

ARAZPA

**The Australasian zoo and aquarium
association**



2002 - 2003

Over the past 20 years, zoos and aquariums around the world have established a substantial, unparalleled series of collaborative networks with species conservation and sustainability as their primary focus.

Members of ARAZPA are a part of this network.

ARAZPA is the primary organisation for conservation-minded zoos and aquariums in the Australasian region. ARAZPA's mission is:

To harness the collective resources of zoos and aquariums to help conserve biodiversity in the natural environment

ARAZPA supports collaboration amongst zoos and aquariums in Australasia to enhance efforts to:

- ◆ Secure sustainable captive populations of threatened wildlife suitable for release into natural environments to re-establish, or improve the viability of wild populations
- ◆ Provide exemplary and engaging learning opportunities that connect people with nature and enable the community to take positive action
- ◆ Provide funds and other resources to assist with efforts to conserve wildlife in natural environments
- ◆ Support research into our natural environment and ways of protecting it
- ◆ Encourage high standards of operation, conduct and ethics in zoos and aquariums

ARAZPA progress and developments during the past year

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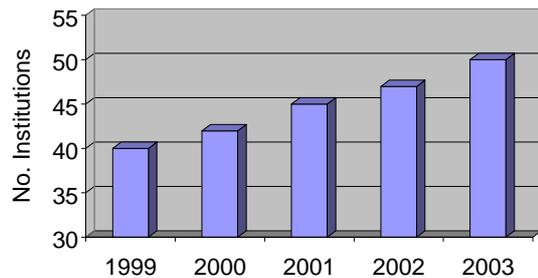
MEMBERSHIP

Institutional membership continues to increase

The number of participating member institutions (Institutional Members and Associate Institutions) has continued to climb steadily, growing from 47 to 50 member institutions during the past year, a 6.4% increase.

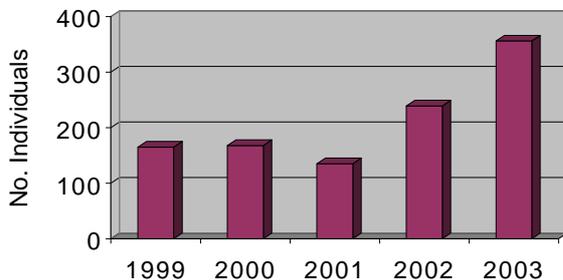
The past five years have seen a 25% increase in institutional membership.

ARAZPA participating institutional members



Individual membership doubles over three years

ARAZPA individual members



The number of individual members has **increased by 2½ times over the past three years.**

The past year alone has seen a **49% increase** from 239. ARAZPA now represents **356** zoo and aquarium professionals and associates.

ARAZPA corporate membership launched

2003 saw our **first corporate member** join ARAZPA, Lester Kalmanson Agency, Inc specialising in animal insurance. Through this arm of ARAZPA membership, we hope to attract support for the regional zoo and aquarium network from those supplying and servicing our industry. We look forward to a fruitful and expanding relationship with our corporate partners.

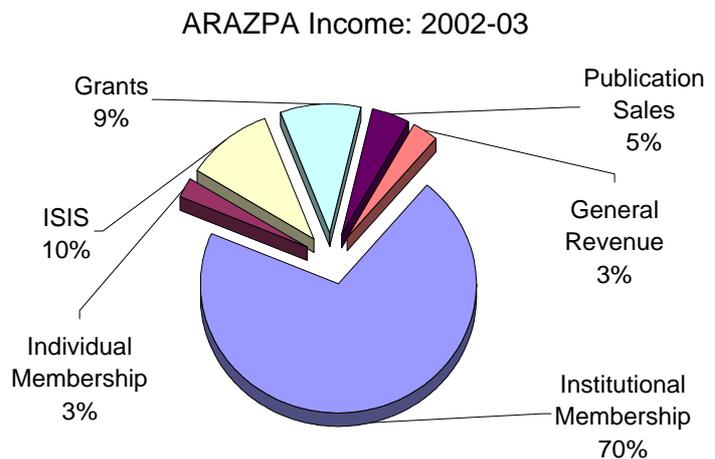
FUNDING

Broadening our income base

ARAZPA's financial position has improved substantially over past years. The Association now holds reserves sufficient to maintain operations and to provide continuity of service to members in the face of reasonable contingency.

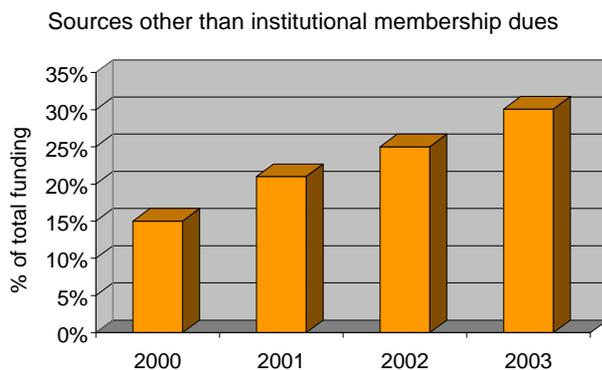
Total income for ARAZPA for the 2002-03 financial year was A\$384,000.

