

2025

Annual Report

Celebrating the *power* of collaboration in *conservation*



Chem Chem
ASSOCIATION



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A message from our co-founders

Dear friends,

If 2025 has taught us anything, it's that when a shared vision inspires people to rally for a cause, even the most challenging circumstances can be transformed into opportunity.

When USAID funding was withdrawn, the Chem Chem Association (CCA) faced uncertainty. Yet, in that moment, something remarkable happened: our funders stepped in to provide crucial support. Support that not only helped us stay on our feet but also provided a solid foundation for one of the most transformative years in CCA's history.

This year, we celebrated several milestones that chart a clear course for the future, not just for the Kwakuchinja Wildlife Corridor (the Corridor) but also for the communities that share the land with us.

With support from the Tanzanian government and the 10 villages surrounding the Corridor, we initiated the formal gazettal process, marking the start of the expansion and official protection of this ecologically vital area. The culmination of years of tireless efforts to restore and advocate for the Corridor, the formal gazettal marks the beginning of a new journey: securing the Corridor's future.

Spearheading our efforts to safeguard the Corridor is our groundbreaking Joint Monitoring and Protection Centre (JMPC). Now fully operational, the JMPC is already enhancing our anti-poaching operations and wildlife monitoring in the Corridor. Additionally, under the umbrella of the JMPC, we introduced a nationwide initiative – the Problem Animal Information System (PAIS) – in our communities, which is set to revolutionise how we respond to and compensate for incidents of human-wildlife conflict (HWC) in the Corridor.

At the same time, we've strengthened our ongoing commitment to our communities. This year, we launched the Future Youth Entrepreneur Programme, giving young people the tools to build sustainable livelihoods, while our Economic Empowerment Programme exceeded every goal we set – more people trained, more businesses started, more jobs created. At the heart of these achievements is our commitment to collaboration. In fact, this report is, at its core, a celebration of the power of collaboration in conservation. The impact of



our work is inextricably linked to those who share our vision: the Tanzanian government and conservation partners who work alongside us. The funders who believed in us when it mattered most. The communities that believe in our vision of a better future. And our remarkable team, whose dedication brings this work to life every single day.

As we look ahead, we're filled with gratitude for the community we've built together. Thank you for standing with us, for believing in what's possible, and for helping us make a tangible difference for wildlife and people alike.

Together, we're not just protecting the Corridor – we're highlighting the power of collaboration in conservation.

With deepest gratitude,

Fabia Bausch and Nicolas Negre
Co-founders, Chem Chem Association

2025 at a glance

Community



40

students

were taken on an inspiring safari



180

students

enrolled in the future entrepreneur programme



291

wheelchairs

were distributed to people with disabilities



2,077

new businesses

were established as part of our economic empowerment programme

Conservation



24

Smart

Monitoring Spatial Tool (SMART) devices

were added to the Joint Monitoring and Protection Centre (JMPC), giving rangers real-time communication tools to report incidents



20

cases

of illegal logging and overgrazing were stopped



2

motorbikes

were added to our anti-poaching unit's fleet



20

cases

of illegal fishing were successfully concluded



3

AI-powered camera traps

were installed to enhance wildlife monitoring



225

cases

of Human-Wildlife Conflict (HWC) were mitigated



90

beacons

establishing the Corridor's boundaries were installed as part of the gazettal process



Securing the future of the Kwakuchinja Wildlife Corridor

A *thriving* ecosystem filled with *wildlife*, the Corridor today is a far cry from the ailing landscape we undertook to *restore* 17 years ago.



Declared abandoned by the Tanzanian government in 2009, the region – once a vital migratory corridor linking the Tarangire and Lake Manyara national parks – had been decimated by decades of poaching, deforestation, and overgrazing.

As we look to the future of the Corridor, we face a new chapter – one that requires clear direction and unwavering commitment. Our vision is simple yet profound: preserve the biodiversity of this ecosystem for generations to come while empowering the communities who share this land to become its guardians.

In 2025, we launched our five-year strategy, built on five essential pillars to move us closer to our vision. Providing clear direction for the future, the strategy will guide our efforts as we undertake this exciting new phase of our conservation journey.

1. Preservation
2. Protection
3. Human-Wildlife Conflict (HWC) mitigation
4. Community engagement and empowerment
5. Advocacy

Each pillar supports the others, creating a foundation strong enough for us to carry the Corridor – and the people who depend on it – into the future.

