable income



CONSERVATION

This new biodiversity tax incentive protects birds and their habitats by formally protecting key biodiversity areas and providing financial sustainability to do so

Terrestrial Bird Conservation Programme

Overview

BirdLife South Africa's Terrestrial Bird Conservation Programme (TBCP) is dedicated to the conservation of South Africa's indigenous birds. We aim to ensure that the main threats to South Africa's threatened bird species are adequately addressed through the identification and implementation of scientifically based conservation actions. Aside from being central to the BirdLife South Africa strategy, our Programme also supports the BirdLife International Preventing Extinctions Global Programme.

Our dedicated staff – six permanent and several contractors – and multiple stakeholders are critical to our success. In working towards achieving our aims, we partner closely with national and international universities, government departments and organisations, and local and international NGOs such as the Endangered Wildlife Trust and the Royal Society for the Protection of Birds in the United Kingdom.

The Programme also represents BirdLife South Africa on several key conservation platforms. For example the TBCP manager (and Oppenheimer Fellow of Conservation) sits on the boards of the FitzPatrick Institute of African Ornithology Centre of Excellence and the Mabula Ground-Hornbill Project, is a trustee of the Middelpunt Wetland Trust for the conservation of the White-winged Flufftail, and is a Research Affiliate at the University of Witwatersrand and at the Applied Behavioural Ecology and Ecosystem Research Unit, UNISA.



The 2017 Black Stork survey team examines the cliffs at Lanner Gorge (Kruger National Park) for the presence of Black Stork nests.

In conservation there are few quick wins, and much of our work over the last seven years has focused on incrementally laying the groundwork for projects that we believe will achieve lasting impacts. While much of this work continued in 2017, we are also pleased to be able to report on the accomplishment of some significant milestones between our four projects.

Top 20 Priority Threatened Birds:

During 2016 we undertook a process to identify 20 priority threatened birds on which to focus our conservation efforts over the coming years. While work is yet to be initiated for some species, we have made significant progress on others.

With the support of the Eskom-funded Ingula Partnership, through field surveys, remote sensing, and habitat modelling, in 2017 we finalised work that determined the distribution and population status of three threatened and endemic grassland species, namely Rudd's Lark, Botha's Lark

and Yellow-breasted Pipit. This enables us to better conserve these species by protecting their habitat through biodiversity stewardship programmes. And through DNA analysis, we established that the South African and Ethiopian populations of Critically Endangered White-winged Flufftails are a part of the same migrating population, and are not separate sub-species; this has significant consequences for conservation decision making. Results of this work have been reported on in four scientific papers published in internationally recognised journals.

The dramatic population decline in Africa's vulture populations is of great concern. In seeking and acting on solutions to this crisis, TBCP attended the 'Saving Africa's Vultures' conference in Annapolis, USA and will be contributing to the implementation of the Multi-species Action Plan for the conservation of Africa and Eurasia's vultures which was recently accepted by the Convention on Migratory Species (CMS) Conference of Parties held in Manila in the Philippines. We also initiated a project that is investigating the possible impacts of lead toxicosis

Terrestrial Bird Conservation Programme *(continued)*

on South Africa's vultures; initial blood analysis indicates that White-backed Vultures might be particularly susceptible.

Keeping Common Birds Common:

Beneath the Keeping Common Birds Common banner, we collaborate on a number of projects that aim to better understand and act on risks faced by all species, and to protect key bird habitat. Through the Ingula Partnership, the declaration of an 8 000 ha Nature Reserve straddling KwaZulu-Natal and the Free State is imminent. Our long-standing relationship with Airports Company South Africa has enabled the development of a biobank of species at the National Zoological Gardens, which will be used to identify the species involved in collisions with aircraft through DNA sequencing, a first in Africa. A research project aimed at establishing the movements of Grey-headed Gulls found near the O.R. Tambo International Airport, with the purpose of improving bird strike mitigation measures, was also initiated. Our partnership with BirdLasser also allows us to obtain important distribution data on common and threatened species through a network of citizen scientists, which is critical in understanding and reacting to human induced ecological change.

Birds and Renewable Energy:

Through engaging with and advising various renewable energy development stakeholders, this project has had considerable success in mitigating the possible impacts of renewable energy on birds, e.g. from wind turbine collisions. One of our major achievements for 2017 was the publication of a report summarising the results of operational phase monitoring at eight wind farms in South Africa. The results provide important information for risk assessments and mitigation at new wind energy facilities and point to new priorities for research and conservation action. Our work was showcased at a Conference on Wind Energy and Wildlife Impacts, Estoril, Portugal, and we are represented on the Convention on Migratory Species Energy Task Force.

Creating Awareness:

Lastly, creating awareness and changing perceptions about the importance of conserving species is important for effecting change. The most recent Learn About Birds (LAB) conference, co-hosted with the FitzPatrick Institute of African Ornithology, was attended by more than 300 delegates and LAB 2018 will take place at Langebaan. And the 2017 Flufftail Festival, co-hosted with Rand Water (Water Wise), Eskom, Department of Environmental Affairs, and the Rare Finch Conservation Group at Maponya Mall, Soweto increased its reach by 130% with 2288 participants learning about the importance of wetlands and their biodiversity. Through a strategic partnership with Rand Water's Water Wise Team we have been involved in educating many learners at four Soweto-based primary schools about the conservation of water, wetlands and waterbirds.

