

# American Association of Zoo Keepers, Inc.



Annual Report  
2016

# Dear Friends,

AAZK is once again pleased to offer our member-partners a transparent view into AAZK through our 2016 Annual Report.

In our 50<sup>th</sup> year of continuous operation, our membership remains approximately 2500 worldwide. The AAZK mission and vision is to provide continuing education and husbandry information to our membership. The *Animal Keepers' Forum* has been continually published in varying forms since 1968. Editor Shane Good reports on AKF highlights in 2016.

The year 2016 marked the beginning of the term of Penny Jolly from Disney's Animal Kingdom as President of the Association. Penny details the accomplishments of the Association and offers her thoughts for the future in her Annual Report message.

Bethany Bingham, of Utah's Hogle Zoo serves as the Vice-President and the Conference Manager for the Association. In 2016, AAZK shifted our reinvented Conference education experience to include Professional Certificate Courses. Learn more about AAZK Conferences and workshops from Bethany in her message.

AAZK continues to be a leader in species conservation through our flagship conservation program Bowling for Rhinos. Celebrating 26 years of conserving animals and habitat in 2016, BFR raised over \$600,000.00 and is well on the way to passing the 7 million dollar mark. In addition, AAZK has developed a Reforestation Grant administered by Trees for You and Me, through Chapter-focused fund raising efforts to reduce carbon footprints and combat climate change. Mary Ann Cisneros, Board Member Oversight for Conservation reports on the AAZK Conservation efforts of these two programs.

## **Ed Hansen**

AAZK CEO/CFO

*Questions regarding the AAZK Annual Report may be directed to [Ed.Hansen@aazk.org](mailto:Ed.Hansen@aazk.org)*



# President's Message

I cannot express my complete feelings to the membership in this message. I have served in many roles for the American Association of Zoo Keepers. I am finishing my second and last four-year term on the AAZK Board of Directors. As AAZK celebrates its 50<sup>th</sup> Anniversary this year, I feel pride at how much AAZK has grown and accomplished to further the membership's professional development and conservation programs.

This past year the Association's Chapters have increased their donations to conservation projects to over \$800,000, including AAZK's Bowling for Rhinos and Trees for You and Me Programs. Since January, the AAZK Board has approved three more Chapters bringing to 110 the total number of AAZK Chapters.

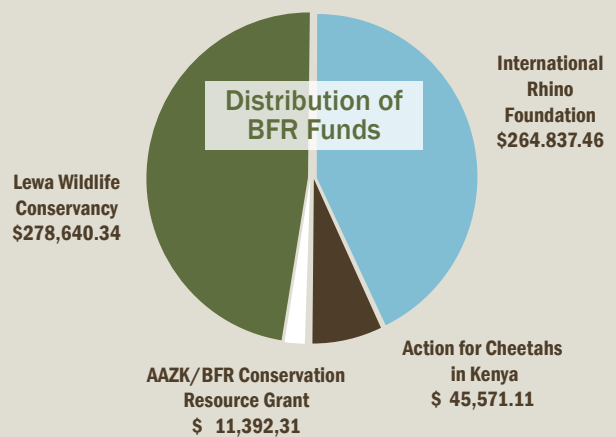
As the Association continues to grow to meet the membership's needs, challenges must be met. The AAZK Board is expanding from a 5-member to a 7-member voluntary board to help meet these challenges. The new AAZK Resource Committee (ARC) will work to create, maintain and distribute a living database of resources that aim to answer frequently asked questions and "how to" documents to assist Chapters and members.

We will continue to improve your professional development resources with AAZK website changes, AAZK Online and of course the *Animal Keepers' Forum*.

I am thankful for the opportunity I have had to serve the AAZK Membership and proud to continue to be an AAZK Member and AAZK Chapter Member. When the membership grows, so do the opportunities for the membership. My hope is you will share the knowledge and insight from this AAZK Annual Report and other AAZK resources with your co-workers to help contribute to the advancement of the zoo and aquarium field.

Thank you for your membership,

**Penny Jolly**  
AAZK President



## Conservation

AAZK's conservation programs Bowling for Rhinos (BFR) and Trees for You and Me (TFYM) had another banner year! The TFYM slogan "Zoo Keepers don't just care for animals, they care for our planet and you can too" embodies what AAZK's two conservation programs aim to do: **protect and preserve animals in the wild and the habitat in which they reside**. Both programs did that in 2016 and in a big way.

