

TERMS OF REFERENCE

CONSULTANT-LED LEARNING ENDLINE EVALUATION

SEPTEMBER 2026 TO DECEMBER 2026

PROJECT TITLE: GENDER TRANSFORMATIVE CLIMATE ADAPTATION

INTRODUCTION

Canadian Lutheran World Relief (CLWR) is a charitable not-for-profit organization that challenges and responds to the injustices that cause human suffering and poverty. Supported by Lutheran Churches and donors in Canada, including the Government of Canada, we work in the areas of humanitarian response, sustainable livelihoods, education and skills and refugee sponsorship.

The Lutheran World Federation (LWF) brings together 153 Lutheran churches representing more than 78 million Christians in 99 countries. Its humanitarian and development arm, World Service, was created in 1952 after the Second World War.

We are particularly known for our timely, compassionate, and professional humanitarian work, and for our field presence in hard-to-reach areas. Our work is people-centered and community-based. Above all, we work with the most vulnerable, and to claim and uphold their rights, we engage proactively with local government and community structures.

CLWR and LWF jointly manage the Gender Transformative Climate Adaptation Project funded by the Global Affairs Canada (GAC) and Canadian Lutheran World Relief (CLWR) through the Partnering for Climate funding envelope. CLWR and LWF World Service (LWF Geneva, LWF Chad and LWF Cameroon) are implementing this project in the transnational catchment area of the Logone et Chari River system, using Nature-based Solutions (NbS) to help countries, communities, and people in this area – a particularly climate-vulnerable region – to become more resilient to the impacts of climate change and to tackle the drivers of biodiversity loss.

As the project approaches completion, CLWR and LWF will undertake a coordinated endline process consisting of four complementary components:

- Endline Outcome Evaluation;
- Consultant-Led Learning Endline Evaluation;
- Peer-to-Peer Learning Session;
- Final Stakeholder Capitalization Workshop.

The four endline components are intended to be complementary and mutually reinforcing. The Endline Outcome Evaluation will focus on assessing project results against the Performance Measurement Framework (PMF), including outcome indicators and reporting requirements. In contrast, the Consultant-Led Learning Endline Evaluation, which is the subject of this Terms of

Reference, will build upon the available findings to examine how the project contributed to the development of resilient livelihoods among project participants, including livelihood and resilience outcomes, pathways of change, and lessons that are not fully captured through routine monitoring and quantitative indicators. Findings will be used to identify practical lessons and recommendations for future Nature-based Solutions programming.

Findings from the Learning Evaluation will inform an internal Peer-to-Peer Learning Session organized by CLWR and LWF. The consultant will also synthesize the evaluation findings into practical learning products that can be used by LWF during the Final Stakeholder Capitalization Workshop.

PURPOSE OF THE EVALUATION

The Consultant-Led Learning Endline Evaluation will complement the Endline Outcome Evaluation by examining how the GTCA project contributed to the development of resilient livelihoods among project participants. It will place particular emphasis on livelihood and resilience outcomes, including dimensions that extend beyond those explicitly measured through the Performance Measurement Framework (PMF), and will explore the contribution of different interventions and combinations of interventions, pathways of change, and the sustainability of these outcomes.

The evaluation will examine both intended and unintended impacts on livelihoods and resilience and identify the factors, intervention pathways, and contextual conditions that contributed to or limited these outcomes. It will also explore the effectiveness of the project's integrated approach combining Nature-based Solutions (NbS), multiple diverse livelihoods, governance, gender equality, and conflict-sensitive programming.

Particular attention should be given to understanding the interventions that contributed to livelihood and resilience outcomes, including food security, household income, income diversification, the ability to meet basic household needs, savings and financial security, asset accumulation, reduced vulnerability to climate and economic shocks, community empowerment and leadership, and other locally relevant outcomes identified through the evaluation. The evaluation should also examine the sustainability of these outcomes and their implications for future Nature-based Solutions programming.

The evaluation should generate practical and actionable recommendations that can be used by CLWR, LWF, and other stakeholders to improve future programming.

