



FORMULATION OF THE TSODILO CORE AREA MANAGEMENT PLAN



TSODILO WORLD HERITAGE SITE, BOTSWANA

31ST MAY – 11TH JUNE 2009



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ACKNOWLEDGEMENTS

The participants involved in the project and the coordination team would like to thank the African World Fund (AWHF) and the Botswana government (National Museum and Monuments) for funding the project.

Appreciation goes to the Site Manager and Staff of Tsodilo for hosting the project and the general project logistics at Tsodilo.

We would also like to thank the Director, Mr. Gaogakwe Phorano for his overall guidance.

Finally, the coordinators of the technical formulation of the plan, Phillip Segadika and Pascal Taruvinga as well as the logistical organizers of the workshop and field sessions Victor Mokobi (Acting HOD) and Gertrude Matswiri would like to thank the participants, all stakeholders and museum staff for their commitment to seeing the project completed.

1.0 Executive Summary

Someone rightly put it that heritage management is not an event but a process. The Tsodilo Core Area Management Plan review was long recommended in December 2000 when the World Heritage Committee met in Helsinki Finland and listed Tsodilo as a World heritage site. The review that ensued in 2002 to 2004 did not give us a final core area plan but its self recommended a more integrated plan that was to become the Tsodilo Integrated Management Plan (TIMP) of 2005. It took two years of government consultations that culminated with the cabinet approval of the TIMP. Now we have the Tsodilo World Heritage Site Core Area management plan of 2009 after 14 days of intensive workshop and field session reviewing again the conservation status of the Tsodilo cultural landscape and cross checking that community initiatives and priorities remain intact.

This time, through the generous grant of the African World Heritage Fund, it was possible to bring in other experts from Zimbabwe, Mozambique, Tanzania and South Africa to join experts from the Botswana National Museum in undertaking this process. Organized in six thematic teams according to areas of expertise the teams set out working: rock art and archaeology, GIS and mapping, Community issues and intangible heritage , public programmes and presentation, Botanical and Ecological, Manpower, site administration and general compliance with policy. It is virtually impossible to do a comprehensive management plan within 14 days. However, we were greatly assisted and saved by the fact that these 14 days were an episode in the management plan planning process that actually started in 2002, culminating in a draft plan (2004) and passionately pursued in the TIMP formulation (2005) and entailed the Arthur Albertson Ecological report on fences (2004). The Tsodilo community Trust too was prepared to not only provide initiatives of what they would like to see but to do so in the context of the broader community tourism initiatives inscribed in the Tsodilo Integrated Management Plan.

Having identified the management issues from the aforesaid documents, 2009 workshop, field surveys and community consultations the team went on to suggest the principles that would govern mitigation, proposed objectives and suggested the timelines by which the activities will be executed for sustainable management of Tsodilo within a 5 year period.

1.1 OBJECTIVES

The formulation of the Tsodilo Core Area Management plan came as result of the need to protect or preserve in perpetuity the outstanding features and values of the site. The 2005 Tsodilo Integrated Management Plan does not cater for the conservation of the resources in the core area. As such the objectives are:

- to review the draft Tsodilo Management Plan of 2004
- to formulate a new management plan to cater for the conservation of the resources that are within the core area
- incorporate the GIS component to use as a management tool
- To ensure consultation with the community and stakeholders during the formulation of the plan

2.0 PROCEEDINGS

The finalization of the Tsodilo Core Area Management Plan was undertaken following a fourteen day workshop held at Tsodilo World Heritage Site. As part of the workshop two days were set aside for the management planning process and sharing experiences with colleagues from Africa managing similar properties Zimbabwe, South Africa, Mozambique and Tanzania. A week was devoted to field surveys and stakeholder consultations in Tsodilo, Shakawe and Maun. The remaining five days of workshop focused on identifying key management issues, developing objectives and strategies, monitoring, evaluation and review tools. Six thematic teams dealt with the key management areas:

- rock art and archaeology
- GIS and mapping
- Community issues and intangible heritage
- Public programmes and presentation
- Botanical and ecological aspects
- Manpower, site administration and general compliance with policy