In 2016 BFR raised \$600, 441.69. We passed the \$600,000 mark! We also surpassed 6.2 million dollars historically in the life of BFR. Donations piled in, National BFR t-shirts created by the Conservation Committee were sold via Booster and you, our members, created a diverse array of events to raise funds towards rhino conservation. That conservation effort spans from orchids to elephants, especially with how the funds are dispersed. We have three Conservation Partners (International Rhino Foundation, Lewa Conservancy, Action for Cheetahs in Kenya) that receive money from BFR as well as a grant to disperse to a worthy applicant. The 2016 recipient of the grant was Ann Knutson and co-investigator Dr. Darcy Ogada with the Peregrine Fund to monitor threats to critically endangered Gyps vultures. All of these commendable recipients adhere to the tenant mentioned above, **they protect and preserve animals in the wild and the habitat in which they reside**.

The year 2016 was big for TFYM due to it awarding its first grant! There was \$14,397.91 to disperse to the winning recipient. This

was more than a \$2500 increase from last year! That being said TFYM and the Grant's Committee were able to fund two applicants with the funds raised. The Sandhill Crane project based in Lake Louisa State Park was awarded \$12,698.96 to plant trees in critical habitat in central Florida. Cans for Corridors was also awarded funds in the amount of \$1698.95. This project helped the Akron Chapter of the "Cans for Corridors" campaign which raises money through recycling aluminum cans to create tree corridors, restoring links between fragments of massively degraded Brazilian rainforest. The TFYM fundraising campaign is in partnership with our Conservation Partner Polar Bears International (PBI) to help combat climate change. The Columbus AAZK Chapter raised the most funds in 2016 and PBI matched their amount up to \$500!

AAZK's conservation programs were started by keepers and grew because fellow keepers believed in them and what the programs accomplished. **They protected and preserved animals in the wild and the habitat in which they reside**. They still do, AAZK members proved it in 2016. Thank you!

**Mary Ann Cisneros**  
AAZK Board Member

# Thank You!

Contributors to the preservation of all species in Asia and Africa

## Bowling for Rhinos 2016

### Sondaicus

\$50,000 and Up

Los Angeles Chapter AAZK

### Sumatrensis

\$20,000 to \$49,999

San Diego AAZK Chapter

Toronto AAZK Chapter

### Unicornis

\$5,000 - \$19,999

Brookfield AAZK Chapter\*  
Buffalo Zoological Society  
Columbus AAZK Chapter  
Dallas Zoo AAZK Chapter  
Detroit AAZK Chapter  
Greater Cincinnati AAZK Chapter  
Greater Cleveland AAZK Chapter  
Greater Houston AAZK Chapter  
Greater New Jersey Alliance  
AAZK Chapter  
Greater Orlando AAZK Chapter  
Indianapolis AAZK Chapter  
Jacksonville AAZK Chapter  
Lincoln Park AAZK Chapter  
Little Turtle AAZK Chapter  
Mesker Park Zoo AAZK Chapter  
Nashville Zoo  
New England AAZK Chapter  
New Orleans AAZK Chapter  
New York City AAZK Chapter\*\*  
North Carolina AAZK Chapter  
Oklahoma City AAZK Chapter  
Ozarks AAZK Chapter

Pittsburgh AAZK Chapter  
Point Defiance AAZK Chapter  
Portland AAZK Chapter  
Puget Sound AAZK Chapter  
San Antonio AAZK Chapter  
South Florida AAZK Chapter  
St. Louis AAZK Chapter  
Tampa Bay AAZK Chapter  
Tidewater AAZK Chapter  
Tulsa AAZK Chapter  
Utah Zoological Society  
Utah AAZK Chapter  
Zoo Boise Conservation Fund\*\*

### Bicornis

\$1000 - \$4999

ABQ AAZK Chapter  
Akron AAZK Chapter  
Baton Rouge AAZK Chapter  
Battle Creek AAZK Chapter  
Bay Area AAZK Chapter  
Brandywine Zoo AAZK Chapter  
Brevard AAZK Chapter  
Calgary Zoo AAZK Chapter\*  
Cape May County Zoo  
AAZK Chapter\*\*  
Cheyenne Mountain Zoo  
AAZK Chapter  
Elmwood Park Zoo AAZK Chapter  
El Paso del Norte AAZK Chapter  
Fresno Chaffee Zoo AAZK Chapter  
Eagle Ridge Middle School  
Deborah Hall Mueller/GSK Match  
Galveston AAZK Chapter  
Greater Baltimore AAZK Chapter  
Greater Kansas City AAZK Chapter  
Greater Philadelphia AAZK Chapter  
Greater Sacramento AAZK Chapter  
Heart of Illinois Chapter Event