FOCUS AND SCOPE OF THE EVALUATION

The GTCA project uses an integrated, multisectoral approach that brings together interventions across four broad project domains. These domains are presented here to provide context on the project's overall approach and are not intended to define the primary scope of the Learning Evaluation:

1. Nature-Based Solutions and Climate-Resilient Production Systems, including irrigated gardens, rain-fed agriculture, sustainable fisheries, livestock production practices, reforestation, agroforestry, and assisted natural regeneration;

2. Livelihood Diversification and Economic Resilience, including nurseries, value-chain development, sustainable fisheries livelihoods, village savings and loan associations (VSLAs), and other income-generating activities;

3. Community Governance and Social Cohesion, including eco-clubs, reforestation committees, women's groups, positive masculinity groups, peace committees, disaster risk reduction committees, and other community-based governance structures;

4. Enabling Environment and Partnerships, including engagement with local authorities, technical services, research institutions, and other stakeholders supporting long-term sustainability and scaling of project approaches.

Within this broader project context, primary data collection of the Learning Evaluation will focus specifically on **three priority intervention areas** selected for more in-depth examination of their contribution to livelihood and resilience outcomes:

- Agricultural training and climate-resilient agricultural practices;
- Village Savings and Loan Associations (VSLAs) and income-generating activities (IGAs) supported through the project's special funds; and
- Solar-powered irrigation systems, including associated Water User Associations and community management structures.

Primary data collection should be centred on these three priority intervention areas and the experiences of participants directly involved in them. The evaluation should examine how these interventions contributed to livelihood and resilience outcomes, the sustainability of those outcomes, and lessons for future programming.

Other project interventions are not expected to be the subject of separate primary data collection or assessment. Rather, they should be considered as potential contributing or enabling factors where they help explain the outcomes associated with the three priority intervention areas. This analysis should draw primarily on existing project documentation and other secondary data, while also considering relevant information that emerges through primary data collection focused on the priority interventions.

Annex 2 provides further details on the three priority intervention areas and the broader project interventions that may be relevant as contributing or enabling factors.

Primary data collection will focus on two project intervention areas: Lac Province in Chad and the Logone-et-Chari Department in the Far North Region of Cameroon.¹ The evaluation will include visits to a minimum of three project communities in each intervention area.

Proposed communities, site visits and travel plans will be determined in consultation with CLWR and LWF and reviewed by LWF security personnel. Locations may need to be adjusted, including the selection of alternative communities, if security conditions require.

¹ There are 3 project areas: 1. Lac Province in Chad 2. Chari-banguirmi Province/9th Arrondissement of N'Djamena in Chad 3 Logone et Chari Department in the Far North Region of Cameroon

The consultant is expected to build upon and synthesize initial findings from the Endline Outcome Evaluation, scheduled to take place in October 2026, and other project documentation. Primary data collection should be used strategically to deepen understanding of livelihood and resilience outcomes, sustainability, contribution pathways, and strategic lessons rather than to replicate data collection or analysis already undertaken through the Outcome Evaluation.

EVALUATION USERS

This evaluation process is intended to meet the needs of the following key stakeholders:

- **Community Members:** Project participants are knowledgeable about their adoption of NbS practices and are interested in providing input to improve the implementation and impact in their communities.
- **Lutheran World Federation:** LWF is seeking to understand the value of these NbS practices and guide their programming to enhance the adoption rate of these techniques and sustain these resiliency gains in the communities after projects conclude.
- **Canadian Lutheran World Relief:** CLWR seeks to generate practical lessons that can strengthen future Nature-based Solutions programming, proposal development, and organizational learning.

KEY LEARNING OBJECTIVES AND QUESTIONS

LEARNING OBJECTIVES	KEY EVALUATION QUESTIONS
#1. Livelihoods outcomes and contribution	1. What are the most significant changes in livelihood (as defined in the ToR) experienced by participants as a result of the project? 2. How did these changes differ among women, men, youth, and other participant groups? 3. Which interventions or combinations of interventions contributed most to these changes and why?
#2. Sustainability	4. Which priority interventions appear most likely to continue after the project ends? Who is most likely to maintain or benefit from them? 5. What factors will help or hinder the continuation of the three priority interventions after the project ends? 6. Which priority intervention are most likely to be adopted by others beyond the original project participants?
#3. Lessons learned	7. What unexpected outcomes emerged? 8. What lessons can be learned from the successes and challenges of combining Nature-based Solutions, livelihood activities, community governance, and inclusion approaches?
#4. Strategic Prioritization and Future Investment	9. Which interventions, or combinations of interventions, appear to provide the greatest and most lasting benefits for participants?