MOVING INTO 2018

The TBCP is looking forward to an exciting 2018. We plan to complete several data analyses and scientific publications with forthcoming recommendations for conservation implementation, including on Secretarybirds and endemic grassland species (Rudd's and Botha's Larks and Yellow-breasted Pipit). We would also like to take our work on Southern Banded Snake Eagle, Black Stork and endemic arid lark species to the next level. Habitat management plans for White-winged Flufftails at existing known sites will also be drafted.

Security of funding remains a key risk that we will need to address. During 2017 we were fortunate to benefit from the creation of another permanent position, the KEM-JV Fellow of Conservation, that allowed us to expand our footprint, specifically in the Northern Cape. However, further funding will be required in order to embed our vulture, Black Stork, and Taita Falcon research and conservation work in 2018.

Terrestrial Bird Conservation Programme

SAVE SPECIES

- Preventing extinction
- Keeping common birds common

BLI Preventing Extinctions Global Programme



Top 20 priority threatened birds



Keeping Common Birds Common



Birds & Renewable Energy



Creating awareness

Seabird Conservation Programme

Introduction

The Seabird Conservation Programme aims to prevent the extinction of seabirds through three conservation thrusts, 1) Addressing seabird bycatch in South Africa and in the high seas, 2) Halting and reversing the collapse of African Penguin populations, and 3) Developing and supporting marine spatial conservation planning initiatives.

We pursue our aims through four key projects delivered by the Programme's seven permanent staff and three contractors. We also recognise that key stakeholders such as government departments and institutions (such as CapeNature and the Department of Environmental Affairs), the fishing industry (including the Responsible Fisheries Alliance), and researchers (primarily at the University of Cape Town) are critical in advancing all of our conservation work.

Over the last 11 years, our Programme has had significant impacts in a number of areas: we have reduced albatross bycatch in the trawl fishery by 99%, engaged in African penguin conservation through helping to demonstrate that fishing closures benefit penguins and securing approval to establish a new penguin colony, and we have secured significant funding to increase our conservation impacts in West Africa. In 2017 we aimed to both build on and leverage these successes through the following project objectives:

Project objectives

Albatross Task Force (ATF):

- To continue reducing seabird bycatch through facilitating the implementation of measures (new gear, or new ways of fishing) tailored for the domestic fishing fleets;
- To extend our seabird conservation work to island breeding sites and other African countries.

Common Oceans:

- To continue working towards our long-term objective of ensuring the use of seabird bycatch mitigation measures is improved in target tuna longline fleets operating in the high seas;
- To effectively facilitate the global assessment of seabird bycatch in tuna longline fisheries operating in the Southern Ocean.

Coastal Seabirds: Sustaining seabirds:

- Better understand the impacts of fisheries on African Penguins through closure experiments;
- To continue working towards increasing food availability for penguins and other seabirds through advocating for broad spatial management in the small pelagic fishery.

Coastal seabirds: Creating African Penguin colonies

- To improve the conservation status of the African Penguin, and increase the South Africa population's resilience to climate change and overfishing, by establishing new African Penguin colonies along the south coast of the country.



Wandering albatrosses at Marion Island are threatened by mice, and ATF Leader Andrea Angel is assisting with the research being done to inform a mouse eradication effort at Marion Island.

Performance against objectives

During 2017, significant progress was made in achieving our objectives and in moving towards realising our overall Programme aims. We also identified a number of opportunities on which we acted, and which will help inform work that we do going forward.

The ATF achieved a major breakthrough with the domestic pelagic longline fleet. Through our work with the Common Oceans Project, we gained access to local vessels which enabled consistent seabird bycatch monitoring work – the first step in assessing the magnitude of the problem within our local fleet. Our engagement with the Demersal Hake Longline Association

Seabird Conservation Programme *(continued)*

was revived, resulting in the first monitoring trips to be conducted by the ATF in years. In extending the footprint of our ATF work, our ATF leader is transitioning into a 'Marine Champion', which will increasingly involve extending seabird conservation work to their island breeding sites, supporting ATF teams in Namibia, and doing some international fisheries management work. She has also been assisting in the Marion Island mouse eradication project, which has provided a tremendous opportunity for renewed research and further seabird conservation work. Meeting our ATF objectives is made possible with generous support from our donors: the Royal Society for the Protection of Birds (our largest funder), the FirstRand Foundation, and the no-strings attached donations received from Van De Venter Mojapelo (VVM) and Total.

In working towards embedding seabird bycatch mitigation measures in tuna longline fleets operating in the high seas, our Common Oceans Project held five national awareness workshops and two international global bycatch assessment workshops. Through these, we gained a new understanding of the challenges in achieving this ambitious goal, and learnt about access and quality limitations of project critical data. We expect that these workshops will lead to at-sea work with trained national observers.

In 2017, Common Oceans work at sea focused on South Africa and Namibia, as the highly successful Korean at-sea data gathering in 2016 transitioned in 2017 to analysing the data. Our instructors in South Africa and Namibia conducted eight trips, representing ~190 days at sea, on board local tuna longline vessels. The port-based outreach work achieved 39 vessel visits in South Africa, and will continue in 2018. The approach is being replicated for the large Chinese fleet using harbours in Fiji.

