



MINISTRY OF FORESTRY  
&  
INTERNATIONAL TROPICAL TIMBER ORGANIZATION

Training of Strengthening the  
Community Institutional Capacity in  
Mangrove Ecosystem Management in  
Bintan District  
(Five Fingers Management System)

2014





**Project Management Unit :**

Project Coordinator : Rektarini  
Financial Staff : Irebella Siswondo  
Secretary : Ditha Astriani Dwi Karina

**Executing Agency :**

Directorate General of Watershed Management and Social Forestry Development, Ministry  
of Forestry

Manggala Wanabhakti Block I, 12th, 13th, 14th floor

Jl. Gatot Subroto, Jakarta 10270

Telephone : +62 21 570 4501 - 4

Fax : +62 21 5733 431

**Project Secretariat Address :**

Manggala Wanabhakti Building Block I, 12<sup>th</sup> Floor

Jl. Jenderal Gatot Soebroto, Jakarta 10270, Indonesia

Telephone : +62 21 570 1153 / 570 4501 ext : 477

Faximile : +62 21 570 1153

Email : [redpd064@gmail.com](mailto:redpd064@gmail.com)

**Consultant :**

Pusat Pelatihan Mandiri Kelautan dan Perikanan, Griya Karya Tiara Kusuma

Address :

Wisma Kedung Asem Indah, J 28-29, Surabaya

031 - 8710480

## PREFACE

Thanks to Almighty Allah that the implementation of institutional capacity building of Farmers Group of Busung and Kuala Sempang Village Community Forestry ,District of Seri Koala Lobam 2014 was held smoothly.

The material on institutional strengthening community-based Mangrove Management was presented by Dra Lulut Sri Yuliani MM and Lies of P2MKP Griya Tiara Kusuma as instructors / resource persons of the training activities.

Training activities which is held as Field training, held in the field and in the Busung Village Office , with the participants are the group members of Busung and Kuala Sempang Village Community Forestry .

This report describes the process of the implementation of the training activities. Hopefully useful for those who need.

Jakarta, April 2014

## CONTENT LIST

PREFACE	.....	ii
CONTENT LIST	.....	iii
FIGURE LIST	.....	iv
APPENDIXES LIST	.....	v
I. INTRODUCTION	.....	1
1.1. Background	.....	1
1.2. Objectives & Expected Outcomes	.....	1
1.3. Target	.....	2
1.4. Location	.....	2
II. METHODOLOGY	.....	3
2.1. Program & Approach	.....	3
2.2. Participants	.....	3
2.3. Materials & Tools	.....	3
2.4. Implementation	.....	4
2.5. Indicators of success	.....	4
III. TRAINING OF STRENGTHENING THE COMMUNITY INSTITUTIONAL CAPACITY IN MANGROVE ECOSYSTEM MANAGEMENT IN BINTAN DISTRICT	.....	5
3.1. Details Implementation	.....	5
IV. CONCLUSION	.....	10
4.1. Conclusion	.....	10
4.2. Suggestion	.....	10
APPENDIXES		

## FIGURE LIST

<b>Figure</b>	<b>Title</b>	<b>Page</b>
Figure 1.	Project Coordinator, Local Government, Trainers and Training Participants in the opening ceremony.	5
Figure 2.	Learning atmosphere in the classroom using village hall.	6
Figure 3.	Practice in making Mangrove Cultivation Area during training.	6
Figure 4.	Culinary practice in making premium menu for restaurant, with basic raw materials taken from mangrove ecosystem.	7
Figure 5.	The menu from culinary practice.	7
Figure 6.	The closing ceremony and also hand over bank account (passbook) to the participants.	8
Figure 7.	Participants and local community are continue to make the Mangrove Cultivation Area after the training.	9
Figure 8.	The execution of Mangrove Cultivation Area after the training.	10

## **APPENDIXES**

- Appendix 1: Participants
- Appendix 2: Five Fingers Management System
- Appendix 3: Syllabus and Modul



## I. INTRODUCTION

### 1.1. Background

Mangroves are unique and highly productive ecosystems that represent significant environmental value. They are important for different sectors, including the forestry and fisheries sectors. Mangroves also serve as coastal buffers protecting the lives and livelihoods of people. Despite their importance, mangroves are being degraded in many areas at an alarming rate, causing difficulties for the people along the coastal areas.

For that reason the project through activity 2.2.1.a. Developing a model of community based eco-friendly mangrove Ecosystem Management - Training on Community Capacity Building, planning to encouraged people (Community Forestry group member) to learn concerning capacity building on mangrove ecosystem management.

### 1.2. Objectives and Expected Outcomes

Training of strengthening the community institutional capacity in mangrove ecosystem management in Bintan District has objectives such as :

- To explore issues and opportunities to strengthen community-based coastal and mangrove management.
- To identify innovative ideas to promote community partnerships for collaborative coastal and mangrove management.
- After this training, participants will be able to build an independent community-based environmental of the five fingers management system in the development of mangrove conservation with a strong institutional system.

After this training, the expected outcomes are : (1) Participants will be able to build for community-based mangrove conservation development environment with strong institutions, (2) Participants acquire innovative ideas and wider perspectives of community-based coastal and mangrove management.

### **1.3. Target**

The Targets of training of strengthening the community institutional capacity in mangrove ecosystem management in Bintan District are local people. More specific, the participants are community forestry group member from Busung Village and Kuala Sempang Village, in Bintan District, who have a strong desire to maintain and preserve the mangrove ecosystem in the area where they live.