	10. If fewer resources were available in the future, which interventions should be prioritized and which could be reduced while still maintaining the greatest benefits for communities? 11. What factors should guide decisions about future Nature-based Solutions and livelihood programming? 12. What important gaps in the project's approach to livelihoods, if any, could be addressed to strengthen livelihood and resilience outcomes in future programming?
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Throughout the evaluation, the consultant should consider:

- Gender equality and inclusion;
- Sustainability and local ownership;
- Participation and community engagement;
- Differences in outcomes among participant groups;
- Unintended positive and negative outcomes;
- Implications for scaling and replication.

The evaluation should identify interventions or combinations of interventions that appear to generate the strongest and most sustainable livelihood outcomes and assess their potential for future investment, replication, and scaling.

PROPOSED EVALUATION METHODS

The purpose of this Learning Evaluation is not to repeat findings from the Endline Outcome Evaluation or other project assessments. Rather, it is intended to build upon existing evidence and generate deeper learning related to livelihood outcomes, sustainability, and future programming priorities.

As such, the consultant is expected to place significant emphasis on the review and synthesis of existing project documentation prior to primary data collection.

The methodology should include:

- Comprehensive review of key project documents, including:
 - Project Implementation Plan, including theory of change;
 - Performance Measurement Framework;
 - The most recent annual report and project operations report;
 - Midline and Endline Outcome Evaluation reports;
 - Studies, assessments, and learning documents produced during implementation;
- A synthesis of existing evidence to identify:

- What is already known;
 - Remaining knowledge gaps;
 - Areas requiring deeper exploration through qualitative inquiry.
- Key informant interviews with CLWR and LWF management, technical advisors, project managers, and PMER staff, and selected field implementation staff to understand implementation decisions, perceived successes and challenges, sustainability considerations, and lessons for future programming.
 - Focus group discussions and key informant interviews with selected project participants and local stakeholders, including local authorities, to explore livelihood outcomes, sustainability, and factors influencing success or failure.
 - Site visits and direct observation of selected interventions.

The consultant should allocate sufficient time for interviews and reflection sessions with CLWR and LWF management, technical staff, and PMER personnel. These consultations should be considered a core source of evidence rather than a supplementary activity.

Primary data collection should be used strategically to deepen understanding of key learning questions and should not duplicate information already available through project monitoring systems or the Endline Outcome Evaluation.

The consultant may propose additional participatory learning methods, case studies, outcome harvesting techniques, or other approaches deemed appropriate to answer the Key Learning Questions

The consultant is expected to outline the specific methodology to be employed in an inception report, which will be subject to approval by CLWR and LWF.

DELIVERABLES

The consultant's work will be conducted in Chad and Cameroon. Based on the sampling methodology proposed by the consultant and validated by CLWR and LWF, LWF will identify potential communities, project participants, and other stakeholders from which the consultant will make the final selection. LWF will also facilitate access to selected project communities and will support with logistics as necessary and appropriate. The consultant will be responsible for coordinating fieldwork arrangements in close collaboration with LWF, including the scheduling and organization of KIIs, FGDs, site visits, and related logistical needs.

The consultant will deliver the following:

Inception

- **Facilitate Inception Meeting:** The consultant will meet with LWF and CLWR to discuss the scope of the Learning Evaluation to understand the background and context more thoroughly, and develop a shared understanding of the evaluation purpose, learning objectives, and expected outputs. The consultant, LWF and CLWR will agree on next steps, communication mechanisms, timelines, and responsibilities.

- **Develop Inception Report and Work Plan:** The consultant will develop a work plan that operationalizes the objectives of the Learning Evaluation and outlines the proposed methodology, and aligns data collection with the Endline Outcome Evaluation to minimize duplication. The inception report and workplan should include:
 - Summary of the evaluation purpose, learning objectives, and key evaluation questions;
 - Synthesis of Existing Evidence and Remaining Learning Priorities, including:
 - Summary of key findings from the review of project documentation;
 - Identification of evidence gaps and remaining learning needs;
 - Preliminary observations related to livelihood outcomes, sustainability, and future programming priorities;
 - Proposed areas for deeper exploration through primary data collection.
 - Detailed timeline;
 - Geographic scope and coverage;
 - Proposed evaluation approach, methodology, sample selection strategy, and data collection methods, including how evidence will be collected and analyzed to answer the Key Learning Questions;
 - Proposed sample and participant selection strategy;
 - Data collection tools, including:
 - Key Informant Interview guides;
 - Focus Group Discussion guides;
 - Other tools deemed necessary by the consultant;
 - Data management and quality assurance;
 - Travel and logistical considerations (as relevant);
 - Ethics and protection considerations;
 - Limitations and mitigation measures;
 - Detailed data collection tools as annexes;
 - Any additional elements deemed necessary by the consultant.