ARAZPA funding comes from a broader range of sources than ever before. Not only is ARAZPA able to rely on an increasing membership base for funding, ARAZPA is also increasingly diversifying its funding base.



Alternative funding sources

Institutional membership contributions continue to make up the great majority of funding the Association receives. However, other sources of income are becoming increasingly important to ARAZPA. These include grants, donations, funding from outside organisations such as ISIS, revenue from publication sales and individual membership.



In the past year, 30% of ARAZPA's funding came from sources other than Institutional Membership contributions. This continues the trend from the three previous years. The **total proportion of funds from other sources has doubled since the year 2000.**

ARAZPA ACTIVITIES FOR 2002 - 2003

Distribution of ARAZPA resources

The use of ARAZPA resources - staff costs and operational expenditure - reflects the Association's priorities set by the Board.

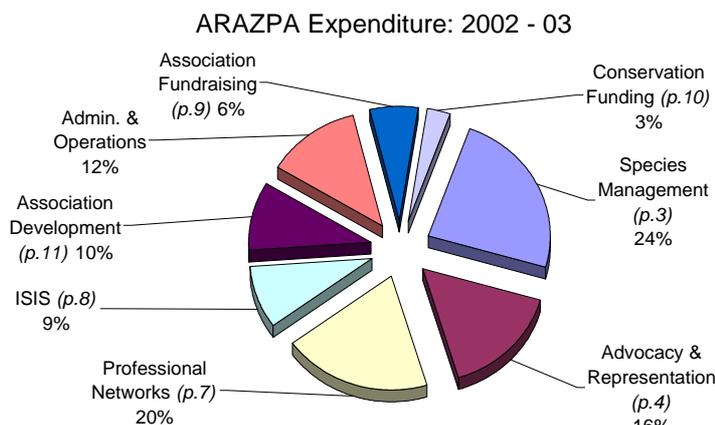
Approximately 80% of all ARAZPA resources are applied directly to core Association activities. Predominantly these involve:

- ◆ species management
- ◆ advocacy and representation for the zoo and aquarium community
- ◆ building support networks for zoo and aquarium professionals

but also include significant investment in:

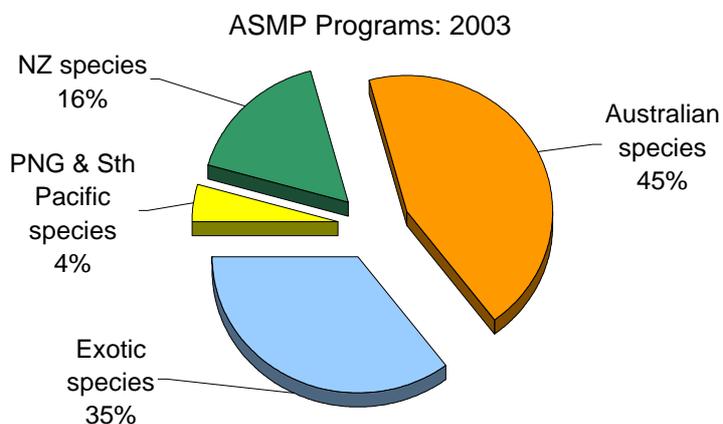
- ◆ enhancing animal records in zoos and aquariums (funded by ISIS), and
- ◆ developing new Association initiatives and programs

The remaining resources support administrative and general operational costs, initiatives directed at raising additional Association funds, and core ARAZPA funds directed to support *in situ* conservation projects.



Species management

The Australasian Species Management Program (ASMP) represents a key focus of ARAZPA. It provides the framework to assist members to manage their animal collections co-operatively, in ways that promote their sustainability and value as a conservation resource.



The ASMP has been developed over the past 12 years, and is recognised nationally and internationally as being among the best in the world for responsible animal collection management.

The program is administered by

staff at the Sydney and Auckland offices and draws on the voluntary work and expertise of over **100 zoo and aquarium professionals** in **20 institutions** across the region.