### **1.4. Location**

The training activity location is in Busung Village, sub-district Seri Kuala Lobam, Bintan District.

## II. METHODOLOGY

### 2.1. Method

The program was designed to accommodate special interest of Mangrove ecosystem character in Busung and Kuala Sempang Village, and to allow the training to the field practical.

More specific this activity was used a Five Fingers Management System created by P2MKP Griya Karya Tiara Kusuma. The Five Fingers Management System implemented into the design of the syllabus and training modules are used. Detail of Five Fingers Management System is explained in appendix 2.

Identification of issues through interviews with local community before training begins. Other to make this training more targeted and effective, in the implementation trainers are set the training participants as the future leaders in preserving mangrove ecosystem.

methods used in the training are lecture, discussion, assignment and practice in the field.

### 2.2. Participants

The requirements of participants :

- The participants are community forestry group member from Busung Village and Kuala Sempang Village, in Bintan District.
- Must be able to read and write.
- Community forestry group member from Busung Village and Kuala Sempang Village

### 2.3. Materials and Tools

Materials and tools are used in the training :

- Modul

- Laptop
- LCD Projector
- Teaching materials
- Stationery
- Gardening equipment
- a land area of 297m<sup>2</sup> (27x11m)

#### **2.4. Implementation**

The implementation of this training are as follows :

- In class training 20% and field training 80%.
- Proportion of theory 20% and field practice 80%.

#### **2.5. Indicators of success**

- Participants can explain the steps stages of establishing institutional mangrove conservation five fingers management system.
- Participants can practice how to form groups of mangrove conservation agency five fingers management system according to the potential group members.
- Participants can choose partners and increase the love of mangrove conservation with environmental care in the performance management system in accordance five fingers workflow.
- Participants can make a commitment to work five fingers management system with appropriate planting zones.

### III. TRAINING OF STRENGTHENING THE COMMUNITY INSTITUTIONAL CAPACITY IN MANGROVE ECOSYSTEM MANAGEMENT IN BINTAN DISTRICT

#### 3.1. Details Implementation

The training of strengthening the community institutional capacity in mangrove ecosystem management in Bintan District was held in Busung Village, Bintan District on 18th-20th March 2014. The location of training is in Busung Village, because in the area there is a region of extensive mangrove ecosystems and conservation measures should be undertaken immediately. Other reason is, in the area there is location of a community forestry that the use permit has been granted by the government to two farmer groups in Busung and Kuala Sempang Village. The community forestry in this case is a mangrove forest.



Figure 1. Project Coordinator, Local Government, Trainers and Training Participants in the opening ceremony.

Therefore the participants of this training is also local people from Busung Village and Kuala Sempang Village. More specific, the participants are community forestry group member from Busung Village and Kuala Sempang Village, in Bintan District, who have a strong desire to maintain and preserve the mangrove ecosystem in the area where they live. To be more effective and efficient, the number of participants targeted as much as 20-30 people.

The training using field practice method as much as 80% (field class) and 20% of theory (room class). Land used for nursery practices is a land grant from one of community leader in Busung Village. The area of land is 27x11 meter square.

### Day 1



Figure 2. Learning atmosphere in the classroom using village hall.

In the first day opened with the official opening ceremony by the Head of Busung Village and Head of Agriculture and Forestry Service of Bintan District. There are 20 participants in the training.

The 20 participants will be developed into future leaders and administrators of the core group of mangrove conservation.

In the first day they learned about (1) Community Empowerment in Mangrove Conservation using Five Fingers Management System, (2) Steps in Five Fingers Management System, and (3) Institutional Group Formation.

### Day 2

In the second day, participants prepared for practice in field. They build a mangrove nursery area of 27 x 11 m, and there is 1 m moat that surrounds the zone with depth of 1,5m. There are 3 zone in the nursery area.



Figure 3. Practice in making Mangrove Cultivation Area during training.

In the field the participants were grouped by skill and work field later in the institutional.

There are several work groups such as :

1. Preservation and cultivation
2. Ecotourism
3. Culinary and utilization of mangrove
4. Mangrove banks (waste management)



Figure 4. Culinary practice in making premium menu for restaurant, with basic raw materials taken from mangrove ecosystem.

The culinary dan utilization of mangrove group were practice to compose a menu mainstay base ingredients derived from mangrove ecosystems. After that they were practice to prepare and to cook the menu in accordance with the standards of the restaurant.



Figure 5. The menu from culinary practice

The mangrove banks (waste management) group were collecting the remain waste around the mangrove ecosystem and practice to make handycraft.

### Day 3

Trainers were giving their last theory about steps in Five Fingers Management System, and Institutional Group Formation. There are 10 additional participants in this day, they are candidate members of the group that will be developed along with 20 leaders who had previously been trained.



Figure 6. The closing ceremony and also hand over bank account (passbook) to the participants

The training was closed by simple closing ceremony. The closing ceremony was attended by representatives of Agriculture and Forestry Service of Bintan District, representatives of Riau Island Watershed Management, Village Secretary, and also representatives of Ministry of Forestry.

In the closing ceremony, bank account distributed to participants as initial capital to start a business. This is a part of participants commitment to continue the journey of utilization and conservation of mangrove ecosystem.

#### Day 4

Even though the training are formally completed, the participants have a continuous task to finish mangrove nursery and continue to build the nursery. A continuously supervision is needed.



Figure 7. Participants and local community are continue to make the Mangrove Cultivation Area after the training.