Close collaboration with government yielded a number of 'wins' and opportunities aligned to our Common Oceans and ATF projects. Most significantly, we obtained government support for placing observers back on board tuna longliners. We also developed a 'bolt-on' project proposal to pilot the training of Fisheries Compliance Officers in South Africa and, through numerous National Awareness Workshops,



Establishing new African Penguin colonies on the mainland will create a splash, but will also be a critical safeguard for this endangered species as climate change and human demand for fish stocks continue to cause problems

identified and acted on a number of unexpected, but positive opportunities to 'get things done'. The biggest success of this nature was a signed agreement to conduct trials with Indonesia (in 2018) of sliding lead weights to improve line sink rates.

Through our Coastal Seabirds: Sustaining Seabirds Project we continued with data collection and analyses of the fisheries

closure experiment. In 2018 we plan to develop a collaborative analysis plan with our stakeholders; this is dependent on funding availability for both the analysis to take place and for oversight of the process by the Island Closure Technical Team. Similarly, much progress was made in advocating for broad spatial management in the small pelagic fishery through data analyses, which will continue into 2018. A major obstacle to this work has been the lack of frequent and cost-effective stock survey methods by the Fisheries department, which we're looking to overcome by collaborating with industry and using of vessels' fish-finding sonars.

Our Coastal seabirds: Creating African Penguin colonies previously identified two sites for the establishment of new colonies. The first is at De Hoop Nature Reserve where this year we worked closely with CapeNature to get its institutional approval to proceed, subject to the drafting of a management plan for the site. The second is at Plettenberg Bay where we continued to monitor predator presence through camera traps and fish abundance through regular surveys. Unfortunately, owing to the complex nature of land ownership, work to prepare a feasibility study and project proposal for a new colony at the site was not fully achieved. Completing this will be a major focus in the early part of 2018.

MOVING INTO 2018

2017 was a year of consolidation and settling in, but also with some notable achievements for each main work area; 2018 will see us build on the groundwork laid to achieve some major milestones. We are particularly excited that, after many years of cutting through red tape, the new African Penguin colony will see some real work on the ground, with fences, and decoys in place at the De Hoop site.

This will also be a big year for the African Penguin-fisheries competition work, as we aim to complete the final analysis of data to assess how much penguin will benefit from sardine and anchovy fishing closures around colonies.

Our Common Oceans project will start to wind down several awareness-raising activities, but will also gear up for a significant push to determine, in 2019, the scale of seabird bycatch in the Southern Ocean.

And finally, the flagship Albatross Task Force stands at a new juncture, with a pivotal team meeting in Argentina that will shape the next few years of this exceptionally successful team, across all the ATF countries and certainly in South Africa.

Important Bird and Biodiversity Areas Programme

Introduction

The Important Bird and Biodiversity Areas (IBA) Programme aims to ensure that important sites and habitats, and associated ecosystem services, are protected and sustainably managed for the benefit of birds, other biodiversity, and people. We achieve this through safeguarding priority sites, improving habitat management, collecting and managing data, mainstreaming IBAs into development and conservation spatial planning, and increasing the support from the public and private sector for the conservation of IBAs. The IBA Programme is pivotal in achieving BirdLife South Africa's strategy of conserving sites and habitats, and makes significant contributions to saving species, encouraging ecological sustainability, and empowering people for positive change.

Our team consists of five staff, and we are reliant on strategic partnerships to achieve our objectives. These include partnerships with private land owners, provincial government, other NGOs, and citizen scientists; the former two stakeholders are central to obtaining formal, lasting protection on privately owned land through biodiversity stewardship, and citizen scientists provide us with invaluable bird distribution data through the use of the BirdLasser app.



Our main 2017 objectives were to:

- Formally declare 20 000 ha as a privately protected areas, and secure another 30 000 ha as conservation areas;
- Publish management guidelines for the Fynbos Biome and management plans for rehabilitating waterbird habitat in agricultural landscapes, and for the Moutonshoek and Sneeuwberg Protected Environments;
- Develop maps for the Area of Occupancy for all IBA trigger species and design a model to assess the protection level of these species;
- Become a leading partner in the new Key Biodiversity Areas Programme.

Performance against objectives

In 2017 we continued to play a leading role in securing and managing key sites and habitats for birds. Building on the successful declarations of two protected areas in 2014 and 2016, we had a central role in achieving the declaration of the Greater Lakenvlei Protected Environment (Mpumalanga) in 2017, securing 12 000 ha of critical grassland and wetland habitat. This brings the total ha in IBAs formally protected by these three project sites to 90 000 ha. We are additionally expecting for the declaration of approximately 9 000 ha in the Moutonshoek Protected Environment (Western Cape) to be gazetted in February 2018. We also coordinated the re-establishment of the Verlorenvlei Conservancy and Berg River Estuary Conservancy in 2017, further adding 32 000 ha to the network of conservation areas. The continuing Wilge Stewardship Project secured a further sixteen landowners signed support for declaring this vast area a protected area in the coming year, while the management

plans for two properties in the KZN Mistbelt Grasslands Project were completed.