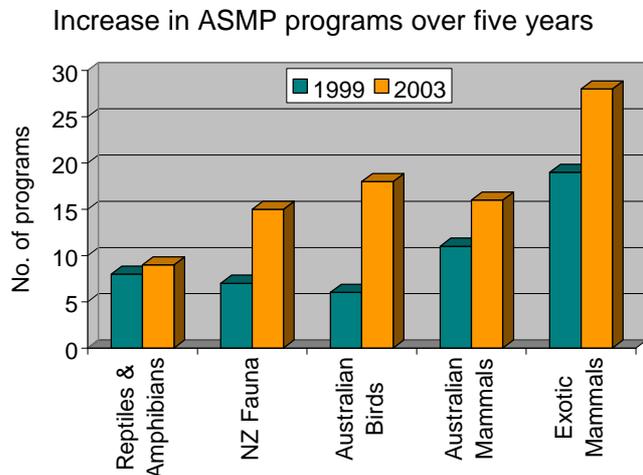
ASMP grows by 70%

In 1999, a comprehensive revision of ASMP processes was completed to provide a better and more inclusive decision-making framework.

The years following implementation of these changes have seen a **70% increase in the number of programs** run under the ASMP.

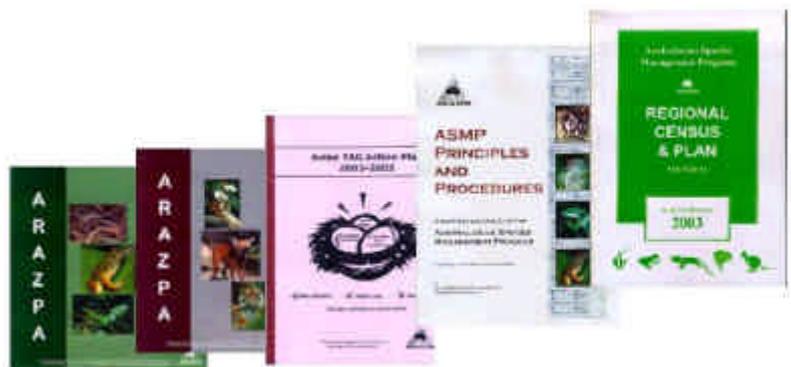
Currently, **more than 90 programs for rare and threatened species** are run under the ASMP. These include:

- ◆ **35 Conservation Programs** with direct links to *in situ* conservation
- ◆ 22 programs currently releasing captive animals to the wild in Australasia
- ◆ **47 Population Management Programs** for sustainable captive populations
- ◆ **9 Husbandry Research Programs.**



ASMP publications

- ◆ 2003 Regional Census and Plan
- ◆ TAG Action Plans for 8 Taxon Advisory Groups
- ◆ Species Action Plans, including program documentation for **66 species**
- ◆ Updated studbooks for **93 species**



Advocacy and representation

Government affairs

ARAZPA is viewed by both government and non-government agencies as the peak zoo and aquarium body in Australasia.

During the past year:

- ◆ **Environment Australia** formally adopted ARAZPA species management standards to define a “co-operative conservation program” following the requirements of the Wildlife Protection Act 2001. **Fourteen ASMP programs** for CITES I species are now registered by Environment Australia, enabling the import of CITES-restricted animals under these programs
- ◆ The **Department of Natural Resources and Mines** (Queensland) agreed to appoint a representative of ARAZPA Queensland to the Queensland Exotic Animal Categorisation Committee to develop risk assessment criteria for exotic animals held or proposed to be held in Queensland
- ◆ The **Department of Conservation** (New Zealand) adopted ARAZPA species management processes for the DoC Draft Captive Management Plan for Kiwi
- ◆ The **Ministry of Agriculture and Fisheries** (New Zealand) modified cost recovery proposals associated with administering animal export regulations in response to a submission from ARAZPA
- ◆ The ARAZPA New Zealand zoo directors’ meeting provided the forum for meeting with representatives of the **Department of Conservation, Ministry of Agriculture and Fisheries** and the **Environmental Risk Management Authority**

ARAZPA has made submissions on behalf of members to:

- ◆ Biosecurity Australia regarding
 - the import risk assessment process
 - import risk assessment for artiodactyls
 - interim quarantine standards for non-human primates
- ◆ The **Department of Natural Resources and Mines** (Queensland), regarding the Land Protection (Pest and Stockroute Management) Regulation 2003 and its potential impact to zoos in Queensland
- ◆ Australia’s national Vertebrate Pest Committee
- ◆ The NSW **Exhibited Animals Protection Authority** on the development of revised standards for exhibiting wildlife
- ◆ The **Ministry for the Environment** (New Zealand) on proposed amendments to the Hazardous Substances and New Organisms Act
- ◆ The **Department of Conservation** (New Zealand) regarding the development of the policy on captive management of New Zealand native fauna

ARAZPA continues to work with:

- ◆ **Ministry of Agriculture and Fisheries** (New Zealand) on the development of:
 - Animal welfare legislation
 - Standard for Containment Facilities for Zoo Animals
 - Import Health Standards for a range of species
- ◆ The **Rural Training Council of Australia** on the development of the Animal Care and Management Training Package
- ◆ The **National Consultative Committee on Animal Welfare** (Australia) regarding establishing a recognised regional zoo and aquarium accreditation system

- ◆ **Queensland Parks and Wildlife Service** on the continued development of Minimum Standards for Exhibiting Fauna, Codes of Practice and Guidelines
- ◆ The **Department of Natural Resources and Mines** (Queensland) regarding risk assessment criteria for pest potential of exotic animals in Queensland
- ◆ The **Department of Primary Industries** (Queensland) to assist with animal welfare legislation objectives.