## IV. CONCLUSION & SUGGESTION

### 4.1. Conclusion

1. The training was designed to accommodate special interest of Mangrove ecosystem character in Busung and Kuala Sempang Village, and to allow the training to the field practical.
2. The training activity was used a Five Fingers Management System created by P2MKP Griya Karya Tiara Kusuma.
3. The Targets of training are are community forestry group member from Busung Village and Kuala Sempang Village, in Bintan District, who have a strong desire to maintain and preserve the mangrove ecosystem in the area where they live.
4. The expected outcomes are : (1) Participants will be able to build for community-based mangrove conservation development environment with strong institutions, (2) Participants acquire innovative ideas and wider perspectives of community-based coastal and mangrove management.
5. Participants are keen to learned about the management system, they were happy to set up the nursery, and enthusiastic to learned all the knowledge given by the trainers.

### 4.2. Suggestion

To follow up on the training activities , it is recommended for village officers conducting demonstration plots especially strengthening the institutional capacity of community programs , and monitoring the activities of demonstration plots, conducted by officers from relevant agencies who interest in community development.



Figure 8. The execution of Mangrove Cultivation Area after the training.

**Appendix 1. List of Participants**

		<p align="center"><b>REKAPITULASI BIODATA PESERTA DIKLAT</b></p>					
		<p><b>NAMA DIKLAT</b> : PELATIHAN PENINGKATAN KAPASITAS KELEMBAGAAN MASYARAT HKm DALAM PENGELOLAAN EKOSISTEM MANGROVE</p> <p><b>WILAYAH</b> : DESA BUSUNG DAN DESA KUALA SEMPANG, KEC. SERI KUALA LOBAM, KAB. BINTAN</p> <p><b>SUMBER DANA</b> : ITTO</p> <p><b>TGL. PELAKSANAAN</b> : 18 - 20 MARET 2014</p>					
No.	N a m a	Tempat/Tgl. Lahir		Asal Desa	Alamat Rumah	Pendidikan Terakhir	No. H P/Tlp
1	Aidil Fitri	Lepan	15-Agust-76	Kuala Sempang	Kp. Sei Lapan RT 002 RW 002, Desa Kuala Sempang	SLTP	0852 7189 6290
2	Amran	Busung	01-Jul-73	Kuala Sempang	Simpang Jembatan RT 002/001, Desa Kuala Sempang	SD	0823 8649 1818
3	Dedeh	Purwakarta	05-Jul-82	Kuala Sempang	Simpang Jembatan RT 002/001, Desa Kuala Sempang	SD	0852 7221 1225
4	Desi Kurniawati	Padang Panjang	07-Des-89	Busung	Desa Busung	S1	0857 6511 2799
5	Edy		03-Jan-80	Kuala Sempang	Simpang Jembatan, RT/RW 002/001	SLTP	0821 7382 7952
6	Firawaty	Jambi	11-Jul-79	Kuala Sempang	Jl. Indunsuri RT 004/01, Tanjung Uban Timur, Bintan Utara	S1	0813 7230 6366
7	Hazlina	Busung	17-Jul-78	Busung	Desa Busung RT 003/001	SLTA	0813 6425 3971
8	Indrawati	Busung	05-Okt-76	Kuala Sempang	Simpang Jembatan RT 002/001, Desa Kuala Sempang	SD	0852 7251 8976

9	Isman	Busung	12-Nop-89	Busung	Desa Busung		0821 7060 3225
10	Jardaif	Ranai	25-Jan-72	Busung	Kp. Busung Ujung RT 02/I Desa Busung	SMEA	0812 7001 1044
11	Jumiah	Mantang Baru	13-Okt-78	Kuala Sempang	Kp. Sei Lapan RT 002 RW 002, Desa Kuala Sempang	SD	
12	Kamisah	Busung	01-Jan-81	Kuala Sempang	Kp. Sei Lapan RT 002 RW 002, Desa Kuala Sempang	SLTP	0853 6443 5831
13	Lisman	Busung	09-Jul-78	Busung	RT 01 RW 01, Teluk Dendang	SD	0853 5654 1227
14	Mardiati	Aursati	25-Apr-72	Busung	Jl. Taman Sari No. 36, Kel. Tj. Uban Selatan, Kec. Bintan Utara	S1	0812 7090 3877
15	Mastura	Sei Lapan	25-Jun-81	Kuala Sempang	Kp. Sei Lapan RT 002 RW 002, Desa Kuala Sempang	SLTP	0853 6499 7702
16	Muhammad Anip	Kep. Riau	15-Mei-62	Kuala Sempang	Tanjung Arang, Desa Kuala Sempang	SD	0822 8367 8870
17	Rusli	Busung	20-Sep-81	Busung	Desa Busung RT 05 RW 02 No. 22, Kec. Seri Kuala Lobam	SLTA	0813 6404 3857
18	Syamsuri	Kp. Lapan	31-Des-66	Kuala Sempang	Kp. Sei Lapan RT 002 RW 002, Desa Kuala Sempang	SD	0852 7250 3419
19	Wati	Pulau Kijang	30-Jul-80	Busung	Desa Busung RT 02 RW 01	SD	0813 6475 1208
20	Wiwitirana	Tj. Pinang	24-Okt-80	Busung	Desa Busung RT 05 RW 02 No. 22, Kec. Seri Kuala Lobam	SLTA	0852 7285 5857