1

Preservation

With biodiversity *restored* in the Corridor and wildlife moving between the greater Tarangire and Lake Manyara ecosystems, our focus has *shifted* to ensuring the *long-term* preservation of the region.



This new phase of our conservation journey presents many challenges, from ensuring the Corridor's boundaries are respected to developing workable solutions to the risks faced by wildlife crossing the Arusha/Dodoma highway.

A strong foundation for the future: Gazetting the Corridor

In 2024, the Tanzanian government made the landmark decision to gazette the Corridor, giving it its own legal shield.

The Corridor's gazettal lays the foundation for:

Legal protection – The government makes harmful activities such as poaching, deforestation, and unregulated farming illegal within the Corridor's boundaries.

Expanded borders – The protected

area will grow from 280 km² to 600 km², more than doubling the Corridor's size. **Defined boundaries** – Clearly marked borders help everyone understand exactly where the protected area begins and ends, removing ambiguity and preventing encroachment.

Long-term security – Unlike informal conservation efforts, gazettal ensures the Corridor's protection is permanent and legally binding, safeguarding this vital ecosystem for generations to come.

Laying the groundwork for gazettal: establishing clear boundaries for the Corridor

In 2025, we began the official gazettal process, with a primary focus on establishing clear boundaries for the Corridor. As those directly impacted by

the gazettal and on whom its success depends, we engaged closely with the 10 villages surrounding the Corridor by facilitating community awareness sessions. During these sessions, local leaders formally endorsed our General Management Plan, which outlines the steps for the Corridor's gazettal.

With their support, we've now installed 90 of the planned 150 beacons marking the Corridor's boundaries, transforming an invisible line on a map into a tangible, protected space. Once all 150 beacons are

in place and the boundaries are formally approved, the Corridor will gain permanent legal protection.

Originally planned for 2025, the gazettal process is now expected to be completed by mid-2026 to ensure thorough coordination with all stakeholders and the proper completion of administrative procedures. This careful approach ensures the future of the Corridor's protection is one that honours both the needs of wildlife and the communities who call this landscape home.



2

Protection

Safeguarding 600km² takes *more* than good intentions — it takes boots on the ground, technology, and most crucially, coordination.

The Joint Monitoring and Protection Centre

As the Corridor’s boundaries expand, so has the challenge we face: how do we protect a larger ecosystem while safeguarding the people living alongside it? The answer lies in collaboration, innovation, and technology – all brought together at our groundbreaking Joint Monitoring and Protection Centre (JMPC).

Built in partnership with the Tanzanian government in 2024 and operationalised in 2025, the JMPC is the first facility of its kind in Tanzania. More than just a control room, the JMPC is a space where conservation data from across the country

converges – where government agencies, researchers, and conservation partners can work side by side to make real-time decisions that save lives.

Through the JMPC, we are able to:

- **Coordinate anti-poaching operations** with rangers in the field
- **Mitigate human-wildlife conflict (HWC)** by identifying conflict hotspots and deploying rapid response teams
- **Monitor roadkill patterns** to protect migrating wildlife as they cross busy highways
- **Visualise conservation data in real time**, transforming raw information into actionable insights



The JMPC’s impact in action



Stopping poaching in its tracks

Through our JMPC-led anti-poaching efforts, government authorities arrested **9 poachers** this year, all of whom are now facing justice in court.



Eyes in the wild

Three AI-powered camera traps now help patrol teams identify high-risk areas and respond quickly to potential threats.



Cracking down on wildlife trafficking

In May, our support helped convict **Gidabijio** **Gidabong'enda** for killing an elephant and possessing ivory. He received a 20-year sentence – a powerful message that wildlife crime will not be tolerated.



Empowering rangers with technology

We added 24 Smart Monitoring Spatial Tool (SMART) devices to the JMPC (bringing the total to 28), giving rangers real-time communication tools to document incidents and improve patrol effectiveness.



Protecting the ecosystem

We stopped 20 cases of illegal logging and overgrazing, plus 20 incidents of illegal fishing, safeguarding the Corridor's delicate balance.



Faster response on the ground

Two new motorbikes joined our anti-poaching fleet, enabling rangers to navigate dense bush and rapidly reach incidents.



Living alongside wildlife

We successfully responded to 225 human-wildlife conflict incidents across all 10 villages. By building trust with our communities, we're proving that people and wildlife can thrive together.