BirdLife South Africa has drafted the management plans for the Sneeuwberg and the Moutonshoek protected environments. More broadly, the Programme continued to guide the appropriate management of key habitats for birds, and in 2017 we published Bird-friendly Habitat Management Guidelines for the endemic birds of the Fynbos Biome, and guidelines for improving waterbird habitat at farm dams and the agricultural landscape more generally, "Floating Wetlands Increasing biodiversity and cleaning water".

The success of declaring and managing privately protected areas rests with the willingness and support of committed land owners. It is also indicative of how much of our conservation work is focused on building positive relationships with the people who depend on IBAs. A part of this is skills development and supporting local job creation. In 2017 BirdLife South Africa facilitated the training of 40 community

Important Bird and Biodiversity Areas Programme *(continued)*

members from the Verlorenvlei project area on herbicide application, first aid and health and safety, and they are now accredited Extended Public Works Programme workers for the West Coast District Municipality. Thus, on top of the improvement and rehabilitation of critical bird habitat at our west coast IBAs and their catchments, there are also direct socio-economic and livelihood impacts via increased wages and overall employability for these communities. BirdLife South Africa's IBA Programme is now recognised as a leader in estuarine conservation in the Western Cape.

IBAs are as much about the people the people who live in or adjacent to these areas. The successful fifth annual Birdathon event was run in 2017, hosting approx. 1000 people from the local community around the False Bay Nature Reserve IBA. This event creates value for the community through a fully sponsored recreational event which not only includes environmental education-focused activities, but also provides health screening for adults and multiple fun activities for the children. This education of young and old can hopefully yield long-term outcomes for conservation through encouraging the participants to become aware of, and manage their impacts on the environment and their local IBAs.

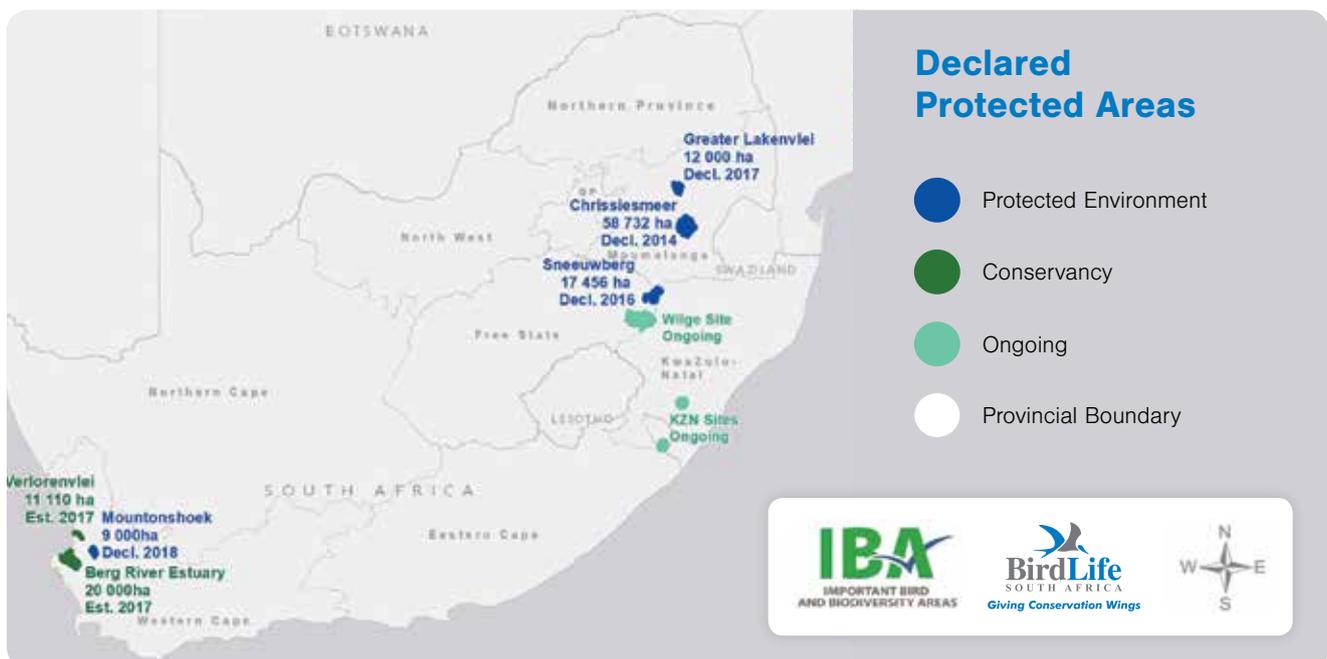
In 2016 we identified the newly defined Key Biodiversity Areas (KBAs) as being central in achieving global conservation objectives, and sought to play a proactive role in embracing KBA's. Consequently, in 2017 we developed a strategic partnership with the South African National Biodiversity Institute (SANBI) to drive KBAs nationally. BirdLife International noted our show of enthusiasm to engage with KBAs, resulting in the IBA Programme Manager being nominated as the KBA Community Chairperson, thereby holding a seat on the global KBA Committee. The IBA Programme is now playing strategic roles in KBAs nationally, regionally and globally.