### **PESERTA PELATIHAN TAMBAHAN / KADER TAMBAHAN**

<b>No.</b>	<b>N a m a</b>	<b>Tempat/Tgl. Lahir</b>	<b>Asal Desa</b>	<b>Alamat Rumah</b>	<b>Pendidikan Terakhir</b>	<b>No. H P/Tlp</b>
1	Afandi		Busung	Desa Busung, Kec. Seri Kuala Lobam		
2	Asrul		Busung	Desa Busung, Kec. Seri Kuala Lobam		

3	Azman			Busung	Desa Busung, Kec. Seri Kuala Lobam		
4	Jariah			Busung	Desa Busung, Kec. Seri Kuala Lobam		
5	M. Limun			Busung	Desa Busung, Kec. Seri Kuala Lobam		
6	Razihin			Busung	Desa Busung, Kec. Seri Kuala Lobam		
7	Rizal			Busung	Desa Busung, Kec. Seri Kuala Lobam		
8	Rohani			Busung	Desa Busung, Kec. Seri Kuala Lobam		
9	Salmah			Busung	Desa Busung, Kec. Seri Kuala Lobam		
10	Yakub			Busung	Desa Busung, Kec. Seri Kuala Lobam		

## Appendix 2. Five Fingers Management System

Five Fingers Management system in the Small and Middle Enterprise for Mangrove Conservation.

Five Fingers Management system created by Lulut Sri Yuliani, when she assist people with the condition of training and support systems in the community which less targeted in conventional way. It is need to reform the system. Management of Five Fingers created in 2007 and rolled out in 2008.

Management of the Five Fingers of the hand is the image of Five Fingers type into a single unit, compact and can expand to create extraordinary work. Part of Five Fingers management:

### 1. Human Resources :

- Do not under estimate anyone, because everyone has potential and needs to be accompanied to be tough, so it looks the potential of each person.
- Avoid greedy, because greed will destruct major capital.
- Must aware of Environmental; people could not be separated from the environment.
- Harmony of living; there's should be a harmony in our life to create balance.
- Self-sufficient and not dependent on aid.

### 2. Character :

- Innovative Product, Biological Diversity and Local Culture.
- Do not plagiarize other people's products but have to have the original product.
- Ready to be criticized and smiling to build character.
- Cultivation of mangrove is the main purpose, meanwhile the sewage treatment of mangrove into processed foods, beverages, soaps, cosmetics, textiles, etc, is the subsequent steps.

### 3. Management:

- All well-organized workflow
- Financial management , administration , managerial , operational , strategy , conflict, etc, have been prepared to be tough.
- work in accordance of workflow and function of each management to create team work.

### 4. Marketing Network and Publication :

- Analysis on cost and selling price for market pricing.
- The establishment of a team of marketing network : distributor, agent, traders, consumers, as well as product pricing.
- Publication: not a vulgar publications (publications in global about product, instead of detailed details to avoid cheater).

### 5. Quality control, Monitoring, Evaluation and Complete Assistancy :

- Standard quality needs to be implemented and monitored at regular intervals for evaluation work.

- If there is a constraint, then the assistance will follow up to coup the problems in the process.
- Report of activities need to be reported to the relevant agencies.
- Building a sustainable Small and Middle Enterprises to avoid monopoly to one another and a sense of selfishness which lead to conflict.

# MODUL

Training of strengthening the community institutional  
capacity in mangrove ecosystem management in  
Bintan District

Compiler :  
Dra. Lulut Sri Yuliani, MM  
Nadia Chrissanty Halim

P2MKP Griya Karya Tiara Kusuma  
Koperasi Kampung Unggulan Griya Karya Tiara Kusuma  
Jl. Wisma Kedung Asem Indah J28 & 15, Surabaya  
Tlp : +6231 – 60298031 – 8710480 – 77957465; +62 812 3080 8665  
[lulutsriyuliani@yahoo.co.id](mailto:lulutsriyuliani@yahoo.co.id)

2014

## INTRODUCTION

Praise to God the Almighty, because of the grace authors have succeeded in preparing training module **five fingers management system**, which will be used in the training for the community of Bintan Island. Therefore, we would like to thank to the authors who have devote thought, time and effort. So that the module is prepared.

The module is one important part in organizing a training in order implementation can run smoothly and cooperation can be established, and the objectives can be achieved by the performance of with the five fingers management system. We hope this module will positively contribute to the achievement of the training objectives in implementing **five fingers management system** for the community of the Bintan island and ITTO in assisting on institutional strengthening of Integrated mangrove conservation management with five fingers management system.

We are fully aware that in the preparation of these modules are still many shortcomings. Criticism and constructive suggestions are expected as consideration for module improvement in the future .

# CHAPTER I. PRELIMINARY

## Description

Mangroves are very many benefits, among others, for an antidote to abrasion, oxygen reserve, where fish breed, crabs, shrimp, food reserve, clothing, shelter, medicine, cosmetics, house hold equipment etc. Remarkable treasure is should be kept and utilized wisely. Society empowerment for mangrove conservation management system with five fingers management system applied in community by Griya Tiara Kusuma which already proven its development in society and the establishment of the unity of the vision and mission of each partner unit, it also has been world recognized as proven performance continuum ranging nurses mangrove conservation, mangrove farmers, mangrove waste collectors group, harvest and post- harvest period, the perpetrators of small enterprises, Independent Research and Training Center, Government as supporting activities , with work together contributing to the conservation of mangroves in order to improve Self - welfare society that does not rely on assistance, caring fixing mangrove forests so that fishermen no longer catch fish too far into the ocean to risk his life, as well as the creation of an Integrated Community Empowerment of Mangrove Conservation development.

