



# Earth Synergy Initiative (esi)

## Annual Report 2025

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**“Restoring Landscapes. Empowering People. Building Climate Resilience.”**

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**Core Thematic Areas:**

- Biodiversity Conservation, Protected Areas & Wildlife Management
  - Climate Resilience & Land Restoration
  - Livelihoods & Nature-based Enterprises
  - Environmental Governance & Regional Cooperation
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*A not-for-profit public service organization working across West Africa and beyond to drive inclusive and sustainable environmental solutions*

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## Table of Contents

<b>1. EXECUTIVE SUMMARY .....</b>	<b>2</b>
<b>2. ORGANIZATIONAL OVERVIEW .....</b>	<b>3</b>
2.1 Legal Status .....	3
2.2 Mandate and Areas of Work.....	3
2.3 Mission and Strategic Position .....	3
2.4 Core Values .....	4
<b>3. GOVERNANCE AND INSTITUTIONAL SETUP.....</b>	<b>4</b>
3.1 Governance Structure .....	4
3.2 Institutional Development (April – December 2025) .....	5
<b>4. STRATEGIC OBJECTIVE FOR YEAR 1 .....</b>	<b>6</b>
<b>5. ACTIVITIES AND ACHIEVEMENTS (APRIL – DECEMBER 2025) .....</b>	<b>6</b>
5.1 Institutional Setup and Governance .....	6
5.2 Partnerships and External Engagement .....	7
5.4 Communications and Visibility .....	9
5.5 Assets and Institutional Resources.....	10
<b>6. PERFORMANCE AGAINST OPERATIONAL PLAN (APRIL – DECEMBER 2025) .....</b>	<b>11</b>
6.1 Summary of Performance.....	11
6.2 Key Observations .....	12
6.3 Overall Assessment .....	12
<b>7. CHALLENGES AND CONSTRAINTS .....</b>	<b>13</b>
7.1 Registration-Related Delays.....	13
7.2 Institutional Startup Constraints.....	13
7.3 Dependency and Sequencing Challenges .....	13
7.4 Adaptive Management Response.....	14
7.5 Overall Assessment.....	14
<b>8. LESSONS LEARNED AND PRIORITIES FOR YEAR 2026.....</b>	<b>14</b>
8.1 Lessons Learned.....	14
<b>8.2 Priorities for Year 2 (January – December 2026) .....</b>	<b>15</b>
8.3 Outlook.....	16
<b>9. Financial Overview (April – December 2025) .....</b>	<b>16</b>
9.1 Overview .....	16
9.2 Income.....	16
9.3 Expenditure .....	16

9.4 Financial Performance .....	17
9.5 Assets and Resource Mobilization.....	17
9.6 Financial Management and Accountability .....	17
<b>10. CONCLUSION .....</b>	<b>17</b>

## 1. EXECUTIVE SUMMARY

The period from April to December 2025 marks the foundational phase in the establishment of Earth Synergy Initiative (esi) as a legally recognized, policy-driven, and operationally capable non-profit organization in Ghana and across West Africa.

During this period, esi successfully transitioned from concept to a fully registered institution. The organization was incorporated as a Company Limited by Guarantee under Ghana's Companies Act, 2019 (Act 992) in July 2025, subsequently registered at the municipal level, and granted a National Non-Profit Organization licence by the Department of Social Welfare in October 2025. These milestones established esi as a compliant and credible entity, capable of engaging in partnerships and pursuing funding opportunities.

Significant progress was also made in building a robust institutional framework. esi established its Executive Council (Board of Directors) and developed key internal policies, including Human Resources, Financial Management, and Environmental and Social Safeguards policies. Together, these elements provide a strong foundation for governance, accountability, and operational effectiveness.

Beyond institutional setup, esi demonstrated early strategic positioning through active engagement with national and international partners. Notably, the organization engaged with Ghana's Ministry of Fisheries and Aquaculture (MoFA) and initiated discussions with international partners, including the United States Department of State. esi also contributed to regional and global environmental processes, reinforcing its role as an emerging policy and knowledge actor.