2.1 WORKSHOP REPORT

The workshop, moderated by Acting Head of the Archaeology and Monuments Division, Mr. Victor Mokobi was officially opened by Mr. Kaelo Mokomo, the Director of Letloa Trust, a Community based NGO that services rural areas in the Ghanzi and Okavango areas of Botswana. Mr. Mokomo explained the gravity of the responsibility placed on the participants and emphasized that efforts must be made to ensure that at the end of it all the communities were the ultimate beneficiaries. Phillip Segadika laid the foundation by taking the participants through the management history of Tsodilo starting with the 1994 Management plan, the draft 2004 Core area plan, various developments that have taken place on site thus far and through to the

2005 Tsodilo Integrated Management plan (amended 2007). Pascal Taruvinga took the workshop participants through the plan formulation approach explaining the process that will be followed in order to come up with the core area plan. The following were identified as the process to follow:

- Review the existing management plans with the aim to produce one. Part of the information is already available. Most importantly, the stakeholders are already known, but we need to appraise ourselves with their current interests and initiatives.
- Already know the significance (OUV). But need to work out if we have any other values.
- Identify the key issues we are going to deal with in the next five years. Establish how we are going to identify the issues. This can be done through the following:
 - 1) Review the existing management plans. Find out what was recommended, what was done, what was not done and why.
 - 2) Think of the overall challenges that would have affected the implementation of the plan.
- Bring out key issues that are outstanding, that need consideration. Some might have been overtaken by time. In identifying this, look at how it is related to the OUV.
- Identify current key issues (already identified those in the past). It will help us know what is to be done now. Examples were given on how this could be done.
- Need to understand what is in the documents first before going to the field.
- Consult the community, hear what they want to see at Tsodilo and how they want to benefit from Tsodilo
- Work together so as to do an analysis to prioritize the issues we want to put in the management plan. For each issue think of the following:
 - Strategy. What strategy are we going to use for each issue. Think of alternative strategies not only one when developing objectives and strategies.
 - Also think of monitoring strategies and tool. Monitoring is to help us find out whether we are achieving our strategies.
 - Think of the issue of evaluating what we are doing.
 - Think of the whole plan, when is it going to be reviewed, short term, medium and long term
- When identifying issues should consider the following:
 - Know the problem
 - Find out what is causing the problem, the actual cause of the problem.

- Think about the things that require policy intervention as might recommend things that are not accepted
- Think about how policy influences the way intercommunity issues are handled
- When thinking of monitoring and evaluation tools, need to find out whether there are standards, as we have to work based on them.

The workshop also involved presentations from Museum professionals on the heritage resources at Tsodilo, i.e. is the rock art, geology, ethnological and botanical. This was meant to share with colleagues the type of heritage resources that are found in Tsodilo so that they should understand what resources are there and appreciate what needs to be done in terms of managing and conserving them.

GEOLOGY

The presenter Mr.M.Gabadirwe explained that there is need to understand the geology of the area to come up with conservation plans. He explained the rocks of Tsodilo, being quartzite which is resistant to erosion therefore suitable for preserving rock art, sandstone which is pebbly sandstone and conglomerate, micaceous quartzite and quartz which can indicate how much pressure and temperature was during the formation of the rocks.

HISTORY AND ETHNOLOGY OF TSODILO

The presenter Ms.W.Kgwatalala explained that very little research has been done on the history and ethnology of the people living in Tsodilo. The presentation was meant to highlight the need for the incorporation of the intangible heritage of the site in the management plan.

PUBLIC EDUCATION

The presenter Mr. Phineas Tendayi presented on public education programmes at the Museum and how we can use the programmes to educate people about the site. He suggested various ways of presenting Tsodilo to the people.

Presentations were also done where colleagues from the region shared experiences on managing similar properties.