Data collection, Analysis and Synthesis

- **Data Collection:** Collect data as detailed in the approved inception report and work plan
- **Present Initial Findings During the Data Collection Visit:** The consultant will prepare and present initial findings to CLWR and LWF staff in a debrief immediately following data collection, while still in the field. This deliverable is intended to support organizational learning and reflection and is not intended to replace the validation exercise.
- **Plan and facilitate an online validation exercise:** The consultant will facilitate a validation exercise with CLWR and LWF to review and discuss findings, conclusions, and recommendations prior to drafting the evaluation report. The consultant will document key feedback and indicate how comments were addressed in the draft report.

Final Report and Learning Products

- **Draft Evaluation Report:** A comprehensive report, no more than 40 pages (excluding annexes), using the template provided, covering the program evaluation structured as follows:

- Executive Summary
- Introduction and Background
- Methodology (including the limits of the evaluation)
- Findings organized around the key learning questions
- Lessons Learned;
- Recommendations for future programming;
- Conclusion;
- Annexes (e.g., data collection tools, list of interviewees);
- Photos, graphics and charts in an editable format for future use by CLWR and LWF
- **Prepare the Learning Package:** The consultant will prepare a package of practical learning products to support project close-out, organizational learning, and dissemination of findings. The package should include:
 - Two-page stakeholder summary, including lessons learned;
 - Sustainability Matrix;
 - Recommendations Matrix;These materials should be designed for use by LWF during the Final Stakeholder Capitalization Workshop and for future programming design. The Sustainability and Recommendations Matrices should be prepared using the templates provided by CLWR and LWF.
- **Final Report:** A revised report incorporating stakeholder feedback.
- **A PowerPoint presentation:** The consultant will prepare and deliver an online presentation of the final report to CLWR and LWF. The presentation should summarize:
 - Evaluation purpose and methodology;
 - Key findings;
 - Conclusions;
 - Lessons learned;
 - Recommendations.
- **Dataset and Supporting Documentation:** The consultant will submit anonymized copies of all data collected through the evaluation. This should include, where applicable:
 - Interview notes and transcripts;
 - Focus group discussion notes and transcripts;
 - Observation notes;
 - Qualitative coding frameworks;
 - Cleaned datasets;
 - Photographs, graphics, charts, and visual materials in editable formats.All datasets and supporting documentation should be submitted in accessible formats (e.g., Excel, Word, PowerPoint) and accompany the final report.

TIMELINE OF THE EVALUATION

The evaluation exercise will follow this indicative timeline with estimated levels of effort for each phase:

Evaluation Phases and Activities	Deliverables	Due Dates	Estimated Level of Effort (days)
Inception			
Review project documentation, including PMF, annual reports, project studies, and Outcome Evaluation workplan and tools	Refined Evaluation Design and finalized data collection tools	September 2026	4
Prepare and facilitate inception meeting	Draft inception report with detailed implementation plan	September 2026	3
Revise inception report and workplan based on LWF and CLWR feedback	Final inception report and workplan	September 2026	2
Data Collection, Analysis and Synthesis			
Conduct KIs, FGDs, site visits, and field observations in Chad and Cameroon	Field notes, interview records, photographs, and other supporting documentation	November 2026	12
Analyze and synthesize findings from fieldwork, document review, and preliminary Outcome Evaluation results	Preliminary findings and emerging recommendations	November 2026	3
Present initial findings at the end of fieldwork and facilitate discussion with LWF and CLWR staff	Presentation materials and summary of participant reflections	November 2026	1
Facilitate validation exercise with CLWR and LWF and incorporate feedback	Validation summary and revised findings	Late November 2026	1
Reporting and Learning Products			
Prepare and submit Draft Learning Evaluation Report	Draft evaluation report	December 1 2026	4
Prepare Learning Package	Stakeholder summary, Sustainability Matrix, and Recommendations Matrix	December 1 2026	2
Revise and submit Final Learning Evaluation Report	Final report	December 15 2026	2
Submit datasets and supporting documentation	Cleaned and anonymized datasets, transcripts, notes, and supporting materials	December 15 2026	2
Total Days			35 days

CONSULTANT QUALIFICATIONS

The consultant (or consultancy team) must have the following qualifications:

- Advanced degree in international development, evaluation, rural development, natural resource management, climate change adaptation, agriculture, social sciences, or related field.
- At least 10 years of experience in program evaluation, applied research, learning reviews, or strategic assessments in international development contexts, preferably in sub-Saharan Africa.
- Demonstrated experience conducting mixed-methods research, including the design and facilitation of key informant interviews, focus group discussions, participatory learning processes, and stakeholder consultations.
- Strong analytical skills and demonstrated ability to identify lessons learned, sustainability factors, contribution pathways, and recommendations from complex development programs.
- Experience evaluating projects related to Nature-based Solutions, climate change adaptation, natural resource management, livelihoods, food security, resilience, or community development.
- Familiarity with integrated programming approaches that combine environmental, livelihood, governance, gender equality, and social cohesion objectives.
- Ability to develop innovative and flexible evaluation designs that support decision-making.
- Fluency and advanced writing skills in French are required. Professional working proficiency in English is strongly preferred. Knowledge of Arabic and local languages is considered an asset.
- High level of familiarity with the social, environmental, and livelihood contexts of Chad and/or Cameroon is strongly preferred.
- Proven ability to work independently, manage timelines, and engage with diverse stakeholders, including community members, local authorities, civil society organizations, and technical service providers.
- Cultural sensitivity and experience working with rural communities, with a demonstrated commitment to gender equality, social inclusion, and participatory approaches.
- Willingness and ability to travel to project locations in Chad and Cameroon, including remote and potentially insecure environments, while adhering to project security protocols.

EVALUATION BUDGET

The anticipated level of effort is approximately 35 days. Applicants should propose the level of effort they believe is necessary to complete the assignment. The financial proposal must be costed by deliverable (as outlined in Annex 1). The financial offer should also include all costs associated with completing the assignment, including consultant fees, international and domestic travel, visas, accommodation, meals and incidentals, translators, enumerators, workshop costs, communications, data collection expenses, report production, and any other costs required to complete the assignment.

CLWR and LWF will provide coordination support, introductions to stakeholders, and assistance with arranging meetings where feasible, but consultants should assume that all costs required to complete the assignment must be included in their financial proposal unless otherwise specified.

All consulting fees will be sent by bank transfer in installments upon receipt and acceptance of deliverables and invoices.

- 30% upon submission of the inception report
- 40% upon submission of the draft report
- 30% upon submission of the final report and learning products

How to Apply:

Candidates should apply by presenting the following to CLWR's Human Resources and Office Administrator at hr@clwr.org by **Friday, August 21, 2026**.

- Brief **cover letter**, explaining how you are uniquely positioned to complete the assignment, including an indication of availability to travel to the region.
- A brief technical proposal (max 4 pages) outlining the approach, methodology, work plan, and timeline.
- A **financial proposal** costed by deliverable (see Annex 1), including daily rate and number of days required to complete each deliverable.
- **CV(s)** detailing relevant education, training, and experience for the consultant or, in the case of a consultancy team, for each proposed team member.
- At least **3 professional references**, including contact details (email and telephone number), that can speak to your experience working on related assignments.
- A relevant **writing sample** that showcases your previous work and demonstrates your capacity to complete the assignment.
- Applicants must disclose any actual, potential, or perceived **conflicts of interest** that could affect the independence of the evaluation.

Proposals will be assessed against predetermined criteria related to the consultant's experience, proposed methodology, qualifications, references, and value for money.

The successful consultant will be required to comply with CLWR's Global Code of Conduct, including provisions related to safeguarding, prevention of sexual exploitation and abuse, fraud, corruption, and conflicts of interest.

Annex 1: Financial Proposal Template

Proposed Dates	Deliverable	Daily Rate (CAD)	# of Days	Total Cost (CAD)
	A. Inception			
	Item			
	Item			
	Subtotal: Inception			
	B. Data Collection, Analysis and Synthesis			
	Item			
	Item			
	Subtotal: Data Collection, Analysis and Synthesis			
	C. Evaluation Report and Learning Products			
	Item			
	Item			
	Subtotal: Evaluation Report and Learning Products			
	E. Other (Add lines as necessary)			
	Add lines as necessary			
	GRAND TOTAL			

Annex 2: Priority Intervention Areas and Other Relevant Project Interventions

This annex provides additional information on the three priority intervention areas that will be the primary focus of the Learning Evaluation, as well as other project interventions that may have contributed to or influenced their livelihood and resilience outcomes. The latter are not expected to be assessed as separate areas of inquiry but should be considered, where relevant, through the review of existing project documentation and other evaluation evidence.