The training module is structured in order so the trainees can get to know the five finger management system, to foster the provision of Selfhelp Community – Based on **five fingers management** for the caring of the integrated mangrove conservation.

## Position Map Module

Training module of Empowerment community system management of five fingers :

- The introduction of five fingers management systems.
- Implementation of five fingers management systems in the RING I (mangrove conservation areas).
- Implementation of five fingers management systems in the mangrove Neighborhood and watershed.
- The application of of five fingers management systems.
- Commitment of five fingers management systems.

## Prerequisites

Prerequisites for learning this module is participants who have the will to build Independent Community-Based on environmental management of five fingers management system. Signing of seriousness letter of Action statement in an integrated care of Mangrove conservation after training known by the leadership of the ITTO and Chairman of P2MKP Griya work Tiara Kusuma Surabaya.

## Objective

After this training, participants will be able to build Independent Community-Based on environmental management of five fingers management in the development of mangrove conservation with a strong institutional system.

## **Instructions for Module Use**

Instructions for participants :

- Study modules from beginning to end consecutively and do the task that has been provided.
- Setting up the equipment and necessary materials to practice in each activity.
- Ask the coach if there things that are not understood from this module.

Instructions for the trainer :

- Better understand the content of the modules that will be taught.
- Facilitate participants during the learning process takes place.
- Not dominate the training process.
- Assigns both corporately and individually.
- Provide direction , guidance and examples of the participants completed the tasks in every stage of practice.
- Evaluate achievement of learning progress of participants.

## CHAPTER II. RECOGNITION OF FIVE FINGERS MANAGEMENT SYSTEM

### Information Sheet

Module Title : Training of strengthening the community institutional capacity in mangrove ecosystem management in Bintan District.

Elements of Competency : understand how to build institutional on self help mangrove conservation in community empowerment based on five finger management system.

Contents :

#### A. Basic Information

1. Understanding of self help institutional community empowerment community-based on five fingers management has five components :

- a. HR ( Human Resource ) tough not rely on assistance, can explore their potential to be a useful and independent human life for the better environment ( environmental care ). Do not underestimate others and not greedy, and always optimistic in the act. Who need to understand every step of activity must be preceded by prayer, so that each activity has always been a blessing. God will not give us what we want, but God will give us what we need. Each people are given talent which needs to be explored deepest to integrate into the performance, and there is no star. As small as a person's role in the performance is vital, ( do not ever underestimate the others, this harm to the community performance. Arrogance can not last forever. In mangrove conservation is sincerity needed, uniting Vision and Mision, and Motto of Sustainable Mangrove, self-sufficient communities prosperous. The shape of Institutional caould be Foundations, farmer Group Cooperatives etc,. The most important thing is love of integrated mangrove ecosystem conservation.
- b. Superior Product. Innovative and creative products suitable for biodiversity and local culture to determine the product characteristics and market share ( not plagiarizing other people's products/other areas ). Products are not only processing, but also cultivation. Most of the model performance and its products is characterized, so there is difference with other regions, and will determine its own market share. Finally we determining the market, not market determining.
- c. Management ( avoid skewers management ) governing the administration, organization of production, dealing with conflict, structured finance and operational production/well ordered, remain calm in any conflict. In building self society is not easy to like to reverse the hand. It is need of recognition, identification of the

characteristics of a good culture, both written and implied, the impact of culture in everyday life. Changing the paradigm of conservation-oriented of society and environment should proceed gradually. Never build an instant community, because glance successful quickly destroyed. This is due to characteristics of the foundation is not strong and fragile. Shock Therapy and a little bit conflict is indispensable in the process of toughness. Building a performance of Five finger management system: Headquarters ----- > branches ----- > unit ----- > plasma

The head office is composed of experts on product research and market research, training, coaching consultant, finished up, following up, funders, motivator, marketing, quality control and monitoring.

Branches consist of region facilitators, in charge of the unit and the plasma, systemic target communities recruitment, accommodate complex problems to be solved in headquarters, resolve a simple problem, the product perpetrator, not funders (not to give tribute to center) and so on.

The unit consists of products perpetrators, featured recipe holder, person in charge of the plasma, the controller of independent marketing.

Plasma is product offender, performance orientation, self- marketing, handed over to the unit for quality products control / standardization of products.

d. Marketing network

Processed Products :

- Calculate the cost, selling price, dealer price, the price of the agent, distributor prices.
- Market share of distributors, agents, traders and consumers/buyers.

Cultivation :

- Counting the cost of land clearing, seeding, planting, plant caring, operational personnel, equipment.
- Creating marketing model of hatchery, nursery, planting, and harvesting.

Leading Tourism :

- Reforming environmentally - friendly territory independent waste management, afforestation, catchment wells, sorting of waste and garbage bank, seed bank and mangrove seed, water conservation, durability of food, the safety of passenger boats.
- Culinary characteristics and systemed souvenirs, independent and centralized marketing work together with Small Enterprise.

e. Quality Control

- Quality Control : make a standard of product made (quality recipe).
- Monitoring : standard products need to be controlled in order to better quality and quantity.

- Evaluation : overcoming of weaknesses, obstacles and problems in order to assistance.

Moving with the group , not alone.

2. Working parallel to the tasks according to the potential members.

## B. Supporting Information

Note; The minimum group is five people, if it is flourish there must be a new group. So that the fingers can expanded and the rest of the profit to plant mangroves. Large groups of maximum 30 people.