THE EXPERIENCE OF ZIMBABWE - PASCAL TARUVINGA

Pascal Taruvinga from Zimbabwe presented on formulation and implementation of management plan in the case of Matobo hills. He explained that Matobo hills has multilayered values such as archaeological deposits, rock art, colonial history and intangible heritage. He further explained that in formulating and implementing they looked at two critical issues. They came up with a Management plan committee to include all stakeholders so that there should be ownership. They also looked at the issue of funding. All stakeholders were brought together at the start and as such the money came from stakeholders. To implement the plan fundraising was done through a fundraising committee. Mr. Taruvinga explained that they learned from the Matobo case that integrated Management plans brings in more benefits as it involves all stakeholders. It allows planning for concerted fundraising and unlocking significant resources from non-governmental organizations. He also explained what has happened in terms of

implementation that they only managed to implement 10% of the plan due to the following problems.

- Size of the site. The site covers 3100 square kilometers with different land use systems and cut across three different district areas
- Structure of the committee, Included different institutions therefore affected by institutional problems
- Institutional bottlenecks
- Manpower shortage- level of funding is different for all stakeholders
- Limited financial resources
- Conflicting interests

This presentation was meant to get the participants to think of how the plan was going to be done, how it was going to be implemented, where we are going to get the resources and who is going to implement the plan(manpower).

THE CASE OF MOZAMBIQUE MANAGEMENT- DECIO JOSE

Decio Jose presented that in Mozambique they don't have a proper structure to present the rock art to people. They use local custodians to manage the site. This is seen as the best way of managing the site as the government does not provide funds for managing the site. However there is a challenge of language barrier as the traditional custodians do not speak English or Portuguese. They cannot explain anything to the visitors but can only take them there to make sure that they don't destroy the site. The visitors make their own interpretation. This type of management has made sure that all the sites where local traditional custodians take visitors to do not have graffiti.

The importance of this presentation is that it highlighted the need to incorporate the issue of custodians of the site when coming up with a Core area management plan. This has to be addressed so as to avoid problems in the future.

EXPERIENCE OF - KONDOA WORLD HERITAGE SITE- EMMANUEL BWASIRI

Bwasiri explained that the site was listed for its archaeological deposits, rock art and intangible heritage and that local people are still using the site for rituals. He talked of challenges that they experience in managing the site as:

- The exclusion of traditional practitioners into management as the site was listed for tangible and intangible heritage
- Lack of trained guides
- Insufficient funds

The presentation was meant to highlight the importance of including the intangible heritage when formulating the Tsodilo Core Area Plan.

CONSERVATION PRINCIPLES FOR TSODILO – PROFESSOR BENJAMIN SMITH

This presentation was meant to make participants aware of the conservation principles and strategies that need to be employed so as to preserve the Outstanding Universal Value of Tsodilo. He explained that before coming up with conservation strategies one needs to understand what they are conserving, the values of the site. He noticed that in the case of Tsodilo, we have only captured the scientific significance and left out the social significance of Tsodilo. He advised that we need to first establish as to whether there is any cause for concern, are the sites deteriorating, at what rate? The following are recommendations that were made in terms of conservation:

- Institute a regular monitoring programme to see how the paintings are deteriorating
- Two weeks training course on monitoring
- A lot of conservation could be done by the Site Manager
- Two weeks course on condition reporting
- Detailed baseline photographic recording of every rock art site
- Condition reports for every single site at interval
- List of the most visited sites and most threatened sites
- Develop a basic site conservation plan
- Develop a general rock art conservation plan
- Emergency plan for conservation crises
- Permanent staff member for rock art conservation

PRESENTATION OF ROCK ART SITES IN SOUTH AFRICA – PROFESSOR BENJAMIN SMITH

The presenter took participants through the history of rock art presentation and the politics of rock art in South Africa from the colonial period, through apartheid period and to current times. He emphasized that during the apartheid and colonial period rock art was abused to reflect especially the San communities as static and sometimes even distorted to reflect recent occupation of South Africa by black people to 1652, the time of settler arrival. He demonstrated a paradigm shift in the post apartheid situation where President Mbeki engaged the Rock Art Research institute to come out with an image from rock art to be represented on the New South African Coat of Arms. In this way rock art was used as part of the new politics of healing in a new South Africa. He challenged Botswana at Tsodilo to find ways of how they would want to represent their rock art in ways that are progressive and in line with national visions. Examples given illustrated other innovative ways of presenting rock art such as at Kamberg where the principle of 'pilgrimage' was employed to influence visitor experience and that the same was utilized in erection of the site interpretation centre.