A major achievement during the reporting period was the development of a pipeline of high-quality technical proposals and initiatives. These include a regional study on threatened species and ecological connectivity in West Africa, contributions to a transboundary landscape conservation program in the Nimba region, and the development of a regenerative development initiative in Ghana. While these initiatives are at different stages of development, they demonstrate esi's strong technical capacity and readiness to implement impactful programs.

Financially, esi operated with a lean and disciplined structure, relying primarily on member contributions. Total income and expenditure for the period amounted to GHS 16,211.24, with resources strategically allocated to institutional setup, including equipment, digital systems, and registration processes. The organization also benefited significantly from in-kind contributions, enabling it to establish its operational base efficiently.

Despite some expected startup challenges, including registration-related delays and resource constraints, esi successfully achieved the majority of its planned activities for the reporting period. The organization demonstrated strong adaptability and strategic focus, ensuring steady progress toward its Year 1 objective.

Looking ahead, esi will focus on consolidating its institutional framework, strengthening human resources, securing sustainable funding, and transitioning into full program implementation. With its foundations firmly in place, esi is well

positioned to scale its activities and contribute meaningfully to biodiversity conservation, climate resilience, and sustainable development in West Africa.

## **2. ORGANIZATIONAL OVERVIEW**

### **2.1 Legal Status**

Earth Synergy Initiative (esi) is established as a private company limited by guarantee under the *Companies Act, 2019 (Act 992) of Ghana*. The organization operates as a not-for-profit entity, with its income and assets applied solely towards the promotion of its objectives. In line with its legal status, no portion of esi's income is distributed to members.

esi is governed by an Executive Council (Board of Directors), which provides strategic oversight and ensures compliance with statutory and fiduciary obligations. The organization is required to maintain proper accounting records and prepare annual financial statements in accordance with national legal requirements.

### **2.2 Mandate and Areas of Work**

esi is a not-for-profit public service organization working across West Africa and beyond to advance inclusive and sustainable environmental solutions. Its mandate is centered on addressing the interlinked challenges of biodiversity loss, climate change, and sustainable development through integrated, science-based, and community-driven approaches.

The organization operates across four core thematic areas:

- Biodiversity Conservation and Protected Areas Management
- Climate Resilience and Landscape Restoration
- Sustainable Livelihoods and Nature-Based Enterprises
- Environmental Governance and Regional Collaboration

These areas reflect esi's commitment to tackling environmental challenges holistically, recognizing the strong linkages between ecosystems, livelihoods, and governance systems.

### **2.3 Mission and Strategic Position**

esi's mission is to advance biodiversity conservation, climate resilience, and sustainable livelihoods by promoting inclusive governance, community empowerment, and regional collaboration.

From its inception, esi has positioned itself as a hybrid institution that combines three complementary roles:

- A regional think tank, generating and synthesizing scientific evidence and policy-relevant knowledge;
- A field-oriented organization, grounded in practical experience and community engagement; and

- A policy and partnership convener, facilitating dialogue and collaboration among governments, regional institutions, development partners, and local stakeholders.

This integrated positioning allows esi to bridge the gap among research, implementation, and policy, ensuring that knowledge is translated into actionable solutions and that field experiences inform regional and global decision-making processes.

## 2.4 Core Values

esi's work is guided by a set of core values that define its identity, shape its institutional culture, and inform its engagement with partners and communities. These values are encapsulated in four key principles:

- **Mission** – A strong commitment to conserving biodiversity, restoring ecosystems, promoting sustainable livelihoods, and fostering inclusive environmental governance across Africa.
- **Evidence** – A dedication to grounding all actions and decisions in robust scientific knowledge, local expertise, and continuous learning.
- **Partnership** – A belief in collaboration as a central pillar of impact, bringing together governments, communities, civil society, and the private sector.
- **Impact** – A results-oriented approach focused on delivering measurable, lasting, and high-quality outcomes.