### Performance Sheet

Module Title : Training of strengthening the community institutional capacity in mangrove ecosystem management in Bintan District.

Element Module : Understanding how to build institutional empowerment Independent community-based environmental five finger management system.

Tools and materials :

1. Tools : white board, marker wireless props, paper.
2. Ingredients:
  - The references books with the appropriate module.
  - Information from the Internet.
  - Groups of people who love the mangrove.

Information : Self-based environmental management five fingers management system with tough Human Resource, has work commitment and compact with the group. And seeded respective each regions.

Time : 8 x 30 Minutes

No	Performance Criteria	Sequence	Tool
1	Five finger-management system were realised	<ul style="list-style-type: none"> <li>- Understand the system.</li> <li>- Question and answer, discussion.</li> </ul>	White board, spidol, wireless.
2	Five finger-management system were applied to set up environmentally based self - community	<ul style="list-style-type: none"> <li>- Forming a group in accordance with board criteria.</li> <li>- Question and answer, discussion.</li> </ul>	White board, spidol, wireless, work sheet.

### Evaluation Sheet

Name of Participants	
Module Title	Training of strengthening the community institutional capacity in mangrove ecosystem management in Bintan District.
Elements of Competency	Fostering environmental based independent community five fingers management system for environmen and conservation
task	Practice on forming environmental based independent community five fingers management system
Rated Value	: Competent : Not Competent
Trainer Signature	

### Practicing Progress Sheet

Name of Participants	
Module Title	Training of strengthening the community institutional capacity in mangrove ecosystem management in Bintan District.
Elements of Competency	Build the system of environmental based independent community.

No	Performance Criteria	Work Order	Rate of progress achieved			Note
			A	B	C	
1	Five fingers management system in building self-empowerment-environmental based community be understood	- Explain five fingers management system in the build of self empowerment environmental based community				

		- Knowing the candidates of members of the group in the community				
2	Rated Value	Competent (C) Not Competent (NC)				
Participants Initials		Coach signature				

# CHAPTER III. APPLICATION OF FIVE FINGERS MANAGEMENT SYSTEM IN MANGROVE CONSERVATION AREA

## Information Sheet

Module Title : Training of strengthening the community institutional capacity in mangrove ecosystem management in Bintan District.

Elements of Competency : Implementing a management system of local communities in mangrove conservation.

Contents :

### A. Basic Information

Society in the mangrove conservation area demanded to concern for preservation which impact to socio-economic and environmental improvement.

The number of illegal logging around the mangrove forests due to economic pressure and other activities if there are projects completed project activities cease, therefore community development in the concept of increasing the level of mangrove forests economically destroy mangrove forests woke independent HR does not depend relief. It is management system set out in the five fingers.

Empowerment in the area around the mangrove and watershed communities to aim mangrove preserve the empowerment of independent waste management, so that the public no longer throwing garbage in the river flow affect final waste stranded in the woods mangrove and death of plants and living creatures, damaged mangrove forests, fishing hard looking for fish. Trash is disaggregated from home.

Making place hatcheries and nurseries DAM regulator integrated with the tide sea, according Zoning Board will determine the strength of the green belt of mangrove in ward erosion and filter pollution. Rizhopora sp withstand ground movement, A vecennia sp, sp Soneratia retaining abrasion to withstand the mud does not go back to the sea forming coastal sedimentation. Planting should collaborate the two forces. If only rely Rizhopora sp. During six years into the future would fall one by one eroded by ocean waves. Nypha fruitican very beneficial to the brackish sea water filter, water brackish towards fresh, but still must be cared for planting under control. If not controlled mangroves will get run nypha and finally die.

### B. Supporting Information

Fostering and selecting people who contribute to maintaining mangrove conservation becomes strong. five fingers management system already realised, and each member know their task.

### The performance practice sheet

Module Title	:	Training of strengthening the community institutional capacity in mangrove ecosystem management in Bintan District.	
Element of Module	:	Implementing Institutional strengthening of mangrove conservation Empowerment community with five fingers management system in mangrove conservation area.	
Tools and materials	:	The uniqueness of culture , society and behavior, biodiversity and conservation area of mangrove.	
Information	:	The identification and determination of the appropriate superior product , character of the conservation of biodiversity and Mangrove forest communities with five fingers management system.	
Time	:	8 x 30 minutes	
Identify the characteristics	-	Identify the characteristics of the material community for the implementation of five finger management system. - Questions and answers, practice, and assignment.	The unique of ccommunity groups andidate to implement five fingers management system

### Evaluation Sheet

Name of Participants	
Module Title	Training of strengthening the community institutional capacity in mangrove ecosystem management in Bintan District.
Elements of Competency	Understand ff management system in mangrove conservation area is properly appropriate work flow.
Task	Practice how to create an integrated mangrove nurseries, harvesting of mangrove, superior products and the determination of the conservation ecotourism, the movement of the One people one tree, trash

	management setting up a bank, water conservation began utilizing rainwater catchment wells together and make a group communities in the conservation area of mangrove management.
Rated Value	Competent (C) Not Competent (NC)
Coach Signature	

### Worksheet of Practice Progress

Name of Participants	
Module Title	Training of strengthening the community institutional capacity in mangrove ecosystem management in Bintan District.
Elements of Competency	Understand the technique of community development in the conservation area.