2.2 FIELD REPORTS

ROCK ART AND ARCHAEOLOGY MANAGEMENT

The team conducted field surveys to assess the condition of selected rock art sites along the Rhino and Cliff trails. From the condition assessment it was noted that the rock art is affected by both human and natural threats such as pecking of the rocks, dust, graffiti, water, salts, flaking and plants. An analysis of the documents in Tsodilo also showed that most of the documents on the rock art are not available at the site and are in various levels of completeness and that they are manual not digital. The team also observed a guide guiding visitors and it was realized that information disseminated by the tour guides concerning the Tsodilo resources is very skeletal and inadequate. The team then came up with objectives and strategies to address issues identified.

LOCAL COMMUNITY AND INTANGIBLE HERITAGE

To identify local community issues and intangible heritage issues, the team conducted interviews among the local community. They interviewed members of the Village Development Committee (VDC), Community trust, youths, traditional healers, members of different churches and elders. Through the interviews they identified the following issues and came up with objectives and strategies to address them:

- Water shortage for both people and livestock
- The closure of the curio shop due to mismanagement
- The need for the community to contribute to the management of sacred sites
- The over exploitation or commercial abstraction of the sacred water hole/site and noise from visitors and generators which affect the spiritual sanctity and supernatural beings within the site
- Absence of rules relating to the intangible values of the site

PUBLIC PRESENTATION AND VISITOR MANAGEMENT

To identify issues relating to public presentation and visitor management, the team studied visitor comments books, literature on Tsodilo resources, observed the facilities at the site, the museum exhibition, went on a tour guide to observe guides doing their work and also assess the state of the trails. Through this a number of issues were identified and the team came up with objectives and strategies to address them. The following issues were identified:

- Very few guides doing the job and were last trained in 2006
- Guides lack proper information of the resources of Tsodilo as such interpretation is a problem
- Guides do not have uniform
- Number of visitors per guide is high
- Some tourists insist on self guided tours
- Signage not visible enough and not maintained

- Literature on Tsodilo is not up to date and sometimes not available e.g. brochures, booklets pamphlets etc
- Lack of implementation of the educational programmes at Tsodilo
- Museum exhibition is old and requires updating

MANPOWER AND SITE ADMINISTRATION

The following issues were identified under manpower and administration by the Site Manager and his team:

- Capacity building for Tsodilo staff is lacking especially the Site Manager in terms of administration and management
- There is need for manpower such as security guards, second vehicle, a driver, education officer.
- Staff requires training on the following: conservation, occupational health and safety, first aid.
- Shortage of staff accommodation and office space
- Lack of equipment and office furniture

WILDLIFE and BIODIVERSITY

Based on the presentation and review of studies in the area by the Botanist Nonofho Mosesane, areas were identified on female hill with plants that are endemic to Tsodilo that need to be protected at all cost. Research has been identified as a priority area for the field of botany as well as in the endemic rock gecko, species *Tsodiloensis* which current management on site have not seen or identified with certainty.

Based on the 1994 Arthur Albertson Ecological report regarding recommendations for fences at Tsodilo, options were discussed and recommendations for both fire breaks and gaps at certain points of the fence to respect ecology, animal routes and resources such as natural mineral lick areas.

GIS AND MAPPING OF ROCK ART SITES

In the absence of a Differential GPS and the time limits to be able to do all the sites at Tsodilo, the work on recording of rock art sites took the form of training Tsodilo Assistant Curator, Senior Museum Assistant and Museum officer on standardized rock art site recording. So a normal GPS was utilized in a sample survey of two trails (Rhino and Cliff) a format to guide the people on site to continue this process after the management plan formulation process and as part of their daily job. Further to this, the mapping team was able to take readings of all the ecologically sensitive areas and re-map the core area fence boundaries and confirm areas where fence gaps will be necessary. However, a more detailed GIS report and proposal has been made separate to the management plan report to guide future work in a cost saving manner in future.