These values are further reinforced by a commitment to professionalism, integrity, inclusivity, and respect for both people and nature, ensuring that esi's interventions are not only effective but also equitable and sustainable.

## 3. GOVERNANCE AND INSTITUTIONAL SETUP

### 3.1 Governance Structure

esi is governed by an **Executive Council**, which serves as the Board of Directors and provides overall strategic direction, oversight, and accountability. The Executive Council is responsible for ensuring that the organization operates in accordance with its mandate, legal obligations, and best practices in governance.

In line with the Constitution of esi, the Executive Council exercises powers consistent with the provisions of the *Companies Act, 2019 (Act 992)* and is entrusted with guiding the organization's strategic orientation, approving key policies, and overseeing financial and operational performance.

The Council comprises professionals with diverse expertise in environmental management, governance, and development, reflecting esi's multidisciplinary approach. Operational management is delegated to the Executive Director and the management team, ensuring a clear separation between governance and day-to-day implementation.

This governance structure enables esi to maintain a high standard of transparency, accountability, and strategic coherence as it develops its programs and partnerships.

### **3.2 Institutional Development (April – December 2025)**

The period from April to December 2025 marked a foundational phase in the institutional development of esi. During this time, the organization focused on establishing the legal, policy, and administrative frameworks necessary for effective and compliant operations.

#### **Constitutional Framework**

A key milestone during the reporting period was the finalization of esi's Constitution, which defines the organization's legal identity, governance structure, membership provisions, and operational principles. The Constitution provides the formal basis for decision-making processes, roles and responsibilities of the Executive Council, and compliance with statutory requirements under Ghanaian law.

#### **Policy Development**

To ensure strong institutional governance and readiness for program implementation and partnerships, esi developed a suite of core policies during the reporting period:

##### **Human Resources Policy**

The Human Resources Policy establishes guidelines for the recruitment, management, and development of staff, consultants, interns, and volunteers. It reflects esi's commitment to professionalism, equity, inclusivity, and compliance with national labour laws and international best practices. The policy also defines employment categories, working conditions, performance management systems, and staff welfare provisions.

##### **Financial Policy**

The Financial Policy provides a comprehensive framework for financial management, accountability, and internal control. It outlines procedures for budgeting, accounting, reporting, auditing, and risk management, ensuring transparency and responsible stewardship of resources. The policy also aligns esi's financial practices with national legal requirements and international accounting standards, including the preparation of annual financial statements and audits.

##### **Environmental and Social Safeguards Policy**

The Environmental and Social Safeguards Policy establishes a structured approach for identifying, assessing, and mitigating environmental and social risks associated with esi's activities. It aligns with international frameworks such as the World Bank Environmental and Social Framework and the IFC Performance Standards, and integrates key considerations such as gender inclusion, community engagement, climate risks, cultural and conflict sensitivity.

## Institutional Readiness

The development of these foundational documents during the reporting period demonstrates esi's commitment to building a robust institutional framework from the outset. By prioritizing governance, compliance, and policy coherence early in its lifecycle, esi has positioned itself as a credible and reliable partner for governments, donors, and regional institutions.

### 4. STRATEGIC OBJECTIVE FOR YEAR 1

The first year of operations (April 2025 – March 2026) represented a foundational phase for Earth Synergy Initiative (esi), focused on establishing the organization as a credible, functional, and strategically positioned institution. The overarching strategic objective for Year 1 was:

*“To establish esi as a legally recognized, well-governed, policy-driven, and operationally capable organization that can effectively engage in strategic partnerships and resource mobilization across West Africa.”*

This objective reflects the priority placed on building strong institutional systems and governance structures before scaling programmatic interventions.