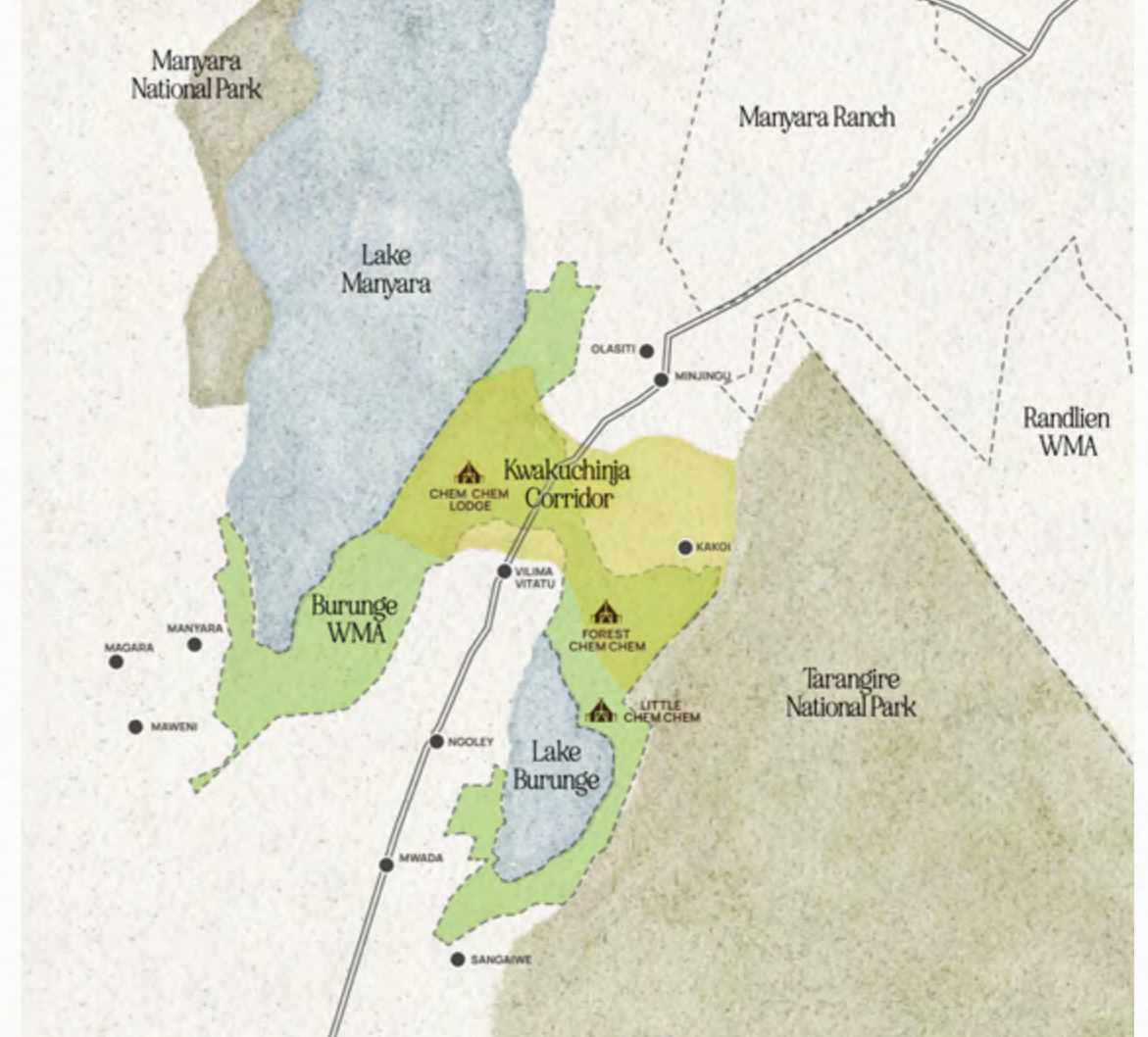
Intelligence that prevents crime

We form part of an intelligence network that identifies threats before they happen and gathers evidence for prosecution, ensuring offenders face consequences for their actions.

3

Human-Wildlife Conflict (HWC)

Rapid response and building trust — turning conflict into *coexistence*.



