

# Thank You for Your Support!

AAZK recognizes our Chapter partners for their support of AAZK in 2020 via the 2021 Chapter Re-charter process and Committee/Program support.

## Platinum

\$2000.00 and Above  
Little Rock Chapter  
Wildlife World Chapter  
Greater Cleveland Chapter

## Gold

\$1000.00 - \$1999.99  
Topeka Zoo Chapter  
Detroit Chapter  
Ozarks Chapter  
Omaha Chapter  
Puget Sound Chapter

## Silver

\$500.00 - \$999.99  
Birmingham Zoo Chapter  
Phoenix Chapter  
Los Angeles Zoo Chapter  
San Diego Chapter  
San Francisco Zoo Chapter  
Bay Area Chapter  
Greater Sacramento Chapter  
Rocky Mountain Chapter  
Cheyenne Mountain Zoo Chapter  
National Capital Chapter  
Brevard Chapter  
Jacksonville Chapter  
Santa Fe Teaching College Zoo  
Student Chapter  
Greater Orlando Chapter  
Palm Beach Zoo Chapter  
Lion Country Safari Chapter  
Georgia Chapter  
Boise Chapter  
Brookfield Chapter  
Indianapolis Chapter  
Little Turtle Chapter  
Potawatomi Zoo Chapter  
New England Chapter  
Greater Baltimore Chapter  
Potter Park Chapter  
Minnesota Zoo Chapter  
St. Louis Chapter  
Kansas City Zoo Chapter  
North Carolina Chapter  
Dakota Chapter  
Cape May County Zoo Chapter  
Rosamond Gifford Zoo AAZK Chapter  
Seneca Park Zoo AAZK Chapter  
Akron Zoo Chapter  
Columbus Chapter  
Oklahoma City Zoo Chapter  
Tulsa Zoo Chapter  
Elmwood Park Zoo Chapter  
Delaware Valley University Student Chapter  
Nashville Chapter  
Memphis Zoo Chapter  
Galveston Chapter  
Greater Houston Chapter

San Antonio Chapter  
Rainier Chapter  
Utah Chapter  
Point Defiance Chapter  
Milwaukee County Zoo Chapter  
Green Bay Chapter  
Toronto Zoo Chapter

## Bronze

Up to \$499.99  
Midnight Sun Chapter  
Tucson Chapter  
America's Teaching Zoo Student Chapter  
California Desert Chapter  
Fresno Chaffee Zoo Chapter  
Redwood Coast Chapter  
Southern Colorado Chapter  
Connecticut's Chapter  
Brandywine Zoo Chapter  
South Florida Chapter  
Tampa Bay Chapter  
Naples Chapter  
Central Florida Chapter  
Lincoln Park Chapter  
Heart of Illinois Chapter  
Scovill Zoo Chapter  
Central Illinois Chapter  
Cosley Zoo Chapter  
Quad City Chapter  
Mesker Park Zoo Chapter  
Louisville Zoo Chapter  
New Orleans Chapter  
Baton Rouge Zoo Chapter  
Red River of Louisiana Chapter  
Battle Creek Chapter  
Greater Kansas City Chapter  
North Carolina Piedmont Chapter  
Greater New Jersey Alliance Chapter  
ABQ Chapter  
NYC Chapter  
Staten Island Zoo Chapter  
Northern Nevada Chapter  
Toledo Zoo Chapter  
Greater Cincinnati Chapter  
Portland Chapter  
Pittsburgh Chapter  
Greater Philadelphia Chapter  
Roger Williams Park Zoo Chapter  
Riverbanks Zoo and Garden Chapter  
High Forest Chapter  
Cameron Park Chapter  
Dallas Zoo Chapter  
Red River Chapter  
El Paso del Norte Chapter  
Rio Grande Valley Chapter  
Roanoke Valley Chapter  
Tidewater Chapter  
Badger Chapter  
Assiniboine Park Zoo Chapter