ARAZPA has representation on:

- ◆ The Animal Behaviour and Welfare Consultative Committee of New Zealand
- ◆ The advisory committee for the Australian Wildlife Health Network
- ◆ The national steering committee and Queensland advisory board of the **Rural Training Council of Australia**
- ◆ The Recreational and Commercial Animal Management Advisory Committee to the Queensland Minister for the Environment.
- ◆ The **Queensland Exotic Animal Advisory Committee** (to be formed 2003)

ARAZPA acts as a key source of information on the Australasian zoo and aquarium community, regularly distributing information and publications to personnel in **more than 25 government and non-government agencies** and other subscribing organisations.

International representation

Internationally, ARAZPA is seen to set the highest standards in collaboration within the zoo and aquarium community. Accordingly, ARAZPA members and staff currently hold positions in key international bodies of relevance to zoos and aquariums.

ARAZPA is currently represented on key international bodies:



World Association of Zoos and Aquariums (WAZA)

- ◆ President elect (Ed McAlister)
- ◆ Ethics and Animal Welfare Committee (Ed McAlister, Chair)
- ◆ Committee for Inter-Regional Conservation Co-operation (Jonathan Wilcken, Chair)



International Species Information System (ISIS)

- ◆ Board of Trustees (Laura Mumaw - Trustee, Jonathan Wilcken - Vice Chair)
- ◆ Technology Advisory Committee (Kevin Johnson)
- ◆ International Animal Data Information System Committee (Kevin Johnson)
- ◆ ISIS Operations Planning Committee (Kevin Johnson)



IUCN Conservation Breeding Specialist Group (CBSG)

- ◆ Steering Committee (Jonathan Wilcken)

Through these bodies, ARAZPA is closely involved with:

- ◆ Reforming ISIS, and developing better animal records keeping software
- ◆ Making ISIS **more affordable** for smaller institutions

- ◆ Improving international co-operation in species management
- ◆ Developing WAZA as an **effective international advocate** for zoos and aquaria
- ◆ Developing an **ethical framework** for the world's zoos and aquariums
- ◆ Producing the World Zoo and Aquarium Conservation Strategy (2nd edition)
- ◆ Linking Australasian efforts with international conservation initiatives

Public advocacy

ARAZPA continues to promote the activities of member zoos and aquariums to the wider public.

The ARAZPA web site remains a key gateway for providing information on the activities of the Association and member zoos and aquariums.



The ARAZPA web site received approximately **100,000 visits** during the past year, with an average visit accessing seven different areas on the site.

In addition:

- ◆ ARAZPA staff regularly respond to enquiries from a range of sources, including media, interested members of the public, researchers and potential zoo visitors.

Supporting professional networks

An increasingly important focus of ARAZPA's activities is to provide opportunities for professional development and information sharing and training for staff of ARAZPA institutions.

ARAZPA Newsletter



The ARAZPA Newsletter is a key avenue for ensuring that members are kept informed of the activities of the Association and our members. The Newsletter is produced quarterly, and is now distributed to:

- ◆ over 350 zoo and aquarium professionals in the region
- ◆ over 90 zoos and aquariums
- ◆ 12 zoo and aquarium associations around the world
- ◆ 20 government departments and agencies.

ARAZPA's Specialist Advisory Groups

ARAZPA Specialist Advisory Groups provide a framework for communication amongst those in zoo and aquarium specialist fields. Through ARAZPA Specialist Advisory groups, staff of ARAZPA institutions share ideas, problems and solutions, build regional resources and skill bases, develop regional policy and organise training opportunities.

Current ARAZPA advisory groups cover the fields of zoo and aquarium education, veterinary science, zoo and aquarium marketing, animal husbandry, animal records keeping, research, taxonomy, horticulture, South-east Asian conservation action, and human resources.

Involvement in ARAZPA Specialist Advisory Groups has grown during the past year.

- ◆ ARAZPA specialist advisory groups currently provide opportunities for involvement of **over 300 specialist staff** from ARAZPA institutions.
- ◆ ARAZPA runs 11 internet-based ARAZPA discussion groups for communications amongst zoo and aquarium specialists. This system supported **over 500 communications** within the groups during the past year.