Whilst 2017 recorded a number of successes, the year was not without its challenges: a lack a capacity in certain government departments required the shifting of our resources in order to drive biodiversity stewardship projects forward; difficult landowner negotiations delayed biodiversity stewardship projects; opposition from mining companies to protected area declarations continued, often hampering our progress; and funding limitations slowed our work in KwaZulu-Natal, although this has now been addressed. These challenges provided a number of important lessons however, which will be carried forward into 2018.

MOVING INTO 2018

Going into 2018, we will continue to focus on securing the protection and sustainable habitat management of priority IBAs. The current suite of projects will be taken to completion and we intend to facilitate the declaration of the Wilge and the KZN Mistbelt Grasslands projects as protected areas in 2018. New opportunities to support the sector in safeguarding critical sites and overcoming challenges will also be strengthened through designing innovative landscape projects. A key focus of the latter will be developing models for the sustainable management and funding of sites post-protected area declaration. We will also continue to collect and manage data important for species and sites, and ensure these are incorporated into all elements of government and corporate spatial and development planning. Lastly, we will continue to lead the identification and conservation of KBAs in South Africa (in partnership with SANBI), and will play a significant support role in the identification and conservation of KBAs throughout Africa and globally.

Locations of IBA Biodiversity Stewardship projects.



Avitourism & Special Projects Programme

The primary focus of the Avitourism & Special Projects Programme is the building of conservation capacity, both within South Africa as well as in neighbouring countries, for the benefit of birds and their habitats. Through its local empowerment and capacity development activities the Avitourism & Special Projects Programme speaks directly to programmes eight and nine of the BirdLife International Conservation Strategy while through its coordination of waterbird surveys on the east coast of South Africa, as well its participation as a member of the East Atlantic Flyway Initiative Task Force, adds to Programme Three: Migratory Birds. Lastly its red listing work, which provides the currency on which all conservation decisions are made, contributes directly to BirdLife International's Preventing Extinctions Programme. The Avitourism & Special Projects Programme employs two permanent staff and several contractors and interacts with a wide number of conservation stakeholders in the region including the South African National Biodiversity Institute, the Peace Parks Foundation, BirdLife partners and several conservation organisations within southern Africa. A key funder of the Programme is the Royal Society for the Protection of Birds, which supports the partner development work in southern Africa, as well as Swarovski Optik.

In terms of regional partner development, the Programme worked hard on creating opportunities for collaboration between BirdLife partners in the SADC region through the development of transboundary conservation projects aimed at addressing regional threats. BirdLife Zimbabwe continued with efforts to alleviate the threats facing vultures in that country with projects in Hwange National Park as well as the Zambezi Valley and continued with IBA monitoring work in the Eastern Highlands. The organisation was successful in obtaining a substantial grant to protect critically important wetland sites in Harare. Opportunities for cross border collaboration were explored with the proposed Great KAZA Birding Route which will span Namibia, Botswana and Zimbabwe and the first steps towards undertaking birding conservation work in several transfrontier conservation areas was taken. Initial contact was made with conservation organisations in Angola and Namibia with the aim of furthering the objectives of the East Atlantic Flyway Initiative, which focuses on the conservation of migratory birds. The Programme Manager sat on the East Atlantic Flyway Task Force for the year, contributing several documents and working towards strengthening alliances amongst BirdLife Partners to ensure effective conservation action along this exceptionally important flyway. The programme continued with the collection of waterbird data from several key waterbird sites on the east coast of South Africa and assisted with the coordination of the inaugural Indian Ocean Coastal Waterbird Survey.

KEY HIGHLIGHTS

- Completion of the first State of South Africa's Bird Report, for publication early 2018.
- Migration of species accounts contained in the 2015 Eskom Red Data Book of Birds of South Africa to an online platform hosted by the South African National Biodiversity Institute
- Ongoing assistance to BirdLife Zimbabwe as part of BirdLife South Africa's Partner Development commitments
- Initiating collaboration with Angolan and Namibian conservation organisations to further the objectives of the East Atlantic Flyway Initiative.
- Continued growth of the bird guiding project, with a number of learners passing FGASA exams.



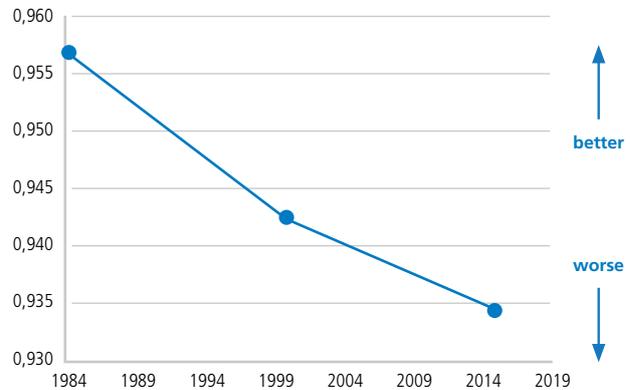
Ernie Ward-Smith

Avitourism & Special Projects Programme *(continued)*

The Programme's bird guide training project, which provides training to previously disadvantaged individuals and equips them with the skills to participate in the growing South African ecotourism sector, continues to grow with a number of learners passing their FGASA examinations and opportunities for learnerships opening up. A unique opportunity for bird guides to take on the role of mentors was provided by the South African National Biodiversity Institute's Rural Citizen Science Project where they were tasked with passing on their knowledge to what will hopefully be the next generation of conservationists.