A. Priority Intervention Areas

1. Agricultural Training and Climate-Resilient Agricultural Practices

Agricultural training and climate-resilient practices should be considered in relation to both market gardening and rain-fed crop production.

Intervention	Brief description
Farmer Field Schools (FFS)	Established or strengthened Farmer Field Schools to enable participatory learning, field experimentation, peer-to-peer knowledge exchange, and adaptation of climate-resilient agricultural practices under local conditions.
Improved crop management practices	Promotion of practical crop management techniques including compost production, bio-pesticides, mulching, improved planting density, row planting, transplanting, crop rotation, and other low-cost practices to improve productivity, soil health, and resilience.
Green manure cover crops (GM/CC) and Deep-rooted cover crops	Promotion of legumes and cover crops to improve soil fertility, increase organic matter, suppress weeds, retain soil moisture, and reduce dependence on external inputs. Introduction of deep-rooted species to improve soil structure, enhance infiltration, reduce erosion, and increase drought resilience.
Minimum tillage, planting stations (microdosing) and crop diversification	Reduced soil disturbance combined with planting stations and targeted manure application to improve water infiltration, conserve soil structure, and improve nutrient efficiency. Promotion of more diverse cropping systems to reduce production risk and improve household resilience to climate variability.
Improved water management	Improved soil moisture conservation and water harvesting, together with improved irrigation management practices to strengthen dry-season production.

2. VSLAs and Special-Fund Supported IGAs

Intervention	Brief description
Village Savings and Loan Associations (VSLAs)	Formation and strengthening of savings groups to improve financial inclusion, particularly for women, and provide capital for livelihood investments and household resilience.
CRL IGA	Community grants supporting locally identified livelihood innovations, enterprise development, and climate adaptation initiatives.
Value Chain/market development	Support for market-oriented livelihood opportunities linked to agriculture, forestry, fisheries, and other climate-resilient enterprises.

3. Solar-Powered Irrigation and Community Management

Intervention	Brief description
Solar-powered irrigation systems, including	Construction of solar-powered irrigation systems, canals, and associated infrastructure to increase reliable access to irrigation water while reducing dependence on fossil fuels.
Water user associations and irrigation governance	Capacity building for community management, operation, maintenance, and governance of irrigation infrastructure to improve long-term sustainability.

B. Other Contributing or Enabling Project Interventions

Intervention	Brief description
Assisted Natural Regeneration (ANR)	Protection and management of naturally regenerating trees and shrubs within farmers' fields to restore vegetation
Enrichment planting (EP)	Planting of native and locally appropriate tree species within degraded landscapes to accelerate ecosystem recovery and improve biodiversity.
Tree planting and agroforestry	Distribution and planting of fruit trees and other multipurpose species around farms and communities to improve ecosystem services while providing potential food and income opportunities.
Community and household nurseries	Establishment and support of community and household nurseries to produce seedlings for reforestation, agroforestry, and other restoration activities, with potential livelihood benefits for participating households and groups.
Reforestation committees	Community structures supporting the planning, implementation, protection, monitoring, and maintenance of reforestation activities and sites.
Rangeland restoration (RR) and Rotational grazing (RG)	Restoration of degraded grazing lands through reseeding and vegetation management, combined with improved grazing practices to support pasture recovery, reduce land degradation, and contribute to more sustainable management of grazing resources.
Fish hatcheries and sustainable fisheries	Establishment of fish hatcheries and promotion of improved fisheries management practices to strengthen livelihoods while and supporting more sustainable use of aquatic resources.
Women's leadership strengthening	Leadership, advocacy, governance, and rights training to strengthen women's participation and influence within community decision-making processes.
Positive Masculinity / Boys and Girls Shine	Engagement of men and boys to promote equitable household decision-making, shared responsibilities, and more supportive gender norms.
Peace committees	Strengthening community mechanisms for conflict prevention and resolution, particularly around access to land, water, and natural resources.
Farmer-herder dialogue	Activities supporting negotiation and collaboration between farmers and pastoralists to reduce resource conflicts.
Disaster Risk Reduction (DRR) committees	Strengthening local disaster preparedness, planning, and community responses to climate-related shocks.
Eco-clubs	School-based environmental education, tree planting, and youth engagement activities

Research Scholarships	Provision of scholarships to young researchers from Chad and Cameroon to conduct locally relevant research on Nature-based Solutions, climate resilience, ecosystem restoration, livelihoods, and related project priorities.
Research partnerships and adaptive learning	Collaboration with research institutions to strengthen evidence generation, testing of NbS approaches, and adaptive project management.