During the reporting period (April–December 2025), efforts were concentrated on four interrelated pillars:

- **Legal establishment and compliance:** Advancing the registration process and ensuring alignment with national regulatory requirements under the Companies Act, 2019 (Act 992).
- **Governance and institutional framework development:** Establishing the Executive Council, finalizing the Constitution, and developing core organizational policies to guide operations.
- **Operational readiness and systems development:** Setting up essential administrative, financial, and communication systems, including procurement of equipment and development of institutional tools.
- **Partnerships and strategic positioning:** Initiating engagement with key government institutions, development partners, and regional stakeholders to position esi as a credible technical partner.

Together, these efforts were designed to ensure that esi is not only legally established, but also institutionally robust, strategically aligned, and ready to deliver high-impact programs and partnerships in subsequent phases of its development.

### 5. ACTIVITIES AND ACHIEVEMENTS (APRIL – DECEMBER 2025)

#### 5.1 Institutional Setup and Governance

The period from April to December 2025 marked a major milestone phase for esi, during which the organization transitioned from concept to a formally established and operational entity.

## **Legal Registration and Recognition**

A key achievement during the reporting period was the successful completion of esi's legal registration processes in Ghana. This included:

- Incorporation as a Company Limited by Guarantee under the *Companies Act, 2019 (Act 992)*, formalized on 30 July 2025 (Certificate of Incorporation)
- Registration with the Adenta Municipal Assembly, confirming esi's recognition as a Non-Profit Organization at the local government level
- Issuance of a National Non-Profit Organization Licence by the Department of Social Welfare under the Ministry of Gender, Children and Social Protection, dated 31 October 2025, and valid until October 2026

These steps collectively established esi as a fully recognized and compliant non-profit organization in Ghana, enabling it to legally operate, engage partners, and pursue funding opportunities.

## **Governance and Board Structuring**

During the reporting period, esi operationalized its governance structure through the establishment of its Executive Council (Board of Directors), as defined in its Constitution. The Board provides strategic oversight and ensures that the organization adheres to its mission, values, and legal obligations.

Clear roles were established between governance and management, with the Executive Director leading day-to-day operations under the guidance of the Board. This structure ensures accountability, transparency, and effective decision-making.

## **Policy Development and Institutional Frameworks**

To support its operations and ensure compliance with national and international standards, esi developed a comprehensive set of core policies:

- Human Resources Policy, defining staffing structures, recruitment procedures, and working conditions
- Financial Policy, establishing systems for budgeting, accounting, reporting, and internal controls
- Environmental and Social Safeguards Policy, providing a framework for managing environmental and social risks and ensuring responsible implementation of activities

The development of these policies represents a significant achievement for a newly established organization and demonstrates esi's commitment to professionalism, accountability, and operational readiness.

## **5.2 Partnerships and External Engagement**

Despite being in its first year of operation, esi made significant progress in establishing strategic partnerships and institutional relationships, positioning itself as a credible actor in the environmental and development landscape.

## **Engagement with Government Institutions**

esi engaged closely with the Ministry of Fisheries and Aquaculture (MoFA) in Ghana, including facilitating and supporting strategic discussions related to sectoral priorities. This engagement represents a flagship achievement, demonstrating esi's ability to operate at a high policy level from its inception.

## **Engagement with National Institutions and the Private Sector**

esi participated in the Environment Week organized by the Ghana Airports Company Limited (GACL), where it delivered a technical presentation on wildlife trafficking and its implications for aviation, security, and public health.

This engagement provided an opportunity for esi to interface directly with aviation stakeholders and contribute to national discussions on environmental security within Ghana's emerging 24-hour economy. It demonstrates esi's ability to engage beyond the environmental sector and support cross-sectoral solutions linking biodiversity conservation, transport systems, and national security.

## **International Engagement**

esi also initiated engagement with international partners, including the United States Department of State, exploring opportunities for collaboration on environmental governance and conservation issues.