Putting Tanzania's HWC challenge in focus

In Tanzania, there are no fences separating national parks from village farmland, no barriers keeping wildlife from coming into contact with surrounding communities. This fenceless landscape (known as an 'open system') is essential for healthy ecosystems — allowing animals to move freely, follow seasonal patterns, and maintain the biodiversity that makes Tanzania's wilderness so extraordinary.

But it also means that people and wildlife share the same space, turning encounters — and conflict — into an everyday reality for families living alongside these protected areas.

Working together to turn the tide on HWC

When a herd of elephants tramples a field of crops or a lion attacks livestock, families' livelihoods hang in the balance. That's why addressing HWC begins with engaging and supporting the communities that experience it firsthand.

This year, as part of our commitment to tackling HWC in our areas, we partnered with the Tanzanian government to introduce a nationwide initiative, the Problem Animal Information System (PAIS), in the 10 villages surrounding the Corridor. With PAIS, collaborating with community members is seamless: a simple toll-free phone call to the JMPC enables residents of these villages to report HWC incidents and receive rapid emergency support.

Problem Animal Information System (PAIS)

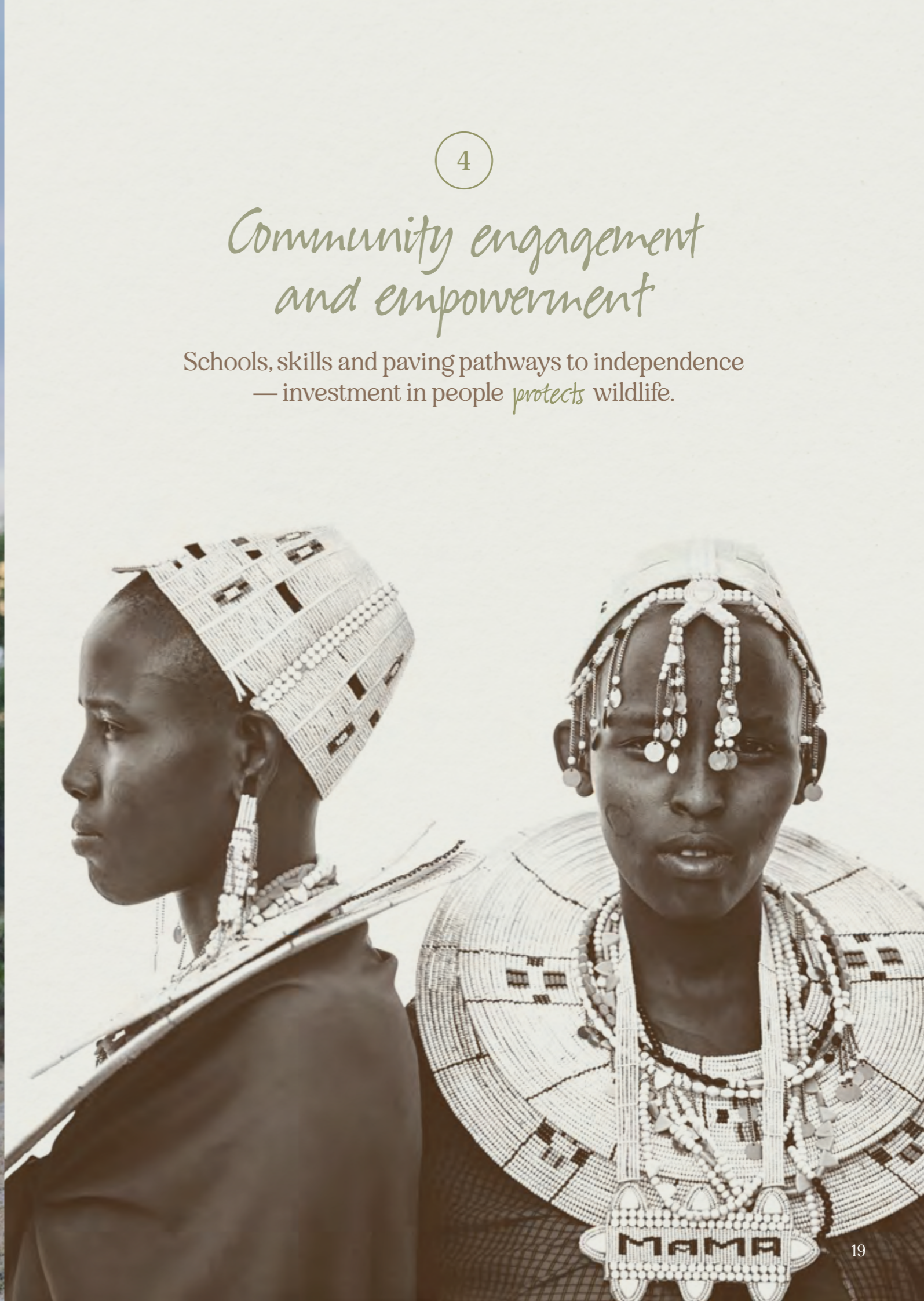
Fast, fair compensation transforms human-wildlife conflict (HWC) from crisis into cooperation.