Red List Index: All birds
1984 – 2015



A significant milestone for the Programme was the completion of the country's first State of South Africa's Bird Report. This report provides an overview of the conservation status of our country's bird populations, the myriad of pressures that they face and, most importantly, documents the response to these threats by conservation stakeholders. Data generated for the compilation of this report will feed directly into the 2018 National Biodiversity Assessment being completed by the South African National Biodiversity Institute. The Programme generated a regional Red List Index covering red list assessments since 1984, again the first time this has been done in South Africa. Finally the Programme undertook the migration of species accounts included in the 2015 Eskom Red Data Book of Birds of South Africa, Lesotho and Swaziland to an electronic online platform. This action will enable a larger audience to access this critical information and will facilitate future reviews of the regional Red List.

In 2018 the Programme will be looking to build on the successes of 2017 while taking note of the lessons learnt in 2017. We will continue to offer support to the BirdLife partners in the region and in particular improve the strength of the partnership and engender collaboration on addressing shared conservation issues such as the African vulture crisis. With momentum for the East Atlantic Flyway Initiative growing we will look to increase our support through the development of partnerships and projects supporting migratory bird conservation in Angola and Namibia while in Mozambique we will provide assistance to Associação Ambiente Conservação e Educação Moçambique in its role in the Key Biodiversity Area review process in that country. In terms of regional Red Listing we will look to initiate a review of the 2015 Eskom Red Data Book of Birds of South Africa, Lesotho and Swaziland, a process that will contribute directly to conservation planning on a regional, as well as international, scale. Most importantly, the Avitourism & Special Projects Programme will look to continue empowering previously disadvantaged youth through its bird guide-training project.



Annual review of the performance and effectiveness of BirdLife South Africa

2017 reporting period

Review by Board of Directors

Mandate

The constitution of BirdLife South Africa (the “organisation”) requires that “The Board shall commission an annual review, at each year end, of the performance of the organisation as a whole as well as of the Board itself; which review shall result in a report prepared by the Chairman of the Board, reviewed by the Audit & Risk Committee for its members’ comment and input, and finally included in the organisation’s annual report presented to members at the Annual General Meeting.”

That exercise has been successfully completed and the results collated. The resultant report of the Chairman follows hereunder.

Review

The organisation has a vision and mission that were carefully crafted after wide consultation. Clear and concise, they form the platform on which rest the organisation’s strategies, objectives and plans.

As was the case last year, detailed feedback from senior staff has been received in regard to performance against plan in a range of key result areas.

Those key result areas were: Finance; Financial Performance and Fundraising; HR/Staff; Members and Bird Clubs; Marketing and Communication; Alliances and Partnerships; and Board/ Governance.

The result of the exercise has been overwhelmingly positive and an improvement on the previous year. However, two issues that were noted last year continue to require attention.

These are, firstly, the fact that the current organogram presents certain gaps, notably that of Conservation Division Manager. As indicated before, this is entirely a product of limited funding and can only be addressed when improved funding levels allow.

The second issue, that of diversity amongst the membership, remains a concern notwithstanding efforts to reach out to a wider constituency. We need to continue these efforts. One area where we have made progress is at Board level where a new appointment has recently been made. We hope that another appointment shortly will add further to the different voices represented around the Board table.

I am also pleased to report that one of the concerns raised last year has been successfully managed. We have now completed a full skills audit and training needs analysis. Training programmes are currently being devised. In addition to that, the development and execution of an employment equity plan proceeded smoothly.

Board self-assessment

The Board self-assessment yielded similar, but slightly improved results when compared to the previous reporting period. No material areas of concern were flagged.

The following issues should, however, be recorded:

- Regarding directors’ “involvement in fundraising, planning and execution”, three respondents indicated that additional focus was required. This has already been partly addressed by the formation of a Fundraising Committee chaired by a member of the Board.
- Under the heading “Process and criteria for recruitment (of directors)” the view was expressed that inadequate provisions were in place. This will be reviewed.
- A similar question was raised regarding “Succession planning and development of Board leaders”. This will also be addressed.

In general, the survey returns were positive with no matters of major significance disclosed.

And finally, a health check on the recommendations in last year’s review where the following were identified as requiring consideration:- the refinement of the performance management system; the Board’s role in financial planning; and succession. Progress has been made in regard to the first two and this is reflected in the current survey returns. Regarding succession, work has already begun on identifying a successor to the undersigned whose term of office will end at the Annual General Meeting in March or April 2019.

Opinion

The Board of Directors of BirdLife South Africa, based on the results of the two comprehensive surveys, confirms that it is:

1. Satisfied with the effectiveness of the Board and the organisation as a whole;
2. Pleased with the improvements over the previous financial year; and
3. Confident that the minor areas identified as requiring attention will be adequately dealt with in the current year.