## **Contribution to Regional and Global Initiatives**

During the reporting period, esi contributed to several regional and international processes, including:

- Engagement with initiatives under CITES, CMS, and the Abidjan Convention: In partnership with the CMS Convention and IUCN, esi contributed to the update of an Abidjan Aquatic Wildlife Action Plan for the Abidjan Convention. With support and formal endorsement from the Wildlife Division of Ghana, esi registered with the Convention on International Trade in Endangered Species of wild fauna and flora (CITES) and registered for the Conference of the Parties (COP20) but was unable to attend due to financial constraints.
- Participation in preparatory processes for regional environmental programs and dialogues: Working with Born Free USA, esi facilitated a process on behalf of the Environment Directorate of ECOWAS, to help West African delegates and CITES Management Authorities prepare for the planned meeting of Wildlife Enforcement Networks that was scheduled for the CITES COP20. This included drafting of strategic documents and facilitating several Zoom meetings of all West African delegates as members of the West Africa Network for Combatting Wildlife Trafficking.
- Support to the development of action plans and strategic frameworks related to biodiversity conservation and environmental governance: Working in support of Kanko (a consulting firm based in Ghana), esi personnel led the drafting of a Sierra Leone National Biodiversity Strategy on behalf of the Environmental Protection Agency of Sierra Leone. In These

contributions demonstrate esi's early positioning as a regional knowledge and policy actor, capable of engaging with both national and international stakeholders.

### **5.3 Resource Mobilisation**

A key area of achievement during the reporting period was the development of high-quality technical proposals and concept notes, which demonstrate esi's strong technical capacity and strategic positioning, even prior to securing large-scale funding.

#### **Regional Biodiversity and Connectivity Study (RAMPAO)**

esi led the preparation of a technical proposal for a regional study on threatened species and ecological connectivity in West Africa, in response to a call from RAMPAO. The proposal outlines a comprehensive, science-based approach combining spatial analysis, stakeholder engagement, and policy integration to support biodiversity conservation at a regional scale. A response from RAMAPO is still awaited.

#### **EU/Nimba Transboundary Landscape Proposal**

esi contributed to the development of a major proposal under a European Union funding window focused on the Nimba-Diécké transboundary landscape, in partnership with international organizations. This proposal addresses biodiversity conservation, ecological connectivity, and sustainable livelihoods across Guinea, Côte d'Ivoire, and Liberia. A response from WWF is still awaited.

#### **Regenerative Ghana Initiative (Shama District)**

esi engaged a consortium including Metabolic Ventures, Climate KIC and the Integrated Action for Development Initiatives (IADI), in the development of the Regenerative and Circular Ghana initiative, focusing on the Shama District. This initiative aims to support a long-term socio-economic and ecological transition based on circular economy principles, community resilience, and sustainable livelihoods, with implementation envisaged from 2026. Approval for implementation of this activity as a six-month pilot (from January 2026 to July 2026) was secured.

#### **Strategic Significance**

Although these initiatives were at the proposal and development stage, they demonstrate strong technical expertise and analytical capacity; ability to engage with major donors and international partners; development of a pipeline of high-impact projects; and clear alignment with regional and global environmental priorities

### **5.4 Communications and Visibility**

During the reporting period, esi made important progress in establishing its institutional identity and visibility.

Key achievements include:

- Development of esi's brand identity, including logo, color scheme, and templates
- Establishment of a social media presence, particularly on Facebook<sup>1</sup>, and LinkedIn<sup>2</sup> to engage stakeholders and share updates
- Production of initial communication materials, including presentations, banners, and institutional documents
- Development of a Communications and Brand Strategy, outlining esi's approach to visibility, outreach, and stakeholder engagement

These efforts have laid the foundation for esi to build recognition and credibility among its priority audiences, including governments, donors, and partners.

### **5.5 Assets and Institutional Resources**

During the reporting period, esi established its initial operational capacity through a combination of strategic procurement and in-kind contributions.

#### **Equipment and Infrastructure**

Key assets acquired or mobilized include:

- Laptop and printer for administrative and technical work
- Projector for meetings and presentations
- Office furniture and workstation setup
- Branding materials, including pull-up banners and display frames

These assets are recorded in esi's Fixed Asset Register, which ensures proper tracking and accountability.