Iowa AAZK Chapter  
Jackson AAZK Chapter  
Lion Country Safari AAZK Chapter  
Little Rock AAZK Chapter  
Milwaukee AAZK Chapter  
National Capital AAZK Chapter  
Phoenix AAZK Chapter  
Potawatomi AAZK Chapter  
Potter Park Zoo AAZK Chapter  
Redwood Coast AAZK Chapter  
Lee Richardson Zoo\*  
Riverbanks AAZK Chapter  
Rocky Mountain AAZK Chapter  
Roger Williams AAZK Chapter  
Santa Fe Teaching College  
Student AAZK Chapter  
Seneca Park Zoo AAZK Chapter  
Toledo AAZK Chapter  
Tucson AAZK Chapter

### Simum

Up to \$999

Matthew Barrett  
Jeremy and Mary Bell  
Beardsley Zoo AAZK Chapter  
Birmingham Zoo AAZK Chapter  
Meiyong Chang\*  
Bergen County Zoo\*  
Mary Chipman  
Saul Delcompere  
Haley Edwards  
Charles Eicholz  
Dominique Flickinger  
Greenville Zoo AAZK Chapter  
Joe Grieco  
Laurie Adair Guillot  
Thomas Hawley  
Stephanie Jaeger  
Julie Krall

Ken and Barbara Kraft  
Lien Animal Clinic  
JA Maracle  
Alison Marshall Family  
Deborah Anne Meyerriecks\*  
North Carolina Piedmont AAZK Chapter  
Herbie Pearthree  
Renee Plourde  
Yvonne Morris Rizk\*  
Krishna Strong\*  
Dale and Catesby Suter  
Janet Sweeney  
Lisa Terrasi  
Kathy That  
Trish Throop/Angela Bennett  
United Way/Susan V. Grohne\*  
Emily Vincent  
Jeffrey and Tracie Voletto\*  
Bill and Jill Werner

\*Funds received after 2015 Deadline -

credited to 2016 BFR Season

\*\* Combined 2015/2016 Event funds  
credited to 2016 BFR Season

## AAZK Continuing Education

The annual AAZK National Conference offers delegates the opportunity to travel to a variety of different destinations to meet and network with other animal care professionals from across the country. Attending a conference gives members the chance to engage with colleagues, refresh their interests, and most importantly expand their knowledge on topics such as conservation, exhibit design and professional leadership, just to name a few.

The Conference also provides a unique destination learning experience through a selection of Professional Certificate Courses offered each year. These Professional Certification Courses are designed to offer registrants a minimum of 12 hours of student-instructor contact time in the selected subject matter. The courses may have one or more instructors that are considered Subject Matter Experts (SMEs) in their field. Registrants will be expected to complete a post-course testing process that will result in the

awarding of a Professional Certificate of completion. In addition, courses may include hours participating in Wet Labs on zoo grounds, organized in conjunction with the host facility.

In 2016, the AAZK National Conference was hosted in Memphis, TN and attended by over 250 animal care professionals. Professional Certificate Courses were offered in Carnivore Husbandry, Avian Husbandry and Animal Welfare. The Animal Welfare Course was taught by members from the AAZK Behavioral Husbandry Committee.

AAZK continues to offer distance learning opportunities through AAZK Online in partnership with San Diego Zoo Global. Membership in AAZK Online is a member benefit for all Professional Members of AAZK.

### Bethany Bingham

AAZK Vice President

# Animal Keepers' Forum

The *Animal Keepers' Forum* continues to be the main communication tool for members, sponsors and advertisers. The monthly journal shares quality articles submitted by our members and supporters through features such as Training Tales, Enrichment Options and Conservation Station. This past year the Column Coordinators for Animal Welfare and Enrichment Options joined together to create one new exciting column. We were also excited to deliver a very popular dedicated issue on the Best Practices in Lighting. The AKF highlights best practices and innovations in animal care, conservation success stories, training and enrichment ideas. Animal care professionals share and learn from experiences shared by their colleagues, and we are always interested in hearing from you. If you have comments for the editor or would like to submit an article — please e-mail [Shane.Good@aazk.org](mailto:Shane.Good@aazk.org).