## Annual Contribution to AAZK

1000.00 or greater  
Little Rock Chapter  
Wildlife World Chapter  
Greater Cleveland Chapter  
Topeka Zoo Chapter  
Detroit Chapter  
Ozarks Chapter  
Omaha Chapter  
Puget Sound Chapter

## AKF Sponsorship

\$500.00  
Little Rock Chapter  
Wildlife World Zoo Chapter  
Greater Cleveland Chapter  
Jacksonville Chapter  
Greater Orlando Chapter  
Lion Country Safari Chapter  
Indianapolis Chapter  
Topeka Chapter  
Ozarks Chapter  
Cape May County Zoo Chapter  
Rosamond Gifford Zoo Chapter  
Milwaukee County Chapter

## AAZK Trees for You and Me

Program Support  
\$250.00  
Southern Colorado Chapter  
Georgia Chapter  
Brookfield Chapter  
Memphis Chapter  
Dallas Chapter  
Point Defiance Chapter

## AAZK Professional Development Programs

\$250.00  
Pittsburgh Chapter  
Undefined Committee/Program Support  
\$250.00  
San Francisco Zoo Chapter  
Cheyenne Mountain Zoo Chapter  
South Florida Chapter  
Central Illinois Chapter  
Topeka Chapter  
New England Chapter  
Oklahoma City Zoo Chapter  
Tulsa Zoo Chapter  
Roger Williams Park Zoo Chapter  
Riverbanks Zoo and Garden Chapter  
High Forest Chapter  
Cameron Park Chapter  
Dallas Zoo Chapter  
Red River Chapter  
El Paso del Norte Chapter  
Rio Grande Valley Chapter  
Roanoke Valley Chapter  
Tidewater Chapter  
Badger Chapter  
Assiniboine Park Zoo Chapter

## Conservation

\$250.00  
Midnight Sun  
Los Angeles Zoo Chapter

California Desert Chapter  
Fresno Chaffee Zoo Chapter  
Bay Area Chapter  
Naples Chapter  
Lincoln Park Chapter  
Potawatomi Zoo Chapter  
Minnesota Chapter  
North Carolina Chapter  
ABQ Chapter  
NYC Chapter  
Seneca Park Chapter  
Columbus Chapter  
Greater Cleveland Chapter  
Greater Philadelphia Chapter  
Elmwood Park Zoo Chapter  
Nashville Chapter

## International Outreach Committee

\$250.00  
Birmingham Chapter  
San Diego Zoo Chapter  
National Capital Chapter  
Kansas City Zoo Chapter  
Utah Chapter

## Animal Welfare

\$250.00  
Greater Sacramento Chapter  
Rocky Mountain Chapter  
Connecticut's Chapter  
Georgia Chapter  
Greater New Jersey Chapter  
Akron Chapter  
Dallas Chapter  
El Paso del Norte Chapter

## AAZK Resource (ARC)

\$250.00  
Potter Park Chapter  
St. Louis Chapter

## Awards

\$250.00  
Support  
Greater Baltimore Chapter

## Grants

\$250.00  
Galveston Chapter

## NZKW

Phoenix Chapter  
Mesker Park Chapter

# Finances

## EXPENSES 2020

Association Memberships (AZA)	\$	475.00
BFR Trip Winner Payout	\$	6,750.00
Board Travel/Lodging	\$	771.30
CEO Expenses/Travel/Lodging	\$	935.30
Committee	\$	2,768.21
Conference	\$	10,042.71
Grants	\$	10,150.04
Office	\$	2,253.70
Office Rent	\$	13,166.40
Payroll Fee	\$	2,977.80
Payroll Taxes	\$	24,571.53
Pension Contribution	\$	4,164.00
Pension Management Fee	\$	2,100.00
Postage and Delivery	\$	1,796.12
Print and Production	\$	395.00
Product Expense	\$	509.53
Program Expense	\$	1,500.00
Salaries and Wages	\$	68,247.82
Staff Expense	\$	764.05
AKF Postage and Delivery	\$	20,680.53
AKF Printing	\$	51,380.00
Insurance	\$	886.00
Professional Legal Fees/Tax		2,545.00
Utilities		975.78
Web Revision and Management		2,037.47
<b>Total Expenses</b>	<b>\$</b>	<b>232,843.29</b>