ARAZPA Education Policy

In 2003, the Education Advisory Group launched the **ARAZPA Education Policy** with extensive supporting materials (available from the ARAZPA web site). This ground-breaking policy is the result of two years of intensive effort by the group, and was completed with funding assistance from Environment Australia. It aims to help the development of effective and imaginative zoo and aquarium education programs in member institutions.



Training

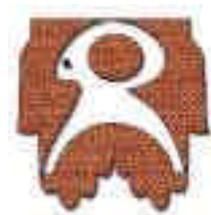
ARAZPA provides training to staff of member institutions in a range of specialist subjects. Over the past year, **four ARAZPA training courses** were run in member institutions, covering:

- ◆ records keeping
- ◆ animal transaction management
- ◆ animal data analysis techniques
- ◆ genetic and demographic management of captive populations

Developing regional resources

Membership of ARAZPA also makes available a range of regional resources, developed through the collaborative efforts of ARAZPA staff and members. In addition to ARAZPA's range of specialist publications, the Association uses the ARAZPA web site to promote member institutions and to make available to members a range of information, electronic publications and other resources for free download.

International Species Information System



Twenty-three ARAZPA member institutions are among the 600 zoos and aquariums around the world that are part of the International Species Information System (ISIS). All ISIS members are committed to keeping standardised, computerised animal records, and to contributing this information to a global database of wildlife in zoos

and aquariums. This data pool provides a critical resource for the sustainable management of zoo populations.

ARAZPA receives funds from ISIS to run the **Australasian branch of ISIS** to:

- ◆ provide technical support to ISIS members within the region
- ◆ encourage further membership of ISIS
- ◆ improve animal records in the region
- ◆ provide support around the world to users of ARAZPA's collection planning software, REGASP

Support for records officers

ARAZPA offers active and on-going support for records keeping in member zoos, providing:

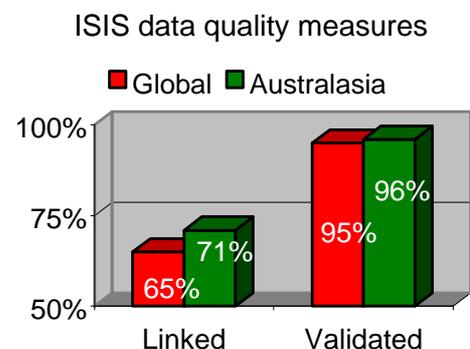
- ◆ On-site records officer training (three ISIS training courses during the past year)
- ◆ One-on-one support for records officers
- ◆ On-line records keeping support through the Animal Records Keeping Advisory Group

In addition, during the past year ARAZPA has assisted with animal records keeping software upgrades (from the ARKS 3 system to ARKS 4) in three institutions.

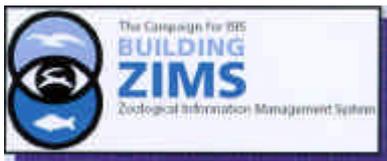
Data quality campaign

ARAZPA staff and the ARAZPA Animal Records Keeping Advisory Group have ensured that the Australasian region has been active in the current ISIS campaign to improve the quality of animal records. This is critical work in advance of the development of the next generation of animal records software.

The **Australasian region records above average scores** for the two key measures of data accuracy evaluated by ISIS, data link rate and parent validation.



Zoo and aquarium records keeping: the next generation



Through IADISC (see page 7), ARAZPA staff are part of the global design team for the **Zoological Information Management System (ZIMS)**, the future generation of zoological records keeping software. This will be a significant step-up in utility and accessibility for zoo and aquarium records. It is being designed to provide animal collection managers, for the first time, with instant, accurate and up-to-date information on captive populations around the world, analytical quality data for species managers and researchers, and

key animal management data for husbandry and veterinary staff. This is an enormous project, with the main components scheduled for completion by mid-2005.

ISIS operations

ARAZPA is also involved with the process of operational reform and development within ISIS. Through representation on the ISIS Board of Trustees and the ISIS Operations Planning Committee, ARAZPA and other regional associations successfully pushed for **a new operational structure for ISIS** and **cheaper ISIS membership fees for smaller institutions**.

Association fundraising

During the past year, ARAZPA embarked on a number of initiatives to develop the means to raise additional funds for the Association.

Looking to zoo and aquarium suppliers

The ARAZPA Newsletter has always attracted some advertising from companies aiming to supply zoos and aquariums in the region. Although this year saw an increase in advertising revenue, this source continues to represent a very small proportion of total income (less than 1%).

ARAZPA institutions represent over \$100 million in annual operational expenses. In order to capitalise more effectively on this combined purchasing strength, ARAZPA has been establishing a database of zoo and aquarium suppliers. During the past year, the ARAZPA office has compiled details of over 400 different suppliers to zoos and aquariums in the region. This will allow the Association to target suppliers more effectively in the future.