## AKF TEAM:

- » Editor, Shane Good
- » Graphic Designer, Elizabeth Thibodeaux
- » *Enrichment Options Coordinators*  
Julie Hartell-DeNardo, Heather Dunn, Stephanie Miner, Beth Stark-Posta, Beth Ament-Briggs
- » *Training Tales Coordinators*  
Kim Kezer, Jay Pratte, Angela Binney
- » *Conservation Station Coordinator*  
Lauren Augustine
- » *Animal Welfare Coordinators*  
Julie Hartell-DeNardo, Heather Dunn, Stephanie Miner, Beth Stark-Posta, Beth Ament-Briggs

## Thank You for Your Support!

AAZK traditionally recognizes its Chapter-partners during the AAZK National Conference during the Awards Luncheon with a PowerPoint backdrop (loop) presentation of Awards. Below is a list of the Chapter partner Fee/Duty Obligations by recognition category followed by both AKF and Committee support, either undefined or directed by the Chapter-partner, where the support is defined. Oversight may wish to acknowledge Chapter-partners for support of their Committees.

### Platinum (\$2000.00 and Above)

Little Rock Zoo Chapter  
Greater Houston Chapter

### Gold (\$1000.00 - \$1999.99)

Rocky Mountain Chapter  
Indianapolis Chapter  
Detroit Chapter  
Omaha Chapter  
Greater Cleveland Chapter  
Puget Sound Chapter  
Toronto Zoo Chapter

### Silver (\$500.00 - \$999.99)

Birmingham Zoo Chapter  
Phoenix Chapter  
Wildlife World Chapter  
Los Angeles Zoo Chapter  
San Diego Chapter  
Orange County Chapter  
Fresno Chaffee Zoo Chapter  
Bay Area Chapter  
Redwood Coast Chapter  
Greater Sacramento Chapter  
Cheyenne Mountain Chapter  
National Capital Chapter  
Jacksonville Chapter  
Santa Fe Teaching College Zoo Student Chapter  
Greater Orlando Chapter  
Tampa Bay Chapter  
Georgia Chapter  
Iowa Chapter  
Brookfield Chapter  
Lincoln Park Chapter  
Heart of Illinois Chapter  
Potawatomi Zoo Chapter  
Topeka Zoo Chapter  
Zoo New England Chapter  
Greater Baltimore Chapter  
Lake Superior Chapter  
St. Louis Chapter  
Greater Kansas City Chapter  
Ozarks Chapter  
North Carolina Chapter  
Cape May County Zoo Chapter

Greater New Jersey Alliance Chapter  
New York City Chapter  
Rosamond Gifford Zoo AAZK Chapter  
Seneca Park Zoo AAZK Chapter  
Akron Zoo Chapter  
Columbus Chapter  
Tulsa Zoo Chapter  
Portland Chapter  
Pittsburgh Chapter  
Greater Philadelphia Chapter  
Roger Williams Park Zoo Chapter  
Riverbanks Zoo and Garden Chapter  
Nashville Chapter  
Dallas Zoo Chapter  
Galveston Chapter  
San Antonio Chapter  
Utah Chapter  
Tidewater Chapter  
Point Defiance Chapter  
Milwaukee County Zoo Chapter  
Calgary Zoo Chapter

### Bronze (Up to \$499.99)

Midnight Sun Chapter  
Tucson Chapter  
America's Teaching Zoo Student Chapter  
California Desert Chapter  
EFBC Chapter  
Southern Colorado Chapter  
Beardsley Zoo Chapter  
Brandywine Zoo Chapter  
Brevard Chapter  
South Florida Chapter  
Palm Beach Zoo Chapter  
Lion Country Safari Chapter  
Naples Chapter  
Scovill Zoo Chapter  
Central Illinois Chapter  
Little Turtle Chapter  
Mesker Park Zoo Chapter  
Garden City Chapter  
New Orleans Chapter  
Baton Rouge Zoo Chapter  
New Bedford Chapter  
Chesapeake Chapter  
Potter Park Chapter

Battle Creek Chapter  
Minnesota Zoo Chapter  
Jackson Zoo Chapter  
North Carolina Piedmont Chapter  
Toledo Zoo Chapter  
Greater Cincinnati Chapter  
Oklahoma City Zoo Chapter  
The Elmwood Park Zoo Chapter  
Greenville Zoo Chapter  
Memphis Zoo Chapter  
Cameron Park Chapter  
Red River Chapter  
El Paso del Norte Chapter  
Roanoke Valley Chapter  
Rainier Chapter  
Assiniboine Park Zoo Chapter

### AKF Sponsorship (\$500.00)

Little Rock Zoo Chapter  
Wildlife World Chapter  
Chaffee's Fresno Zoo Chapter  
Rocky Mountain Chapter  
Jacksonville Chapter  
St. Louis Chapter  
Topeka Zoo Chapter  
Cape May County Zoo Chapter  
Galveston Chapter  
Greater Houston Chapter  
Utah Chapter