#### **In-Kind Contributions and Resource Efficiency**

A significant proportion of esi's operational resources were provided through in-kind contributions from founding members, including equipment and workspace support. This approach enabled the organization to minimize startup costs while ensuring operational functionality.

#### **Operational Setup**

The organization established its basic operational systems, including: Digital tools and subscriptions for communication and coordination; Administrative and financial systems; Basic logistics and communication infrastructure. These investments ensured that esi is fully operational and capable of delivering its mandate.

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<sup>1</sup> <https://web.facebook.com/profile.php?id=61576154485876>

<sup>2</sup> [\(32\) earth synergy initiative - esi: Posts | LinkedIn](#)

## 6. PERFORMANCE AGAINST OPERATIONAL PLAN (APRIL – DECEMBER 2025)

During the reporting period, esi implemented activities corresponding to its Year 1 Operational Plan (April 2025 – March 2026). Activities planned for the final quarter (January–March 2026) are not included in this report and will be assessed in the subsequent reporting cycle.

Overall, performance during the period reflects strong progress in institutional establishment, governance, and strategic positioning, with most foundational activities either completed or significantly advanced. Some activities experienced minor delays, primarily due to dependencies related to registration processes and sequencing of institutional setup.

### 6.1 Summary of Performance

Planned Activity	Status	Remarks
Registration of esi as a legal entity	Completed	Certificate of Incorporation obtained (July 2025); NPO licence secured (October 2025)
Registration with local authorities (Municipal level)	Completed	Registered with Adentan Municipal Assembly
Finalization of Constitution	Completed	Constitution adopted and operationalized
Establishment of Executive Council (Board)	Completed	Governance structure operational
Development of HR Policy	Completed	Policy finalized and guiding staffing framework
Development of Financial Policy	Completed	Financial systems established and operational
Development of Environmental & Social Safeguards Policy	Completed	Policy aligned with international standards
Opening of institutional bank account	Completed	Enabled financial transactions and accountability
Development of Communications & Brand Strategy	Completed	Strategy document finalized
Establishment of social media presence	Completed	Facebook and initial outreach platforms active
Development of website	In Progress	Delayed slightly; expected completion in next reporting period

<b>Engagement with MoFAD</b>	Completed / Ongoing	High-level engagement established; strategic collaboration initiated
<b>Engagement with international partners (e.g. US State Dept.)</b>	In Progress	Initial discussions held; partnerships under development
<b>Preparation of technical proposals (RAMPAO, EU/Nimba, Regen Ghana)</b>	Completed	Multiple high-quality proposals submitted/developed
<b>Development of donor database</b>	In Progress	Initial mapping completed; to be expanded
<b>Formalization of partnerships (MOUs)</b>	In Progress	Dependent on ongoing engagements
<b>Organization of board meetings</b>	Partially Completed	Initial meetings held; formal schedule to be regularized
<b>Preparation of internal reporting systems</b>	Completed	Financial and operational tracking systems established

## 6.2 Key Observations

### Strong Institutional Progress

The majority of foundational activities particularly those related to legal registration, governance, and policy development were successfully completed within the reporting period. This represents a significant achievement and provides a solid basis for future operations.

### Strategic Positioning Ahead of Operational Scale

esi moved beyond basic setup to actively engage in government partnerships, international collaboration and proposal development, thus demonstrating that the organization is already functioning as a credible technical and policy actor, even at an early stage.

### Minor Delays and Dependencies

A small number of activities remain in progress, primarily due to sequencing (e.g. website development following branding strategy) or to external dependencies (e.g. partnership formalization). These delays are not structural and are expected to be resolved in the next reporting period.

## 6.3 Overall Assessment

Performance during the April–December 2025 period can be assessed as being “Highly satisfactory for a startup phase”, with strong delivery on core institutional objectives and clear progress toward operational readiness and strategic engagement.