## INCOME 2020

BFR Registration Fee	\$	1301.79
BFR Dedicated Program Income		
BFR CRG	\$	4,349.37
BFR Trip Retention	\$	6,750.00
Conference Income	\$	.00
Donation	\$	10,250.15
WC Insurance Refund	\$	787.31
Non-member Job Posting	\$	2,350.00
Membership	\$	104,856.63
Product Sales	\$	4,804.00
Re-charter Fee & Duty Obligation	\$	68,525.14
Advertising	\$	29,301.05
Tax/Utility Refunds	\$	1,989.66
<b>Total Income</b>	<b>\$</b>	<b>235,265.10</b>

## MEMBERS

Category	December 31, 2020
Affiliate	342
Commercial	10
Conservation Partner	31
Contributing	14
Exchange	21
Institutional	133
International	31
Library	17
Lifetime	27
Professional	1309
Student	169
<b>Total</b>	<b>2083</b>

## AAZK BOARD OF DIRECTORS

Paul Brandenburger, President  
Baltimore Zoo  
Baltimore, MD

Nicole Pepo – Vice President  
North Carolina Zoo  
Asheboro, NC

Ellen Vossekul  
Ochsner Park and Zoo  
Baraboo, WI

Kristen Scaglione  
Akron Zoo  
Akron, OH

Abbie Doan  
Indianapolis Zoo  
Indianapolis, IN

Sara Bjerklie  
Dallas Zoo  
Dallas, TX

## AAZK STAFF

Ed Hansen  
CEO/CFO  
Tucson, AZ

Kendall Emmett  
Office Assistant  
Tucson, AZ  
Bethany Bingham  
Director of Professional Development/  
Conference Management  
Salt Lake City, UT

Shane Good  
Editor, *Animal Keepers' Forum*  
Valley City, OH

Elizabeth Thibodeaux  
Graphic Designer  
Cleveland, OH



# American Association of Zoo Keepers, Inc.

## Annual Report 2020



**American Association of Zoo Keepers**  
(520) 298-9688 | info@azk.org | www.azk.org

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.

## Dear Friends,

AAZK is once again pleased to offer our member partners a transparent view into AAZK through our 2020 Annual Report. Even during a global pandemic, AAZK continues to be at the forefront of animal welfare and continuing education for animal care professionals.

The Animal Keepers' Forum has been continually published in varying forms since 1968. Shane Good, the Editor of AKF Editor reports on the highlights of AKF in 2020.

Paul Brandenburger AAZK President reports on 2020 progress for AAZK Committees and Programs.

Bethany Bingham is the AAZK Director of Professional Development and Conference Management. Bethany will report on the postponement of the 2020 AAZK Conference and the revised housing for interactive resources on AAZK C.O.R.E.

Sara Bjerklie is now serving as oversight of the Conservation Committee that includes our two signature conservation programs. Thank you to all of our donors and Chapters who supported AAZK's Bowling for Rhinos and Trees for You and Me during the past year.

**Ed Hansen**  
AAZK CEO/CFO

Questions regarding the AAZK Annual Report may be directed to Ed.Hansen@aazk.org.

## President's Message

The demands of operating AAZK during the COVID-19 pandemic necessitated growth and innovation in order to fulfill our mission. The cancellation of the 2020 AAZK National Conference was an especially devastating development. The Conference serves as a chance to connect professionals, provide learning opportunities, and engage with the membership. However, the work of AAZK and the membership was exemplary in adapting these opportunities to new formats.