### Undefined Committee Support (\$250.00)

Birmingham Zoo Chapter  
Los Angeles Zoo Chapter  
California Desert Chapter  
Orange County Chapter  
Georgia Chapter  
Central Illinois Chapter  
New Bedford Chapter  
Ozarks Chapter  
Greater New Jersey Alliance Chapter  
New York City Chapter  
Rosamond Gifford Zoo Chapter  
Seneca Park Chapter  
Columbus Chapter  
Oklahoma City Zoo Chapter

Roger Williams Park Zoo Chapter  
Dallas Zoo Chapter  
Point Defiance Chapter  
Milwaukee County Zoo Chapter

### Conservation

Midnight Sun Chapter  
Bay Area Chapter  
Beardsley Zoo AAZK Chapter  
National Capital Chapter  
New Orleans Chapter  
Akron Zoo Chapter  
Tulsa Chapter  
Greater Philadelphia Chapter  
Memphis Zoo Chapter  
San Antonio Chapter

### Communication

Southern Colorado Chapter

### Grants

Brookfield Chapter  
Nashville Zoo Chapter

### International Outreach Committee

San Diego Zoo Chapter  
Zoo New England Chapter  
Riverbanks Zoo and Garden Chapter

### Professional Development

Cheyenne Mountain Zoo Chapter  
Lincoln Park Chapter  
Greater Baltimore Chapter

### Behavioral Husbandry

Phoenix Chapter  
Greater Sacramento Chapter  
Brandywine Chapter  
Mesker Park Chapter  
Potter Park Chapter  
Minnesota Zoo Chapter  
Greater Kansas City Chapter  
Greater Cincinnati Chapter  
Portland Chapter

### Safety

North Carolina Chapter

# Finances

## EXPENSES 2016

Association Memberships (AZA)	\$ 475.00
Board Travel/Lodging	\$ 5,098.11
CEO Expenses/Travel/Lodging	\$ 1,834.67
Committee	\$ 4,860.48
Conference	\$ 14,697.81
Grants	\$ 28,725.50
Membership Refund	\$ 35.00
Office	\$ 3,216.00
Office Rent	\$ 6,266.40
Payroll Fee	\$ 2,098.65
Payroll Taxes	\$ 21,749.77
Pension Contribution	\$ 3,690.00
Pension Management Fee	\$ 960.00
Postage and Delivery	\$ 2,159.41
Print and Reproduction	\$ 1,485.13
Product Expense	\$ 10,190.98
Program Expense	\$ 6,376.82
Salaries and Wages	\$ 57,422.36
TPS Tax Reporting	\$ 37.02
AKF Postage and Delivery	\$ 18,930.97
AKF Printing	\$ 52,049.37
BFR Trip Winner Payout	\$ 5,324.62
Insurance	\$ 1,752.49
Professional and Legal Fees	\$ 2,673.00
Taxes (Business)	\$ 102.00
Utilities	\$ 1,121.84
Web Revision and Management	\$ 3,009.50
<b>Total Expenses</b>	<b>\$ 256,342.90</b>

## INCOME 2016

BFR Registration Fee	\$ 1,825.48
Conference Income	\$ 63,948.50
Donation	\$ 28,271.36
Non-member Job Posting	\$ 2,350.00
Membership	\$ 121,264.39
Product Sales	\$ 10,909.57
Re-charter Fee and Duty Obligation	\$ 63,522.26
Advertising	\$ 34,698.18
BFR Trip Winner Fund Transfer	\$ 16,703.96
Refund - State Tax	\$ 5.83
<b>Total Income</b>	<b>\$ 343,499.53</b>

## MEMBERS

Category	January 1, 2017
Affiliate	454
Commercial	18
Conservation Partner	26
Contributing	21
Exchange	17
Institutional	126
International	24
Library	21
Lifetime	19
Professional	1571
Student	222
<b>Total</b>	<b>2519</b>

## AZK BOARD OF DIRECTORS

Penny Jolly - President  
Disney's Animal Kingdom  
Lake Buena Vista, FL

Bethany Bingham - Vice President  
Utah's Hogle Zoo  
Salt Lake City, UT

Bill Steele - Board Member  
Chicago Zoological Society - Brookfield Zoo  
Brookfield, IL

Mary Ann Cisneros - Board Member  
Disney's Animal Kingdom  
Lake Buena Vista, FL

Denny Charlton - Board Member  
Smithsonian's National Zoological Park  
Washington, D.C.

## STAFF

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Tucson, AZ

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**American Association of Zoo Keepers**  
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The mission of The American Association of Zoo Keepers is to advance excellence in the animal keeping profession, foster effective communication beneficial to animal care, support deserving conservation projects, and promote the preservation of our natural resources and animal life.