Developing commercial operations

The first ARAZPA promotional calendar was produced, the "2003 *Wild About Zoo Animals*" calendar, featuring the winner and runners up of the ARAZPA photo competition. The calendar was sold through zoo retail outlets and selected newsagents in Australian capital cities.

While promoting ARAZPA and member institutions to the wider community, sales of this first issue did not result in additional funds for the Association. Strategies for using the calendar more effectively for fundraising are under review for the coming year.



Conservation funding

ARAZPA funds *in situ* projects

The collaborative network of ARAZPA membership also offers opportunities for funding *in situ* conservation initiatives directly, through the ARAZPA Wildlife Conservation Fund. Through the Fund, fully vetted *in situ* conservation projects are supported by public and member donation. ARAZPA covers all associated administration costs.

Over the last three years the Fund has helped support conservation projects in South Africa, Fiji and Indonesia. The focus for fundraising during the year, **in partnership with 21st Century Tiger**, was to fund projects helping to secure the future of Sumatran Tigers in Kerinci National Park in Indonesia. Projects supported include park ranger training programs and critical research into tiger population range, viability and prey density.



21st CENTURY TIGER
giving wild tigers a future

During the past year ARAZPA members raised approximately **A\$25,000 to help fund Sumatran Tiger conservation projects.**

Core ARAZPA funds support the administration of the fund.

Funding for the Conservation Breeding Specialist Group

In addition, ARAZPA helps fund the activities of the IUCN Conservation Breeding Specialist Group, a group working with government bodies and NGOs in countries around the world to help set conservation priorities for threatened species.

In 2003, ARAZPA provided **A\$10,000** of core funds to help support conservation workshops run by Conservation Breeding Specialist Group around the world.

Supporting zoos in need

In early 2003, ARAZPA launched an appeal to raise funds to offer assistance to Tidbinbilla Nature Reserve after it was devastated by fire last summer. **ARAZPA members contributed over A\$12,500** to aid the reconstruction of the reserve. These funds will be used to assist with building Brush-tailed Rock-wallaby enclosures in support of the Brush-tailed Rock-wallaby recovery program.

In addition to this ARAZPA members supported two zoos that suffered natural disasters of a different kind overseas. ARAZPA members have been among the generous contributors, through ARAZPA, to global appeals to help Kabul and Prague Zoos overcome the effects of war and devastating floods.

Association development

Much of the work of the Board and staff of the Association is strategic, directed at developing and refining the scope of the Association. Key developments over the past year include:

New Zealand program office established

In July 2002, the New Zealand Program Office was established, staffed by ARAZPA Program Officer, Ian Fraser. The New Zealand Program Office is hosted by Auckland Zoo, and is supported partly by core ARAZPA funds and partly through very generous additional subsidies made available by Auckland Zoo, Hamilton Zoo, Orana Wildlife Park and Wellington Zoo.

In its first year of operation, the New Zealand Program Office has:

- ◆ substantially **improved species management standards** in programs for New Zealand native fauna
- ◆ has represented ARAZPA New Zealand members in a number of fora
- ◆ has co-ordinated ARAZPA submissions to the Department of Conservation, Ministry of Agriculture and Fisheries and the Environmental Risk Management Authority.

Queensland branch launched

One of the most significant developments over the past year was the successful completion of negotiations to merge operations with the Queensland Wildlife Parks Association (QWPA). As a result, the QWPA formally re-constituted itself as the **ARAZPA Queensland Branch**. Recognition of the Queensland branch was included in the ARAZPA constitution.

This linked the former QWPA's **strong local network** and **representation at state government** level with ARAZPA's broad regional membership, species management expertise, professional networks and representation at national and international level. Through this merger, ARAZPA now has direct links with 29 additional institutions in Queensland. The development also creates greater resource efficiency and less duplication, provides an opportunity to involve smaller Queensland parks in ARAZPA activities, and gives ARAZPA better representation of zoos and aquariums.

As a step towards the Board's vision of **a single representative body for the zoological community**, the merger also helps to strengthen our voice for dealing with legislative issues, and provides greater opportunity to solicit sponsorships and grants.

The road to a New Zealand Branch

Following the Queensland merger, proposals have been developed for merging ARAZPA and New Zealand's **Conservation Management Group** (CMaG), representing holders of captive populations of New Zealand fauna. CMaG members play a key role in the New Zealand species recovery process. Therefore, unlike the Queensland merger, accessing ARAZPA species management expertise is a key issue for CMaG members. An important component of the current merger proposals involves substantially **expanding the institutional membership program in New Zealand**, to ensure the species management program is more widely available.