## 7. CHALLENGES AND CONSTRAINTS

As a newly established organization, esi encountered a number of expected startup challenges during the reporting period (April–December 2025). These constraints were largely transitional in nature and are typical of institutions in their early stages of development. Importantly, they did not prevent the organization from achieving its core objectives, but they influenced the pace and sequencing of certain activities.

### 7.1 Registration-Related Delays

One of the primary challenges during the reporting period was the time required to complete the full registration and licensing process.

While incorporation was successfully achieved in July 2025 and the National Non-Profit Organization licence was obtained in October 2025, the period leading up to these milestones limited esi's ability to:

- Formally engage in contractual agreements
- Open and operationalize institutional systems
- Access certain funding opportunities

These delays required careful sequencing of activities, with some operational and partnership-related processes deferred until legal recognition was fully secured.

### 7.2 Institutional Startup Constraints

As a newly established organization, esi operated with limited initial financial and human resources, relying primarily on member contributions and in-kind support.

Key constraints included:

- Limited staffing capacity during the early months
- Absence of fully developed operational systems at the outset
- Need to simultaneously develop governance, policies, and operational tools

Despite these constraints, esi was able to maintain momentum by adopting a lean and adaptive approach, prioritizing critical activities and leveraging the expertise and commitment of its founding members.

### 7.3 Dependency and Sequencing Challenges

Several activities within the operational plan were subject to dependency chains, where progress in one area was contingent on the completion of another. For example:

- Finalization of partnerships and agreements depended on legal registration
- Website development followed the completion of branding and communications strategy

- Resource mobilization efforts depended on institutional credibility and documentation

These interdependencies required a phased approach to implementation and contributed to minor delays in some activities.

#### **7.4 Adaptive Management Response**

In response to these challenges, esi adopted a flexible and strategic approach, including:

- Prioritizing foundational institutional activities
- Advancing technical work (e.g. proposal development) in parallel with registration processes
- Leveraging partnerships and networks to maintain engagement during transitional phases

This approach enabled esi to maintain progress and achieve key milestones, despite the constraints encountered.

#### **7.5 Overall Assessment**

The challenges faced during the reporting period were manageable and largely transitional, reflecting the realities of establishing a new organization. esi demonstrated strong adaptability and strategic focus in navigating these constraints, ensuring that they did not undermine overall performance or institutional development.

### **8. LESSONS LEARNED AND PRIORITIES FOR YEAR 2026**

The first nine months of esi's operations (April–December 2025) provided valuable insights into the processes and requirements of establishing a new organization. These lessons have informed both the refinement of esi's approach and the definition of priorities for the next phase of its development.

#### **8.1 Lessons Learned**

##### **Importance of Sequencing in Institutional Development**

The experience of Year 1 highlighted the importance of careful sequencing of institutional processes. Legal registration, governance structures, policy development, and operational systems are interdependent, and delays in one area can affect progress in others. A structured and phased approach is therefore essential for efficient institutional establishment.

##### **Parallel Development of Policies and Systems**

esi demonstrated that policy development can effectively proceed in parallel with institutional setup processes, rather than being treated as a sequential step. Developing key policies early allowed the organization to rapidly transition into an operational state once legal recognition was secured.

## **Early Engagement in Partnerships**

The reporting period showed that strategic partnerships can be initiated even before full institutional registration is completed. Early engagement with government institutions, development partners, and regional initiatives enabled esi to position itself as a credible organization and build relationships that will support future program implementation and resource mobilization.

## **Value of Lean and Adaptive Approaches**

Operating with limited resources required esi to adopt a lean, flexible, and adaptive approach, prioritizing critical activities and leveraging in-kind contributions. This approach proved effective in maintaining momentum and achieving key milestones during the startup phase.

## **8.2 Priorities for Year 2 (January – December 2026)**

Building on the achievements and lessons of Year 1, esi will focus on transitioning from institutional establishment to operational expansion and program implementation in 2026.