In the absence of a typical Conference, virtual events were created in order to recognize the work of animal professionals at a time when uplifting news was greatly needed. Resources were produced and altered to include tips on fundraising virtually. Distanced-learning opportunities were presented and shared by AAZK and chapters across the country. And members provided support to one another as many facilities dealt with closures and layoffs in the face of financial hardships. This is just a snapshot of the great work of AAZK in the face of the pandemic and it will lead to a stronger and more resilient association as we move to a brighter tomorrow.

**Paul Brandenburger**  
AAZK President

## Professional Development and Conference Management

During the summer of 2020, AAZK took the first steps to rebranding and relaunching our learning site, AAZK Online. This site was originally developed to connect members with professional resources and virtual courses on a variety of topics, in collaboration with the San Diego Zoo Global Academy. Access to the site is a membership benefit.

AAZK Online was refreshed by removing outdated information and adding a site navigation course, past conference proceedings and new personal professional resources. This was timely because of the pandemic and the effects on our members, and we wanted to offer resources that would support them during a time when they might unexpectedly need to update their CV or resume or look for new employment.

**\$492,839**

AAZK Chapters contribution to deserving groups and charities around the globe



**28** AAZK Chapters donated **\$43,229** back to their Host Facilities

**1727**

AAZK Members



+ **550** non-AAZK contributors

**117**

Duly chartered AAZK Chapters



Top 2 charities to receive AAZK Chapter donations for conservation

**2** Bowling for Rhinos  
Trees for you and Me



AAZK Online was rebranded to AAZK C.O.R.E. – Center for Online Resource Engagement. A marketing plan was developed to introduce this new platform to the membership via email, social media and the Animal Keeper's Forum. New courses were identified based on feedback from a membership survey and from current AAZK resource documents. AAZK C.O.R.E. will offer resources in three ways -

>Educational documents such as conference proceedings  
>AAZK created courses with videos and engaging narrative  
>Discussions - resources with opportunity for Q & A

**Bethany Bingham**

Director of Professional Development/Conference Management

## Thank You!

Contributors to the preservation of all species in Asia and Africa

**Sondaicus**  
\$50,000 and Up

**Sumatrensis**  
\$15,000 to \$49,999  
Greater Cincinnati Chapter  
Greater Cleveland Chapter\*\*  
Jacksonville Chapter

**Unicornis**  
\$5,000 – \$14,999  
Columbus Chapter  
Dallas Chapter  
Ferrell Gas/Blue Rhino  
Friends of Zoo Boise  
Greater Houston Chapter  
Indianapolis Chapter  
Little Turtle Chapter  
Mesker Park Zoo Chapter  
Point Defiance Chapter/Steffi Fund  
Portland Chapter  
Riverbanks Chapter  
San Antonio Chapter  
Toronto Chapter

**Bicornis**  
\$1000 - \$4999  
Anonymous  
Baton Rouge Chapter  
Bay Area Chapter  
Boise AAZK  
Brevard Chapter  
Fresno Chapter  
Cheyenne Mountain Zoo Chapter  
Greater Kansas City Chapter  
Greater Orlando Chapter  
Little Rock Chapter  
Kansas City Zoo Chapter\*  
Los Angeles Chapter  
New Orleans Chapter  
New York City Chapter  
North Carolina Chapter  
Ozarks Chapter  
Potawatomi Zoo Chapter  
Rocky Mountain Chapter  
Santa Fe College Student Chapter  
Smoky Mountain Chapter\*  
Tidewater Chapter

**Simum**  
Up to \$999  
Anna Antolok  
Sally Barns  
Battle Creek Chapter  
Jo Ann Bayrakci  
Loren Berry  
Bethany Bingham  
Laura Bjerklie  
Kevin Blakely  
Evan Boucher  
Carolyn Brockman  
Brookfield Chapter  
Kathleen Bryan  
Susan Burchardt  
Rosemary Burgerhoudt  
Bill Burges  
Claire Charney  
MaryAnn Cisneros  
Ollie Claffey  
Jennifer Coe  
Phil and Kristen Coleman  
Sue Connell  
Deanna Davidson  
MaryAnn Davis  
Kathleen Dehn  
Vickie Delalque  
Sara DePew  
Samantha Derman  
Dortha Doyle  
Jennifer Duke  
Elmwood Park Zoo Chapter  
Kendall and Cody Emmett  
Norah Farnham  
Philip Fensterer  
Sarah Fischel  
Amanda Fleming  
Jackie Filippone  
Harmony Frazier  
Cape May County Chapter  
Diane Gebhardt  
Donald Gertz  
Cheyenne Ginther  
Brad Graley  
Cathy Granholm  
Greater Baltimore Chapter  
Green Bay Chapter  
Laurie Adair Guillot  
Charlene Hall