4

Community engagement and empowerment

Schools, skills and paving pathways to independence — investment in people *protects* wildlife.



Creating lasting change in our communities

In rural communities surrounding Tanzania's protected areas, issues like poaching and deforestation often stem from generations of economic hardship rather than indifference towards wildlife. When families struggle to meet basic needs, conservation becomes impossible. Through genuine partnership – with our communities leading the way – our empowerment programmes are breaking cycles of poverty that have persisted for generations.



Building pathways to financial independence

The Economic Empowerment Programme

Our Economic Empowerment Programme, delivered in partnership with Hand In Hand (HiH) Tanzania, nurtures entrepreneurship across our communities – building both businesses and a culture of financial independence.

The programme equips aspiring business owners with financial management skills alongside practical training in four key income-generating opportunities:



Beekeeping and its byproducts



Sunflower farming



Horticulture



Poultry farming

This year's results reflect the programme's ongoing impact:

- 2,832 entrepreneurs joined training groups focused on financial management and savings skills, surpassing our target of 2,800.
- 2,077 new businesses were established, exceeding our target by 106%.
- Through these new businesses, 3,066 jobs have been created – a remarkable 120% of our goal.

Behind these numbers are real people – many of them women – who can now support their families, send their children to school, and build brighter futures.

Zubeda's story

Zubeda used to raise indigenous chickens, earning just \$38 a month – barely enough to survive, let alone support her family. Illness, poor nutrition, and unreliable weather made growth impossible.

When she joined our Economic Empowerment Programme, everything changed. She learned modern poultry farming techniques – proper housing, vaccinations, and feeding – alongside essential business skills like budgeting and saving. With this knowledge, Zubeda restarted her business with 30 hardier chicks better suited to the local climate.

Four months later, she sold 24 chickens for \$455 – nearly twelve times her previous monthly income.

She reinvested the profit in 100 more chicks, paid school fees, bought a sheep for savings, and improved her home.

Today, Zubeda supplies chickens to buyers in neighbouring districts and plans to grow her flock to 150 birds.



Zubeda growing her chicken business

“When she joined our *Economic Empowerment Programme*, everything changed. She learned modern poultry farming techniques — proper housing, vaccinations, and feeding — alongside essential business skills like budgeting and saving.”

Children's safaris: Where wonder meets wildlife

This December, we organised a transformative four-day safari for 40 secondary school students to the Ngorongoro Conservation Area and Serengeti National Park in partnership with LiC. The initiative is rooted in a simple belief held by our co-founder, Fabia Bausch: children who live alongside these extraordinary landscapes shouldn't only hear about wildlife – they should experience it firsthand.

For many students, this was their first opportunity to witness the animals and ecosystems that exist just beyond their communities, an experience typically reserved for international tourists.

“The initiative is *rooted* in a simple belief held by our co-founder, Fabia Bausch: children who live alongside these *extraordinary* landscapes shouldn't only hear about wildlife — they should *experience* it firsthand.”

Over four days, they deepened their understanding of ecology and biodiversity, but more importantly, they formed personal connections with the wildlife they're learning to protect.



Empowering the next generation

The Future Entrepreneur Programme

Tanzania's youth represent both its greatest challenge and its brightest hope. With under-18s comprising more than half of the country's estimated 60-million population and unemployment rising, equipping young people with the skills to build their own futures has never been more urgent.

This year, we launched our Future Entrepreneur Programme – our second major partnership with HiH Tanzania. Over the next five years, the programme aims to reach 900 youths

aged 14 to 17, providing training in business and financial management, climate resilience, and information and communication technology (ICT). These tools are designed to enable young people to start businesses, contribute to their local economies, and ultimately, break the cycle of poverty.

Since its launch, 180 students have enrolled—a promising start to a programme that can open doors to opportunities for our youth.