COMMUNITY CONSULTATIONS

Community consultations were done through meetings with various representatives of the community.

Two meetings were held at different times. A consultative meeting was held with Tsodilo Community Development Trust and other Community representatives on the 4th June 2009 at the Main Campsite at World Heritage Site (see annexure on meetings) was to inform the community of the current project at the site (formulation of the core area plan) and hear their views concerning the project. It was also meant to get updates on their projects, issues that affect them and what they suggest should be done to address them. Some of the issues they identified are as follows:

- Problem of running the curio shop. Suggest that government and NGOs to help find a solution.
- Concerned about the conservation of the rock art as they are threatened by high visitation
- Concerned about the use of the water from the well. Suggested that there is need to have taboos regarding the use of the water hole/site, control its use by engaging elders.
- There are times when there are no tourists as such guides end up taking piece jobs to survive
- Guide tourists till late with no transport to take them back to the village
- Need for a presentation plan to be used by all guides for uniformity in guiding and consistency in the information they provide to tourists.
- Guides do not have uniform as such wear different clothes which is not good for the image of the site.
- Guides need training on interpretation of the rock art
- Problem of tourists who want to go on self guided tours
- Concerned about developments in the core area which are having an impact on the rock art
- Need for a cultural village where they could sell their crafts

Another consultative meeting was held with community representatives and regional stakeholders on the 9th June 2009 at the Main campsite at Tsodilo World Heritage Site. The purpose of the meeting was to inform stakeholders of what has been done so far concerning the project so as to finalize the draft document. It was to let them know how their initiatives will appear in the management plan and to get feed back on priorities. It was explained to the stakeholders that what has been decided by the teams was based on the views of the different groups in the community. The team leaders presented their work and comments were made. The following were comments and suggestions made:

- Use part of the area for Wildlife conservation and for tourism
- Educate the people in nearby villages who hunt in the area on the importance of the area as a conservation area for wildlife
- Firebreak maintenance by community members and the Trust
- Need for community consultation on the use of resources in the area
- Welcomed the issue of guides uniform and guides controlled by trust. However the guides were concerned as to whether they will be well taken care of by the trust.
- Signage at Shakawe is small and there is too much wording
- Can adopt the system of centralized pay point system used by wildlife at the parks. Concern as to how the system incorporates the collection of fees by the community. But was advised that can programme it in such a way that there is separation of fees for government and trust.
- Trust can book through the wildlife department as other Safari camps do.

2.3 CONSULTATIVE MEETING REPORT (MAUN)

A consultative meeting with institutions that participated in the formulation of the Tsodilo Integrated Management Plan was held in Maun on the 11th June 2009 at Maun Lodge. The meeting was to update the broader regional stakeholder institutions on what went on after they took part in the formulation of the Tsodilo Integrated Management plan and to update them on the process, main points and principles of the Core Area plan. Participants were informed that one of the major recommendations of the TIMP was the need to review the Tsodilo Management Plan hence the current review. As such for the past two weeks, a team of Museum professionals, rock art specialists and heritage managers from Southern Africa worked on the review of the plan with the local community and officers from the district. The participants were given an update of what transpired during the two weeks. They were taken through the process that was followed to review the plan which is a recommended international process by UNESCO-WHC. They were also informed of the issues identified by the teams and some objectives and strategies identified to address them. A discussion was held after which it was agreed that stakeholders will be sent a draft copy of the Core Area Plan for comments by email. After three weeks some had commented on various areas that needed clarification but overall they all felt that the Core area plan complied with the principles of the Tsodilo Integrated management plan of which they were a reference team for.