Roger Wanless

Chairman: BirdLife South Africa

Review of BirdLife South Africa's conservation work

The BirdLife South Africa Constitution requires "an annual review... in regard to the conservation activities of the organisation" as part of the annual report. This is the third annual review. The first two reviews were conducted by a single individual, and were based on consultations with the five BirdLife South Africa conservation managers. However, a broader panel was convened to conduct the review in 2017: Ademola Ajagbe (BirdLife Africa Partnership Secretariat), Angus Burns (WWF-SA), Colleen Downs (University of KZN), Andrew Jenkins (Avisense Consulting), Peter Ryan and Robert Thomson (FitzPatrick Institute), and Craig Whittington-Jones (Gauteng Department of Agriculture & Rural Development). BirdLife South Africa CEO, Mark D. Anderson, provided the panel with two documents on which to base their review: BirdLife South Africa's Strategic Framework and the draft Conservation Division Strategy for 2017.

The panel convened via Skype on 24 January 2018. Not all panel members could attend the meeting, but most panel members provided feedback on the two discussion documents ahead of the meeting. There was generally broad support for the BirdLife South Africa Strategic Framework, although some points raised in the Framework only became clear when read in conjunction with the draft Conservation Strategy. In some areas it was believed that more focus was needed on action rather than monitoring. It was also suggested that the assessment of performance indicators could be more objective and transparent.

The Conservation Division Strategy was recognised to be a draft document, and numerous constructive suggestions were made to improve the document. It was felt that the traditional reporting sequence could be improved by reordering the five programmes. The Red List is a core document for driving the conservation agenda for BirdLife South Africa and should be the starting point for the various habitat and species-based conservation programmes. The habitat-based Important Bird and Biodiversity Areas (IBA)

Programme and the Terrestrial Bird Conservation Programme are complementary approaches to conserving terrestrial birds and their habitats, with the species programme addressing species not adequately covered by the IBA habitat-based conservation approach (e.g. species with very large home ranges such as eagles and vultures). As such, it should perhaps be listed and reported after the IBA Programme.

Several panelists commented that the eclectic mix of species projects under the terrestrial programme needed better justification. BirdLife South Africa should identify the key research and conservation action priorities, and then work with other NGOs and government agencies to tackle these priorities. The thematic projects of the Seabird Conservation Programme provide a good model, although it was acknowledged that the terrestrial programme covers a much greater diversity of species and threats than the seabird programme. One way to partly address this problem might be to subdivide the terrestrial programme into freshwater and terrestrial sections.

BirdLife South Africa continues to be successful in mobilising resources to improve the conservation status of birds throughout South Africa, and supporting BirdLife initiatives more broadly in Africa. Some restructuring of the conservation programmes might improve the focus and efficiency of conservation efforts, but such action has to be tempered by the impact that restructuring would have on short-term operations.



Prof. Peter Ryan

*Director, FitzPatrick Institute of African Ornithology,
University of Cape Town*

Audit & Risk Committee Annual Review Financial year end 31 December 2017

Mandate

The present Constitution of BirdLife South Africa requires that the Audit & Risk Committee express an opinion annually regarding the effectiveness and performance of both the Board and BirdLife South Africa as a whole.

Report of the Audit & Risk Committee to the Members of BirdLife South Africa in terms of the Constitution

The Audit & Risk Committee has reviewed:

- a report entitled "Annual review of the performance and effectiveness of the organisation as a whole as well as of the Board itself" prepared by the Chairman of BirdLife South Africa and dated 31 January 2018;
- a report entitled "Review by the Board of Directors" of dated 31 January 2018;
- a report entitled "Review of BirdLife South Africa's conservation work (2017) by Prof. Peter Ryan;
- the preparation of the Annual Financial Statements of BirdLife

- South Africa and the External Auditors report thereon;
- during the course of the year -
 - o the financial performance of BirdLife South Africa against the budget approved by the Board;
 - o risk assessment and mitigation measures determined by the Board and Management;
 - o the Delegation of Authorities of BirdLife South Africa;

Opinion

Based on the above and as is required in terms of the Constitution, the Audit & Risk Committee is satisfied with the effectiveness and performance of both the Board and BirdLife South Africa as a whole.



Andrew Mitchell

Chairman, Audit & Risk Committee

Sponsors and supporters

BirdLife South Africa is very grateful to the many people, organisations and companies which support its work. These include the bird clubs and volunteers who serve on and volunteers who serve on the Ethics, Flock, Flufftail Festival, Legacy, List, Marketing, Membership, and Rarities committees. Many BirdLife South Africa members also serve on bird club committees and the three regional fora. We are also grateful to the volunteers who assist at BirdLife South Africa's head office and Wakkerstroom Tourism and Education Centre.

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Although we have done our best to ensure that all donors are listed, we apologise for any omissions. BirdLife South Africa is grateful for all the support it received, no matter how large or small, and we will endeavor to acknowledge financial and in kind contributions.