Key priorities include:

### **Completion of Institutional Compliance**

- Registration with the Ghana Revenue Authority (GRA)
- Strengthening compliance with national regulatory and financial requirements

### **Strengthening Governance and Policy Frameworks**

- External expert review of core institutional policies
- Formal adoption and validation of all policies by the Executive Council
- Continuous improvement of governance systems and internal procedures

### **Human Resource Development**

- Recruitment of core staff to support program implementation
- Development of internal capacity across technical, administrative, and operational functions
- Establishment of clear roles and responsibilities within the organization

### **Resource Mobilization and Financial Sustainability**

- Securing funding for 2026 operations
- Developing a diversified and sustainable funding strategy
- Building long-term funding streams through partnerships with donors, governments, and the private sector

## **Program Implementation**

- Transition from proposal development to implementation of priority projects and initiatives
- Strengthening field presence and operational activities
- Delivering measurable results aligned with esi's thematic areas

## **Monitoring, Evaluation, and Strategic Learning**

- Establishment of monitoring and evaluation systems
- Periodic assessment of organizational performance and program outcomes
- Updating of the strategic plan and operational plans based on lessons learned and evolving priorities

### **8.3 Outlook**

The transition from 2025 to 2026 marks a shift from institutional establishment to operational delivery. With its legal status secured, governance structures in place, and strategic positioning established, esi is well positioned to scale its activities and deepen its impact.

The lessons learned during the reporting period provide a strong foundation for this next phase, ensuring that esi's growth is both strategic and sustainable.

## **9. Financial Overview (April – December 2025)**

### **9.1 Overview**

During the reporting period, esi operated with a lean financial structure focused on institutional establishment and operational readiness. The organization relied primarily on member contributions, which were strategically allocated to support startup activities.

### **9.2 Income**

Total income for the period amounted to GHS 16,211.24, derived entirely from member contributions

### **9.3 Expenditure**

Total expenditure for the reporting period was GHS 16,211.24, fully aligned with available resources

Expenditures were distributed as follows:

- Equipment: GHS 5,470.00
- Subscriptions and digital tools: GHS 5,456.71
- General operational expenses: GHS 2,406.73
- Registration and licensing: GHS 2,104.00
- Communication (call credit): GHS 610.00
- Bank charges: GHS 163.79

## 9.4 Financial Performance

The organization recorded:

- No surplus or deficit for the period

This reflects a balanced and controlled financial approach, consistent with esi's startup phase and commitment to prudent financial management.

## 9.5 Assets and Resource Mobilization

esi established its operational capacity through a combination of:

- Strategic expenditures on essential equipment
- Significant in-kind contributions from founding members

Key assets include:

- Office equipment (laptop, printer, projector)
- Branding and communication materials (pull-ups, flyers)

These contributions enabled esi to operate efficiently while minimizing financial overhead.

## 9.6 Financial Management and Accountability

Financial management during the period adhered to the principles outlined in esi's Financial Policy, including:

- Full documentation of expenditures
- Transparent use of funds
- Alignment with organizational objectives

## 10. CONCLUSION

The April–December 2025 period represents a successful foundational phase for Earth Synergy Initiative (esi), during which the organization established its legal status, governance structures, operational systems, and strategic positioning.

Despite operating under typical startup constraints, esi achieved the majority of its planned objectives and demonstrated strong institutional discipline, technical capacity, and early engagement with key national and international partners.

With its institutional foundations now firmly in place, esi is well positioned to transition into full program implementation, expand partnerships, and contribute meaningfully to biodiversity conservation, climate resilience, and sustainable development in Ghana and across West Africa.

## REPORT PREPARATION AND ACKNOWLEDGEMENTS

This report was prepared by the Earth Synergy Initiative (esi) team, under the leadership of the Executive Director. Contributing Authors are:

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Financial and administrative information contained in this report is based on internal records maintained in accordance with esi's Financial Policy and applicable national regulations.



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