Inspiring future conservation leaders

Conservation Education Programme

Our conservation education programme, which we run in collaboration with Lessons in Conservation (LiC), does far more than simply teach facts – it reshapes how children in our communities see the wildlife they live alongside. The real impact, however, is that when learning becomes engaging, children show up.

In 2025, we renewed our partnership with LiC, laying the foundation for the programme's expansion in January 2026. Our goal? To reach 5,000

students across 16 primary and five secondary schools within the Burunge Wildlife Management Area (WMA).

Furthermore, to expand the programme's impact, we will introduce joint learning sessions that combine LiC's conservation curriculum with HiH Tanzania's mentorship and economic empowerment programmes. The aim of these sessions is to connect conservation principles to real-world opportunities, highlighting how protecting wildlife creates pathways to prosperity.



Championing inclusion and opportunity

Wheelchair donation

Mobility is fundamental to participation in daily life – enabling people to work, attend school, access healthcare, and engage with their communities.

We remain committed to working with our partners to improve the quality of life of people in our communities. This year, together with the French Embassy and Chair the Love, we distributed 271 wheelchairs to people with disabilities across Tanzania: 36 to residents within Burunge WMA, 149 across the broader Manyara region, and 86 to people in Dodoma, Njombe, and Simiyu.

Additionally, during Global Sickle Cell Awareness Month, we worked with the French Embassy to provide an additional 20 wheelchairs to children living with sickle cell disease through the Sabrina Foundation.



“This year, together with the French Embassy and Chair the Love, we distributed 271 wheelchairs to people with disabilities across Tanzania: 36 to residents within Burunge WMA, 149 across the broader Manyara region, and 86 to people in Dodoma, Njombe, and Simiyu.”



5

Advocacy

Proven results and mutual respect create space for bolder *visions* — and the partnerships to make them *real*.



Giving a voice to the Corridor

Advocacy is one of conservation's most powerful tools and its effectiveness depends on continued collaboration. Through advocacy, we raise awareness of critical issues, build relationships with stakeholders, such as the Tanzanian government, and champion the changes needed to protect wildlife and empower communities. The government's decision to gazette the Corridor stands as a testament to what advocacy can achieve.

Advocacy rooted in research

To strengthen our ongoing advocacy for the Corridor's long-term protection, we're

partnering with the Tanzania Wildlife Research Institute (TAWIRI) and the College of African Wildlife Management (MWEKA) to develop scientific research papers documenting its ecological importance. These papers will be shared with government authorities and international partners to provide the evidence needed for informed decision-making.

This approach — bringing together research institutions, government bodies, and conservation organisations — creates a foundation for decisions that benefit both wildlife and the communities that live alongside them.

Our team

Our conservation success story rests on the *dedication* of our highly experienced and passionate team working together to create *meaningful* change.