At the recent CMaG annual general meeting, members voted to initiate a trial of ARAZPA species management processes for one year in the lead up to a final vote on merging the two organisations in 2004.

Zoo and aquarium accreditation

At the 2003 ARAZPA Annual General Meeting, the membership voted to implement an ARAZPA zoo and aquarium accreditation process. More than ten years of discussion and development culminated in a proposal developed by the Accreditation Committee established by the Board last year to progress this issue.

Kevin Bradley (Queensland branch representative on the ARAZPA Board) now heads up **the ARAZPA Accreditation Committee**. Work will begin on compiling zoo and aquarium standards and guidelines for accreditation officers. This effort will build on the broad range of zoo and aquarium standards that currently exist. **All ARAZPA advisory groups and member institutions will be involved in the review process**, and all standards need to be supported by at least 75% of ARAZPA institutions.

New Mission Statement and Statement of Purpose

ARAZPA membership formally adopted a new Mission Statement and Statement of Purpose for the Association at the 2003 AGM (see inside cover).

The constitutional changes adopted place ARAZPA in a position to gain formal recognition as a conservation organisation, to be included on the register of Environmental Organisations, and offer tax deductibility for conservation-related donations.

These changes also go hand in hand with proposals, currently under development, for improving the corporate image of the Association to ensure that ARAZPA can attract greater recognition within the zoological and wider community, and greater corporate support and sponsorship.

ARAZPA BOARD OF MANAGEMENT

The ARAZPA Board membership is made up of ten seats, nine of which are elected from amongst the membership. One seat is reserved for the Chair of the ASMP Committee, a standing committee appointed by the Board. All other positions are elected from all, or sections of, the membership.

The current Board of Management is:



President, Trevor Long

- ARAZPA Board member since 1999
- Director of Marine Sciences at Sea World

Past positions include:

- Secretary (1993) Queensland Wildlife Parks Association
- President (1994 – 99) Queensland Wildlife Parks Association
- ARAZPA Vice President: Australia (2000-02)

Vice President (Australia), Karen Fifield

- ARAZPA Board member since 1999
- Director, Discovery and Learning for Zoos Victoria
- ARAZPA Education Advisory Group member

Past positions include:

- Institutional Member representative on the Board



Vice President (New Zealand), Tony Billing

- ARAZPA Board member since 1994
- Director, Kiwi Research and Captive Breeding Facility, Westshore Wildlife Reserve
- Reserves Manager, Napier City
- Technical Advisor to 'Project Kiwi'
- Member of the National Kiwi Captive Management Advisory Committee

ASMP Committee Chair, Mark Craig

- Board member since 2000
- Chair, Australasian Species Management Program Committee
- Manager, Life Sciences at Adelaide Zoo
- Taxon Advisory Group (TAG) Convenor for Exotic Birds.
- Represents ARAZPA on various National and State advisory committees associated with animal importation, wildlife protection and threatened species recovery





Queensland Branch President, Kevin Bradley

- ARAZPA Board member since 2003
- Chair of the ARAZPA Accreditation Committee
- General Manager of Life-Sciences at Dreamworld

Zoo industry representative on:

- the Rural Industry Training Advisory Board and the National Industry Steering Committee of the Rural Training Council of Australia
- the Recreational and Commercial Animal Management Advisory Committee

Institutional Membership representative, Brian Easton

- Board member since 2000
- Director of Perth Zoo

Past positions include:

- Board member, Marsupial Co-operative Research Centre
- Chief Executive of the Rottnest Island Authority



Institutional Membership representative, Alison Lash

- Board Member since 2003
- Director of Wellington Zoo

Background in:

- Local and national government
- Management and human resources
- Education
- Construction

Individual Membership representative, Colin Hyde

- Board Member since 2002
- Director of Life Sciences and Conservation at Perth Zoo
- Convenor of the Artiodactyl Advisory Group
- Chair of the RSPCA's Animal Ethics Committee (WA Branch)
- Deputy Chair for the Fauna Rehabilitation Foundation
- Member of the Department of Agriculture WA Committee for the Introduction and Keeping of Animals



Individual Membership representative, Erna Walraven

- Board Member since 2001
- Senior Curator at Taronga Zoo
- Convenor of the Carnivore Advisory Group
- Member of the Little Penguin Recovery Team
- Member, Wildlife Advisory Panel for National Parks and Wildlife Service

One Board seat is currently vacant, that of the Vice President (PNG & South Pacific).

ARAZPA STAFF

ARAZPA maintains a permanent secretariat through the ARAZPA Science and Administration Office in Sydney, and the ARAZPA New Zealand Office in Auckland. The Association currently funds the work of three full-time and three part-time staff.