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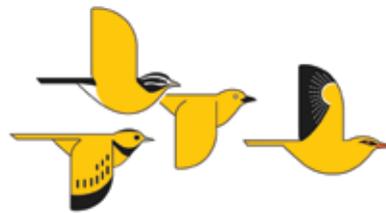
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Melissa Whitecross

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Financials

Abridged statement of profit or loss and other comprehensive income

for the year ended 31 December 2017

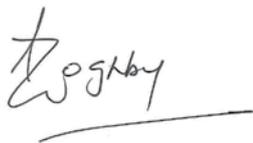
	2017 (R)	2016 (R)
Business Division	380 089	1 188 582
Income	11 628 732	10 908 253
Expenditure	(11 248 643)	(9 719 671)
Conservation Division	-	(163 589)
Income	21 176 370	19 837 323
Expenditure	(21 176 370)	(20 000 912)
Net income from operations	380 089	1 024 993
Net non-operating income	104 656	599 137
Surplus on disposal of investments	35 022	361 933
Non-discretionary grant received	-	1 000 000
Bequests and donations to Sustainability Fund	347 634	682 990
Donations to related parties (including investments)	(278 000)	(2 046 160)
Fair value gain on investments donated to Birdlife National Trust	-	600 374
Net income for the year	484 745	1 624 130
Other comprehensive losses	497 761	(1 433 674)
Fair value gain realised on donated investments	-	(600 374)
Surplus/(Deficit) on adjustment of investments to fair market value	497 761	(833 300)
Total comprehensive income for the year	982 506	190 456

Statement of Financial Position

as at 31 December 2017

	2017 (R)	2016 (R)
ASSETS		
Non-current assets	6 754 342	5 939 766
Property, vehicles, furniture and equipment	617 692	434 593
Investments	6 136 650	5 505 173
Current assets	19 916 116	20 076 329
Trade and other receivables	990 726	2 258 570
Cash and cash equivalents	18 808 000	17 768 430
Inventory	117 390	49 329
Total assets	26 670 458	26 016 095
EQUITIES AND LIABILITIES		
Reserves		
Accumulated funds	11 168 429	10 185 923
Current liabilities	15 502 029	15 830 172
Income received in advance	13 793 069	14 275 579
Trade and other payables	1 708 960	1 554 593
Total equities and liabilities	26 670 458	26 016 095

The financial statements of BirdLife South Africa for the year ended 31 December 2017 have been audited by KPMG. Set out here are the abridged statements of profit or loss and other comprehensive income for the year ended 31 December 2017 and financial position at that date. These have been extracted from the Audited Financial Statements and reflect net profitable results for the various activities undertaken by BirdLife South Africa and disclose a sound financial position.



Tony Zoghby
Treasurer

Patrons

Dr Precious Moloi-Motsepe | Mrs Gaynor Rupert | Mr Mark Shuttleworth

Board of Directors

Roger Wanless (Chairman) | Mark D. Anderson (Chief Executive Officer) | Ismail Bhorat | Dr Mark Brown (March-) | Philip Calinikos | David Chamberlain | Peter Divall (March-) | Roy Cowgill (†January) | Linda Hart | Vernon Head | Tony Zoghby (Treasurer) | Yvonne Pennington

Audit & Risk Committee

Andrew Mitchell (Chairman) | Philip Calinikos | Chris Cory | Tony Zoghby

Executive Management

Chief Executive Officer

Mark D. Anderson

Conservation Division

Important Bird and Biodiversity Areas (IBA) Programme

Daniel Marnewick (IBA Programme Manager) | Ernst Retief (Regional Conservation Manager: Gauteng, Mpumalanga & Free State) | Dale Wright (Regional Conservation Manager: Western Cape) | Dr Giselle Murison (Western Cape Estuaries Conservation Project Manager) | Samantha Schröder (Verlorenvlei Project Manager)

Terrestrial Bird Conservation Programme

Dr Hanneline Smit-Robinson (Terrestrial Bird Conservation Programme Manager) | Samantha Ralston-Paton (Birds & Renewable Energy Project Manager) | Robin Colyn (KEM-JV Fellow of Bird Conservation) | Linda van den Heever (Threatened Species Project Manager) | Carina Coetzer (Ingula Project Manager)

Seabird Conservation Programme

Dr Ross Wanless (Seabird Conservation Programme Manager) | Andrea Angel (Albatross Taskforce Leader) | Reason Nyengera (Albatross Task Force Instructor) | Dr Taryn Morris (Coastal Seabird Conservation Project Manager) | Christina Hagen (Pamela Isdell Fellow of Penguin Conservation) | Nini van der Merwe (International Liaison Officer & Office Administrator) | Reginah Chari (Office Assistant)

Avitourism & Special Projects Programme

Martin Taylor (Special Projects & Avitourism Programme Manager) | Ian Owtram (Bird Guide Training Project Manager)

Policy & Advocacy Programme

Candice Stevens (Policy & Advocacy Programme Manager, Fiscal Benefits Project Manager) | Jonathan Booth (Advocacy Officer)

Business Division

Division Manager

Fanie du Plessis (Finance & Operations Manager)

Core

Isabel Human (HR Manager & PA to the CEO) | Rosemary Knight (Bookkeeper) | Jessie Govender (Assistant Bookkeeper) | Kathleen April-Okoye (Receptionist) | Joshua Chimaliro (Gardener) | Sindi Nqayi (Office Assistant)

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Shireen Gould (Membership Manager) | Bianca Hare (Membership Administrator & Assistant Shop Manager) | Janine Goosen (Subscriptions Administrator & Office Administrator)

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Mark D. Anderson

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BirdLife
SOUTH AFRICA
Giving Conservation Wings



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