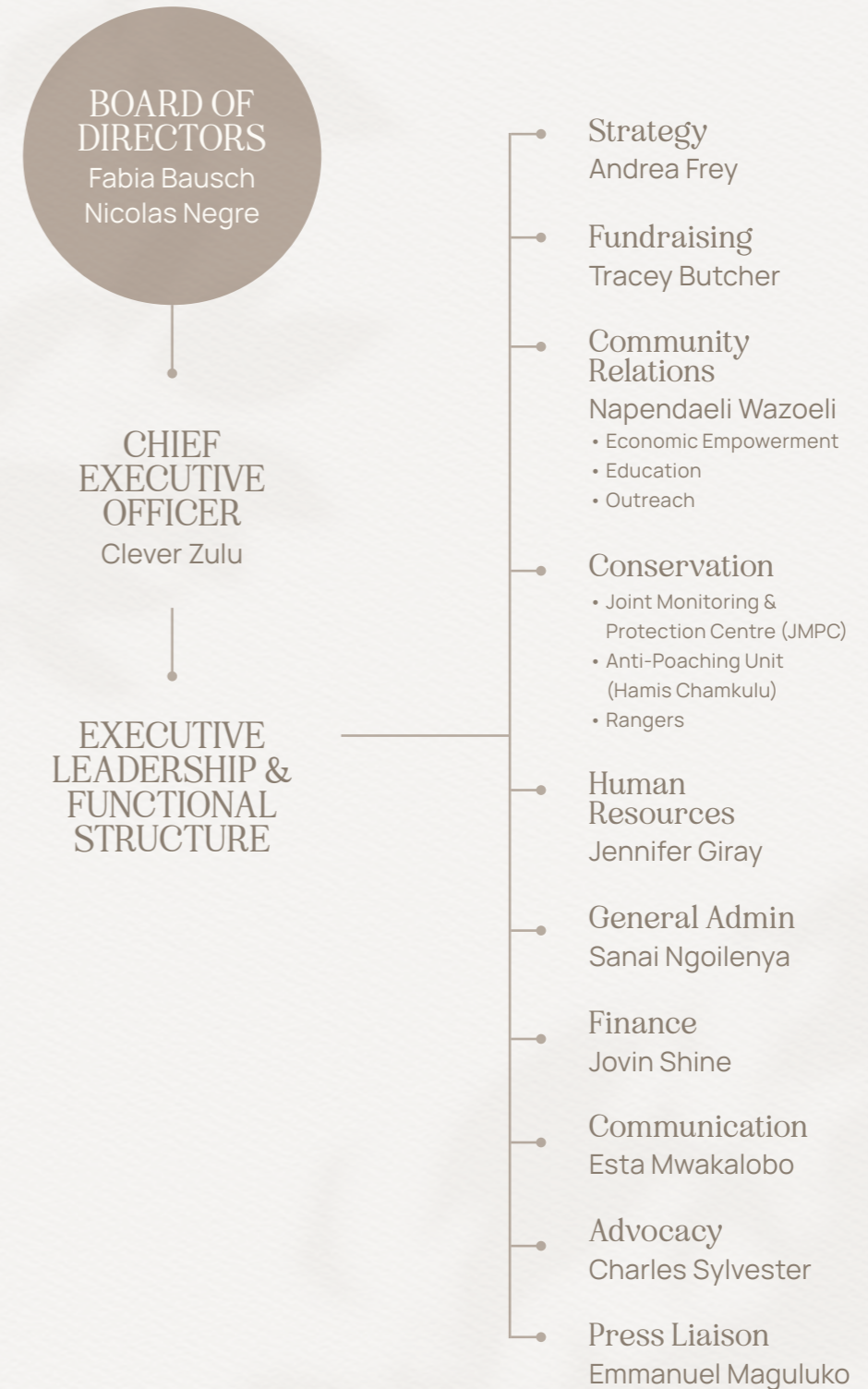


In 2025, we strengthened our capacity by appointing a dedicated North America-based fundraiser – a strategic move to broaden our funder base and build lasting partnerships with individuals and organisations that share our commitment to wildlife protection and community empowerment.