Performance Criteria	Work Order	Progrees to be attained		Note
		C	NC	
Unique characteristics of community was identified to coaching	<ol style="list-style-type: none"> <li>1. Together wih group, to identify the unique of community in mangrove conservation area.</li> <li>2. Forming a group communities who love the mangrove in the conservation area mangrove with FFMS.</li> <li>3. Perform tasks appropriately as each workflow and function.</li> </ol>			
Rated Value	Competent (C) Not Competent (NC)			
Participant			Coach signature	

## CHAPTER IV. THE IMPLEMENTATION OF FIVE FINGERS MANAGEMENT SYSTEM IN MANGROVE CONSERVATION AREA

### A. Information Sheet

Module Title	Training of strengthening the community institutional capacity in mangrove ecosystem management in Bintan District.
Elements of Competency	Understand the technique of community development in the area surrounding mangrove with five fingers management system.
Content	:
<p>A. Basic Information Communities around the mangrove prone behavior litter the place and do not care about the existence of mangrove forests in his region. This is the spur that encouraged people to love the environment. Independent waste management up to the bank using the five fingers management system.</p> <p>B. Supporting Information The uniqueness of the characteristics of the community empowering the five fingers management system.</p>	

### B. The performance practice sheet

Module Title	:	Training of strengthening the community institutional capacity in mangrove ecosystem management in Bintan District.
Element of Module	:	Understand the technique of community development in the area surrounding mangrove.
Tools and materials	:	The uniqueness of community character in the area surrounding mangrove.
Information	:	Fostering community tailored to the characteristics of local culture and biodiversity. Products built to the cultivation and processing of Zone III mangrove plant species, such as Carebera Mangas, Calophyllum, Sueda Maritima, Xylocharpus Molukensis, Zhizhibus Mauritiana, etc. Started planting on residential land.
Time	:	6 x 30 minutes

Identify the characteristics	<ul style="list-style-type: none"> <li>- Identify the characteristics of the material community for the implementation of five finger management system.</li> <li>- Fostering community around.</li> </ul>	The uniqueness of community groups in the area surrounding mangrove.
------------------------------	--	--

### C. Evaluation Sheet

Name of Participants	
Module Title	Training of strengthening the community institutional capacity in mangrove ecosystem management in Bintan District.
Elements of Competency	Understand the technique of community development in the area surrounding mangrove.
Task	<ul style="list-style-type: none"> <li>- Make products for the cultivation and processing of mangrove forest communities using the Five Fingers Management System.</li> <li>- Invite to sort trash and planting to fence.</li> </ul>
Rated Value	Competent (C) Not Competent (NC)
Coach Signature	

### D. Worksheet of Practice Progress

Name of Participants	
Module Title	Training of strengthening the community institutional capacity in mangrove ecosystem management in Bintan District.
Elements of Competency	Understand the technique of community development in the area surrounding mangrove.

Performance Criteria	Work Order	Progress to be attained		Note
		C	NC	
Unique characteristics of	1. Practicing members of the community formed			

community was identified to coaching	in accordance with the management system			
Biodiversity around the mangrove area is used to determine the superior product	<ol style="list-style-type: none"> <li>1. Practice determination superior product both cultivation and processing. Invite sorting trash and planting to fence properly.</li> <li>2. Question and answer, discussion, praketk, and assignments.</li> </ol>			
Rated Value	Competent (C) Not Competent (NC)			
Participant		Coach signature		

## CHAPTER V. COMMUNITY DEVELOPMENT IN WATERSHED AREA

### A. Information Sheet

Module Title	Training of strengthening the community institutional capacity in mangrove ecosystem management in Bintan District.
Elements of Competency	Understanding community empowerment techniques in watersheds area with Five Fingers Management System.
Content	:
<p>C. Basic Information Watersheds need to be introduced to the mangrove maintenance activities, because this area is useful to keep the flow of water is kept clean, free of waste that can damage the sustainability of mangrove forests.</p> <p>D. Supporting Information Mangrove species that can live in the water flow towards the estuary is Soneratia Sp, Sp Avicenia, Bruguiera Sp, Caleptrois Gegantea, Cerbera mangas, Calophyllum, Achrostycum Achantus i.</p>	

### B. The performance practice sheet

Module Title	:	Training of strengthening the community institutional capacity in mangrove ecosystem management in Bintan District.
Element of Module	:	Understanding community empowerment techniques according to the characteristics, culture and biodiversity areas owned.
Tools and materials	:	The characteristics culture of community and biodiversity in the watershed area.
Information	:	<ul style="list-style-type: none"> <li>- The characteristics culture of community in the watershed area identified.</li> <li>- The characteristics of biodiversity in the watershed area : freshwater fish, brackish water fish, sea water fish.</li> <li>- Mangrove species in the Zona III is Zhizhibus M., Cerbera Mangas, Calophyllum, Hibiscus Sp., Caleptropis, Gegantea, Kawista, Kenetu, etc.</li> </ul>
Time	:	10 x 30 minutes
Identify the characteristics of	- Identify the	- Various mangrove

culture and biodiversity practiced with the group members.	characteristics of cultural and biological diversity of the watershed. - Question and answer, discussion, practice, and assignments.	plants. - Nampi / Irik - Wireless Mic
Making policy for watershed development is practiced with the group members.	- Taking a watershed development policies practiced with members of the group. - Question and answer, discussion, practice, and assignments.	- Various mangrove plants in Zona III - Nampi / Irik - Wireless Mic

### C. Evaluation Sheet

Name of Participants	
Module Title	Training of strengthening the community institutional capacity in mangrove ecosystem management in Bintan District.
Elements of Competency	Understanding culture characteristic and biodiversity in watersheds area for mangrove conservation.
Task	- Practice how to identify culture and biodiversity in the watershed area together with group member. - Practice how to take policy for community development in the watershed area.
Rated Value	Competent (C) Not Competent (NC)
Coach Signature	

### D. Worksheet of Practice Progress

Name of Participants	
Module Title	Training of strengthening the community institutional capacity in mangrove ecosystem management in Bintan District.
Elements of Competency	Understand the technique of community empowerment in the watershed area for mangrove conservation.