Jean Hamrick  
Pamela Hancock  
Lindsay Harris  
Rachel Hawkins  
Cathy Heiny  
Rebecca Hollenbeck  
Dorothy Hudson  
Kym Janke  
Sabrina Johnson  
Penny Jolly  
Jennifer Kandris  
Linda King  
Linda Korana  
Chris Kotheimer  
Elizabeth Krasowski  
Dawn Kruger  
Lynn LaVallee  
Lion Country Safari Chapter  
Louisville Chapter  
Jonathan Lutz  
Nancy Lutz  
Joanne Luyster  
Sean Mallee  
Fran Mandeville  
Bill Mandel  
Dale Martin  
Earl Martin  
Donna McLean  
Bonnie McGowan  
Joan Mead  
Midnight Sun Chapter  
Joann Milam  
Scott Milam  
Nicole Miller  
Stephanie Miller  
Julia Mills  
Matthew Mills  
Sara Mills  
Kelly Morrisroe  
Caleb Morrow  
Selinia Murrillo  
Joseph Nappi  
New England Chapter  
Emily Orndorff  
Christy Mazrimas-Ott  
Anne Overly  
Jennifer Owens  
Chris Pietkiewicz  
Pittsburgh Chapter

Leann Poindexter  
Carol Proesel  
Puget Sound Chapter  
Quad City Chapter  
Kathy Ragsdale  
Farrah Raines  
Rainier Chapter  
Pat Reavy  
Renee Richel  
James Ridgway  
Karen Ridgway  
Ernie Rose  
Michelle Rudovsky  
Safari West Chapter  
John Schwolow  
Mindy Scott  
Marjorie Scullin  
Mallory Seibold  
Lyn Seiple  
Mary Sharp  
Alice Shellenberger  
Helen Shewman  
Lee Shum  
Kim Simkins  
Kathryn Sippel  
Rana Bayrakci-Smith  
Tiffany Sorcic  
Shannon Sprayberry  
Mary Stanek  
Dale Suter  
Tampa Bay Chapter  
Elizabeth Thibodeaux  
Utah Chapter  
Denise Wagner  
Erica Weil  
Jacob Wiesel  
Katherine Welsh  
Lee Witt  
Jill Werner  
Laurie White  
Sue Wilkins  
Kris Willis  
Kellee Wolowitz  
Sarah Wright  
Nancy Visenberg  
Ethan Vogel  
Brianna Voigt  
Kim Voyle  
Neil Zechman  
Carolyn Zelina

\*Funds received after 2019 Deadline  
\*\*2018/2019/2020 Events

## Animal Keepers' Forum

UPDATE (THIS IS LAST YEAR'S VERSION) 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. The *AKF* highlights best practices and innovations in animal care, conservation success stories, plus 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 or cover photo— please e-mail Shane.Good@aazk.org.

- » **Shane Good**, Editor
- » Elizabeth Thibodeaux, Graphic Designer
- » *Enrichment Options Column Coordinators*: Stephanie Miner, Beth Stark-Posta, Beth Ament-Briggs
- » *Training Tales Column Coordinators*: Kim Kezer, Jay Pratte, Angela Binney
- » *Conservation Station Column Coordinators*: Wendy Lenhart
- » *Animal Welfare Column Coordinators*: Stephanie Miner, Beth Stark-Posta, Beth Ament-Briggs