Current ARAZPA staff have the combined experience of over 30 years of administering a regional zoo association, and provide the following expertise:

- ◆ Population biology
- ◆ Conservation biology
- ◆ Information technology
- ◆ Database management
- ◆ Program management
- ◆ Policy development
- ◆ Publication review and editing
- ◆ Data analysis
- ◆ Workshop facilitation
- ◆ Administration

Current staff are:



Jonathan Wilcken, Executive Officer

- Worked for ARAZPA and ASMP since 1992
- Appointed Executive Officer in 2000

Background:

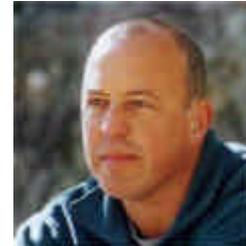
- Population Biologist, ARAZPA
- Educator, Natural History Museum, London
- Zoo Keeper, Taronga Zoo and London Zoo

Kevin Johnson, Information Technology Manager

- Worked for ARAZPA and ASMP since 1993
- Appointed Information Technology Manager in 2000

Background:

- Records Officer, Melbourne Zoo
- Zoo Keeper, Melbourne Zoo



Caroline Lees, Program Coordinator: ASMP

- Worked for ARAZPA since 1997
- Appointed Program Coordinator: ASMP in 2000

Background:

- Conservation Coordinator, UK Zoo Federation
- Zoo Keeper, London Zoo

Claire Ford, Program Officer

- ARAZPA staff since 2001
- Appointed Program Officer in 2002

Background:

- Office Manager, ARAZPA
- Retail Manager, Australian Geographic





Ian Fraser, NZ Program Officer

- ARAZPA staff since 2002

Background:

- Conservation Officer, Department of Conservation (NZ)
- Zoo Keeper, Auckland Zoo

Debra Blaquiere, Program Officer

- ARAZPA staff since 2003

Background:

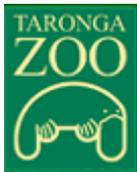
- Librarian, Auburn City Library
- Project Officer, Sydney area Catchment Management Trusts



HOST INSTITUTIONS

ARAZPA relies largely on membership contributions to fund Association activities. However, ARAZPA also receives substantial additional support, over and above membership contributions, from several member institutions and this has been critical to our ability to maintain the scope and quality of activities. Through this additional support, the Association is able to maintain both a permanent secretariat in Sydney and a program office in Auckland.

Taronga Zoo



Taronga Zoo has hosted the **ARAZPA Science and Administration Office** in Sydney for the past ten years, and has played a significant role in supporting ARAZPA staff during this time. Taronga Zoo donates office space and provides key infrastructure support to ARAZPA. The Association remains enormously grateful to the Zoological Parks Board of NSW for its support over the past ten years.

Auckland Zoo

In 2002, Auckland Zoo assisted with establishing an **ARAZPA New Zealand Program Office** by providing office space and on-going support for an ARAZPA NZ Program Officer. This has proved an extremely important expansion of Association activities. This would not have been possible without the contribution of Auckland Zoo.



Additional donor institutions

In addition, significant additional funds are provided for running the NZ Program Office by **Auckland Zoo, Hamilton Zoo, Orana Wildlife Park** and **Wellington Zoo**. Without these contributions the NZ Program Office would not be possible.

MEMBER INSTITUTIONS

Full Institutional Members

Adelaide Zoo
Auckland Zoo
Australia Zoo
Australian Reptile Park
Australian Wildlife Park
Ballarat Wildlife Park
Blackbutt Reserve
Brisbane's Alma Park Zoo
Calga Springs Sanctuary
Cleland Wildlife Park
Coffs Harbour Zoo
Crocodylus Park
Currumbin Sanctuary
Dreamworld
Gorge Wildlife Park
Halls Gap Wildlife Park & Zoo
Hamilton Zoo
Healesville Sanctuary
Kula Eco Park
Lone Pine Koala Sanctuary
Marineland of New Zealand
Melbourne Museum
Melbourne Zoological Gardens
Mogo Zoo
Monarto Zoological Park
National Aquarium of New Zealand
National Zoo and Aquarium
Orana Wildlife Park
Parc Zoologique et Forestier
Pearcedale Conservation Park
Perth Zoological Gardens
Pet Porpoise Pool
Rockhampton Botanic Gardens and Zoo
Sea World
Taronga Zoo
Territory Wildlife Park
The Rainforest Habitat
Tidbinbilla Nature Reserve
Trowunna Wildlife Park
Underwater World
Victoria's Open Range Zoo
Waterfall Springs
Wellington Zoological Gardens
Western Plains Zoo
Westshore Wildlife Reserve
Wild World
Yanchep National Park

Associate Institution Members

Mareeba Wild Animal Park
PRIAM Psittaculture Centre
The Living Desert