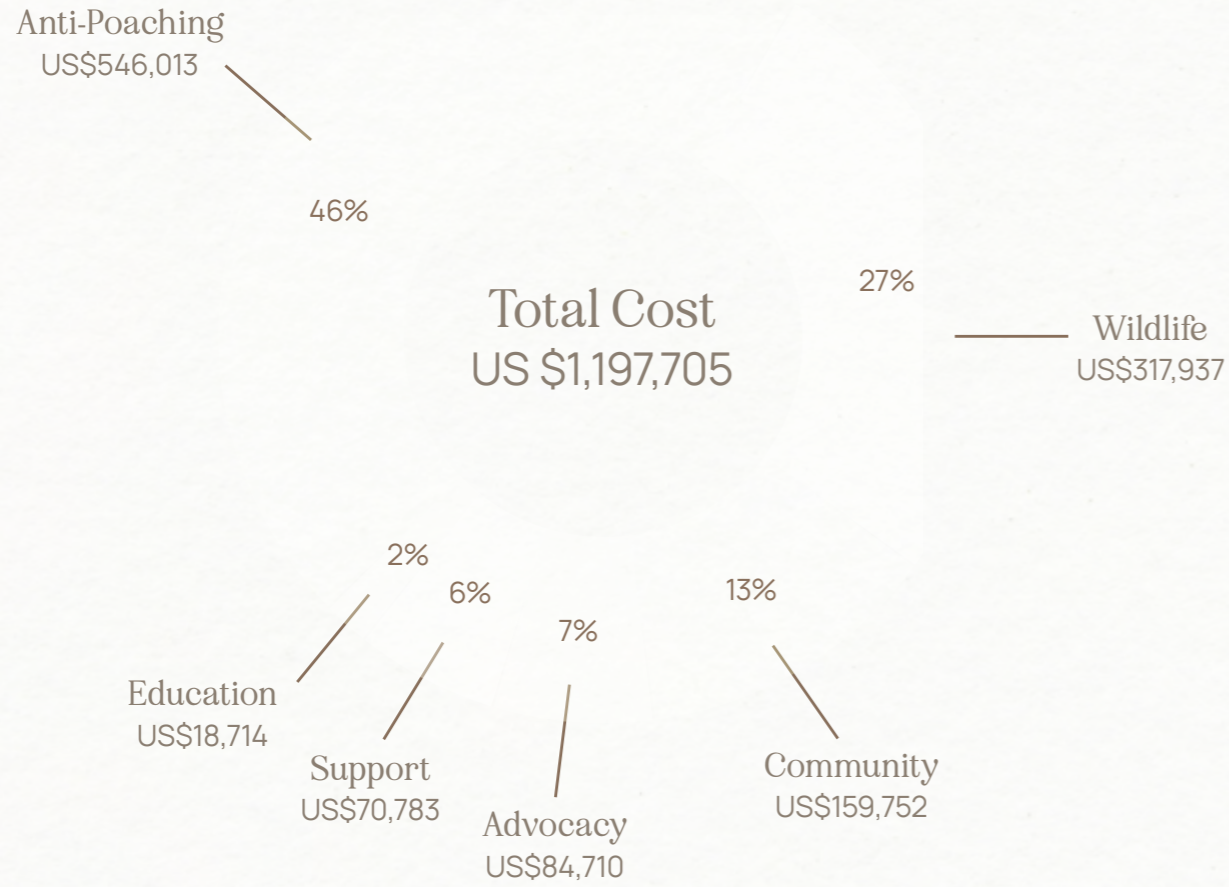
Conservation at this scale requires not just boots on the ground, but a global network of supporters who believe in what’s possible when people and wildlife thrive together.

We are also deeply grateful for the ongoing support from our co-founders, Fabia Bausch and Nicolas Negre, and our board of directors.

Chem Chem Association Organisational Chart



Financials



In 2025, the Chem Chem Association's total expenditure reached US\$1,197,909 – a reflection of both the breadth of our work and the resilience with which we carried it forward. This was a year that tested the stability of conservation funding globally, and CCA was not immune to those pressures. What it

revealed, however, was the strength of the partnerships we have spent years carefully building. Every dollar spent represents a patrol completed, a community supported, or a young entrepreneur given a foothold – all while holding expenditure almost exactly in line with 2024. The figures below tell that story.



Our partners

To those who share our vision, we *thank you*. The past year has shown us how *crucial* it is to have partners who *support* our work. Without you, our work would not be possible.

HANS WILSDORF
FOUNDATION

CLARY
FOUNDATION

EISHA AND TIM
ARMSTRONG



It takes a village

Successful conservation is the *sum* of many moving parts. Without *collaboration* as the thread that binds these parts together, stories like the Corridor would not exist.

Our journey to *restore* the Corridor has been *rooted* in collaboration — and it will *take a village* to secure its future.



Our village is made up of many who, when working together, represent a formidable force for positive change. Our village is our conservation partners, whose expertise and support have helped nurture and grow our programmes into powerful catalysts for change in both our communities and in wildlife protection. It's the Tanzanian government, whose support has enabled

us to exponentially expand the reach and impact of our work — to the point where our conservation model for the Corridor will guide the rehabilitation of similar corridors throughout the country.

Our partnership with Chem Chem Safari has proven to be a pillar of our village, demonstrating how tourism can be a force for change in conservation. It raises awareness of the challenges facing our wildlife, generates vital funds for our conservation and community empowerment initiatives, and, most crucially, creates employment opportunities in areas where there are few.

Our communities are the heart of what we do and an integral part of this village. Their knowledge of the land, partnership, trust and support hold the key to lasting change. And, when they're truly empowered — enough to see the benefit protected wildlife areas can have on their lives — they stand to become their greatest guardians.

And finally, there are our funders, whose unwavering belief in our work has enabled us to turn our vision to restore the Corridor into reality.

As we embark on this new phase of our conservation journey — one rooted in creating lasting impact — we face many challenges. Finding solutions to and overcoming these challenges will take a village — our village. But together, we will prove that when people unite behind a shared purpose, remarkable things become possible.



The future is *bright* — and it belongs to *all of us*.

This work continues because of *you*.

Thank you