Following a prior 3 weeks distribution of the management plan draft, A further final consultative meeting was made with the Botswana National Museum curators in Gaborone from different fields on the 30th of July 2009 for feedback and clarification. The Museum Senior Management team (Heads of Divisions) was given a further one week in August 2009 to assess practicability of recommendations for the National Museum Annual performance plan. A meeting was also held with Professor Sheila Couslon of Oslo University, representing researchers at Tsodilo, to review and contribute to the Archaeology Section of the plan on 1st August 2009. *(Please find enclosed a hard copy and CD copy of the Core Area Management Plan, and a CD of the GIS maps).*

CONSULTATIVE MEETING WITH STAKEHOLDERS

Meeting 1: WORKSHOP PARTICIPANTS; TSODILO CORE AREA MANAGEMENT PLAN FORMULATION

DATE: 2nd June 2009

VENUE: SHAKAWE POLICE BOARDROOM

NAME	ORGAN/INSTITUTION	CONTACTS
1. Tlhokomelang Ngaka	TOCADI	ngakatlhokomelang@yahoo.com
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	– Archaeology	
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Meeting 2: Consultations with Local Community

DATE: 9th June 2009

VENUE: Main Campsite, Tsodilo World Heritage Site

1. Sewelo Fane	Site Manager, Tsodilo World Heritage Site, Botswana National Museum
2. Phillip Segadika	Botswana National Museum (BNM)
3. Pascall Taruvinga	National Museums and Monuments of Zimbabwe, Zimbabwe
4. Winani Kgwatalala	Botswana National Museum
5. Gertrude Matswiri	Botswana National Museum
6. Kedibonye Phorake	Tsodilo Community Development Trust
7. Phorake Katunda	Tsodilo Community Development Trust
8. Kabelo Veku	Department of Civil Aviation
8. Olebile Randle	Local Tour Guide
9. Sehenyi Tlotlego	Trust for the Okavango Development and Community Initiatives, (TOCAD)
10. Sekora James	Local Tour Guide

11. Tsetsana Xixae	Local Tour Guide
12. Decio Jose	Eduardo Mondlane University Mozambique
13. Mohutsiwa Gabadirwe	Botswana National Museum
14. Emmanuel Bwasiri	Kondoa World Heritage Site, Tanzania
15. Tendayi Phineas	Botswana National Museum
16. Lorraine Gombalume	Arts & Culture
17. Tebogo Segadika	Tsodilo World Heritage Site, Botswana National Museum
18. Agisanyang Makgatle	Archaeology Unit University of Botswana
19. Lebonetse L. Mathe	Assistant Curator, Tsodilo World Heritage Site, Botswana National Museum
20. Kabo Kelebetse	Museum Assistant Tsodilo World Heritage Site, Botswana National Museum
21. Darkie Kamunduu	Tsodilo World Heritage Site, Botswana National Museum
22. Edson S. Chaba	Meteorological Services Okavango
23. Lewis Mokowe	Department of Wildlife and National Parks
24. Phillimon Letswee	Department of Forestry and Range Resources, Shakawe

Meeting 3: CONSULTATIVE MEETING WITH TSODILO COMMUNITY DEVELOPMENT TRUST BOARD (TCDT) AND OTHER COMMUNITY REPRESENTATIVES