Performance Criteria	Work Order	Progress to be attained		Note
		C	NC	
1. Identify the characteristics of cultural and biological diversity in the watershed area practiced together with the group.	<ol style="list-style-type: none"> <li>1. Identify the characteristics of cultural and biological diversity in the watershed area together with the group.</li> <li>2. Question and answer, discussion, practice, and assignments.</li> </ol>			
2. Making watershed development policy practiced along with members of the group.	<ol style="list-style-type: none"> <li>1. Making watershed development policy practiced along with members of the group.</li> <li>2. Question and answer, discussion, practice, and assignments.</li> </ol>			
Rated Value	Competent (C) Not Competent (NC)			
Participant		Coach signature		

## CHAPTER VI.

# MAKE A COMMITMENT AND UNDERSTAND THE MONITORING FUNCTION OF SMALL MEDIUM ENTERPRISE (SME) ENVIRONMENT BASED PRODUCT USING FIVE FINGERS MANAGEMENT SYSTEM IN BUILD THE SME

### A. Information Sheet

Module Title	Training of strengthening the community institutional capacity in mangrove ecosystem management in Bintan District.
Elements of Competency	Commitment and monitoring function of SME environment based product using Five Fingers Management System in build the SME.
Content	:
<p>A. Basic Information</p> <p>Commitment to work within the SME community building required so that has one vision and cohesive.</p> <p>Work Commitment -&gt; business policy direction -&gt; work ethic -&gt; work result</p> <p>Monitoring function is necessary for consistency. Monitoring team work required to control and maintain the quality standards of the products.</p> <p>B. Supporting Information</p> <ul style="list-style-type: none"> <li>- In Five Fingers Management System the main asset is willingness and action.</li> <li>- In Five Fingers Management System we learn to build business with growing small capital.</li> <li>- Planting mangrove according to the zone area.</li> <li>- Perform routine cleaning of waste on mangrove forests, waste sorting bins and make waste management.</li> <li>- Planting iconic mangrove in the house field.</li> <li>- Making water infiltration.</li> <li>- Implement appropriate legal institutional based on community groups characteristics.</li> </ul>	

## B. The performance practice sheet

Module Title	:	Training of strengthening the community institutional capacity in mangrove ecosystem management in Bintan District.	
Element of Module	:	Commitment and monitoring function of SME environment based product using Five Fingers Management System in build the SME.	
Tools and materials	:	<ul style="list-style-type: none"> <li>- Paper</li> <li>- Modul</li> <li>- Stationery</li> <li>- Reference books</li> <li>- Information from Internet</li> </ul>	
Information	:	Commitment and understanding the monitoring function of SME environment based product using Five Fingers Management System in build the SME. -	
Time	:	4 x 30 minutes	
Performance Criteria		Work order/activities	Helping Tools
Commitment and monitoring function of SME environment based product using Five Fingers Management System in build the SME is understood.		Understanding the function of making commitment and monitoring product	<ul style="list-style-type: none"> <li>- Letter of agreement</li> <li>- Paper</li> <li>- Markers</li> </ul>
Commitment and monitoring function of SME environment based product using Five Fingers Management System in build the SME is implemented.		<ol style="list-style-type: none"> <li>1. make a commitment to produce seedlings, mangrove processing, waste processing, and planting mangrove for mangrove conservation.</li> <li>2. Implementing the monitoring product along with group using Five Fingers Management System.</li> </ol>	

### C. Evaluation Sheet

Name of Participants	
Module Title	Training of strengthening the community institutional capacity in mangrove ecosystem management in Bintan District.
Elements of Competency	Commitment and monitoring function of SME environment based product using Five Fingers Management System in build the SME towards tourism conservation.
Task	Make a commitment with the group to produce processed mangrove, mangrove implement conservation, waste management in the area of mangrove forest, mangrove conservation tourist groove, sowing the fish to turn on the ecosystem.  Hold a comparative study with other groups.
Rated Value	Competent (C) Not Competent (NC)
Coach Signature	

### D. Worksheet of Practice Progress

Name of Participants	
Module Title	Training of strengthening the community institutional capacity in mangrove ecosystem management in Bintan District.
Elements of Competency	Commitment and monitoring function of SME environment based product using Five Fingers Management System in build the SME

Performance Criteria	Work Order	Progrees to be attained		Note
		C	NC	
1. Commitment and monitoring function of SME environment based product using Five Fingers	1. Understanding the function of making commitment and product monitoring 2. Making commitment in community empowerment for			

Management System.	<p>conservation of mangrove forests through planting and sowing seeds of fish in the local mangrove forests.</p> <p>3. Implementing the monitoring product together with the groups.</p>			
Rated Value	Competent (C) Not Competent (NC)			
Participant		Coach signature		

## **CHAPTER VII. CLOSING**

The module is designed as a reference for Training of Community Empowerment Using Five Fingers Management System. Participants are expected to conduct conservation and develop community according to appropriate reference module, so that the group can create mangrove conservation management system in accordance with the five fingers management system.