DATE: 4th June 2009

VENUE: MAIN CAMPSITE, TSODILO WORLD HERITAGE SITE

ATTENDANCE REGISTER

1. Gertrude M. Matswiri	Botswana National Museum
2. Sewelo Fane	Tsodilo World Heritage Site, Botswana National Museum
3. Samochau Mokate	Village Development Committee; Deputy Chairperson
4. Phorake Katunda	Tsodilo Community Development Trust Chair
5. Kelebetse Keashetla	Representative- Chief
6. Kebigile Mokgosi	Tsodilo Community Development Trust- Member
7. Kedibonye Phorake	Tsodilo Community Development Trust – Vice Secretary
8. Olopeng Mothaba	Tsodilo Community Development Trust – Member
9. M. Mokolobetsi	Tsodilo Community Development Trust – Member
10. Kapaletswe Mototegi	Tsodilo Community Development Trust Tsodilo Community Development Trust - Secretary
11. Kesentseng Mothaba	Local Tour Guide, TMA Member
12. Ketletseeng Kakona	Local Tour Guide
13. Sekora James	Local Tour Guide
14. Nxao Xhing	Field Assistant Tsodilo World Heritage Site, BNM
15. Keemekae Kelebetse	Field Assistant Tsodilo World Heritage Sites, BNM
16. Gaboganwe Baemedi	Fence Erector Tsodilo World Heritage Site, BNM
17. Kabo Kelebetse	Museum Assistant Tsodilo World Heritage Site, BNM
18. Stefania Merlo	Archaeology Unit, University of Botswana
19. Tebogo F. Segadika	Tsodilo World Heritage Site, BNM

20. Agisanyang Makgatle	Archaeology Unit, University of Botswana
21. Winani Kgwatalala	Botswana National Museum- Principal Curator- Ethnology
22. Pascal Taruvinga	National Museums & Monuments of Zimbabwe, Zimbabwe
23. Lorraine Gombalume	Department of Arts & Culture
24. Emmanuel Bwasiri	Site Manager, Kondoa World Heritage Site, Tanzania
25. Tendayi Phineas	Botswana National Museum- Curator- Education
26. Phillip Segadika	Botswana National Museum
27. Mohutsiwa Gabadirwe	Botswana National Museum

Meeting 4: WORKSHOP PARTICIPANTS: PRESENTATION OF TSODILO CORE AREA MANAGEMENT PLAN

CONSULTATIVE MEETING WITH TIMP 2005 REFERENCE TEAM

DATE: 11th June 2009

VENUE: MAUN LODGE

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7. Matlhodi Segokgo	Botswana National Museum	3922313

8. John P. Fella	Nhabe Museum	museum@botsnet.bw 6861346
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TSODILO CORE AREA MANAGEMENT PLAN FORMULATION TEAM

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2. Tebogo F. Segadika	Tsodilo World Heritage Site, BNM	Public Programs and presentation	Certificate, Museum Studies
3. Tendayi Phineas	Botswana National Museum – Education	Public Programs and presentation	Post Graduate in Education, B.A Humanities
4. Emmanuel J. Bwasiri	Kondoa World Heritage Site Tanzania	Intangible Heritage and Community Developments	B.A Archaeology, M.A Archaeology
5. Sewelo Fane	Tsodilo World Heritage Site	Human Resources and Administration	Bsc Chemistry, Post Graduate Diploma Education
6. Winani Kgwatalala	Botswana National Museum – Ethnology	Intangible Heritage and Community Developments	BA History
7. Mohutsiwa Gabadirwe	Botswana National Museum - Natural History	Rock Art, Archaeology Conservation	Bsc Geology, MA Geomorphology and Paleontology
8. Benjamin Smith	Rock Art Research Institute Wits University	rock art Presentation and Conservation Consultant	PhD Archaeology
9. Agisanyang Makgathe	University of Botswana, Archaeology Unit	GIS and mapping,	4 th Year Archaeology Student
10. Stefania Merlo	University of Botswana, Archaeology Unit	GIS and Mapping	<u>M.A, GIS, PhD Candidate</u>
11. Decio Jose D. Muianga	Eduardo Mondlane University, Mozambique	Rock Art, Archaeology Conservation	BA Hons History, B.A Hons Rock Art

12.Phillip Segadika	Botswana National Museum – Archaeology	Co-ordination and General Compliance	BA Archaeology Post Graduate Diploma Education MA Landscape Archaeology
13.Pascall Taruvinga	National Museum and Monuments of Zimbabwe, Zimbabwe	Co-ordination and General Compliance	B.A Archaeology M.A Archaeology
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15.Lorraine Gombalume	Art & Culture	Public Programs and presentation, Design	Bsc Hons Design
16.Darkie Kamunduu	Tsodilo World Heritage Site-BNM	Rock Art, Archaeology Conservation	Certificate in Museum Studies