



IUCN SSC CONSERVATION PLANNING SPECIALIST GROUP

# 2020 Annual Report



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## Cover Photo Credits

Top: *Bombus affinis* - CR ©Tamara Smith USFWS; *Aburria jacutinga* - EN ©Parque das aves. Bottom: *Cola octoloboides* - EN ©Norbert Rottcher; *Leontopithecus chrysopygus* - EN ©Bristol Zoo

## IUCN Red List Categories

EX = Extinct; EW = Extinct In The Wild; CR = Critically Endangered; EN = Endangered; VU = Vulnerable; NT = Near Threatened; LC = Least Concern; DD = Data Deficient; NE = Not Evaluated

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Amazona pretrei - VU  
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**40 YEARS** CHANGING THE FUTURE FOR WILDLIFE



CONSERVATION PLANNING SPECIALIST GROUP



*Criorhina pachymera* - WU  
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## Our Mission

CPSG saves threatened species by increasing the effectiveness of conservation efforts worldwide.

## Our Mantra

Each species that needs a conservation plan is covered by an effective and implemented conservation plan.

## Letter From The Chair

Did 2020 really happen? Did we really just experience a year of isolation? The lucky among us working from home, no travel, closed institutions, fear, sickness? The departure of professional colleagues that will be felt for a long time to come? Sadly, even the loss of loved ones?

Shockingly, we did. But almost as startling, in this year of unprecedented challenges, there was continued progress, renewed commitment to conservation, and even cause for celebration.

In 2020, CPSG developed and conducted creative virtual workshop processes. While face-to-face meetings are still essential in certain circumstances, virtual approaches have several important advantages. So, rather than returning to business as usual once we are all able to travel again, we intend to continue using these virtual meeting tools in the years to come.

In addition, we produced two important publications in 2020:

- **CPSG's Species Conservation Planning Principles & Steps**, which defines the long-held philosophy behind all we do and outlines best practice in species planning.
- **Get to Know CPSG**, an introduction to the tools, processes, and training CPSG has to offer to SSC Specialist Groups, IUCN Regional Offices, governments, zoos and aquariums, and other conservation organizations.

While not surprising, it was indeed reassuring to get a clear message that our community's commitment to conservation is real. It is not just a luxury to indulge in when times are good, but a purpose, a reason for being. We saw steady demand for our conservation planning work and a continuation of our loyal donor support despite the pandemic.

We honored CPSG's 40th anniversary in 2020 virtually. Although not at all what we had planned, it was marvelous. We had an emotional reunion of our Strategic Committee, and our Annual Meeting was a joyful tribute to four decades of saving species through effective conservation planning.

We invite you to read all about our 2020 activities in the pages of this report.

Every year we rightly acknowledge that nothing we do would be possible without the support of our committed network of members and donors. This is immeasurably truer now than ever before. I hope you will take pride in CPSG's accomplishments from 2020. If we can do all this in the midst of a global pandemic, imagine what 2021 will bring!



Annie Byers



Microdon myrmicae - VU  
© Frank Vassen

# CPSG At A Glance

# The Year At A Glance

In 2020, CPSG facilitated **25** planning activities for **466** species found in **58** countries:

8 Mammals



©Bristol Zoo

33 Birds



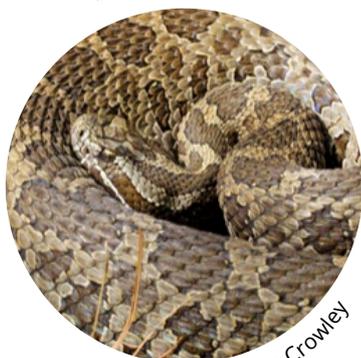
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1 Fish



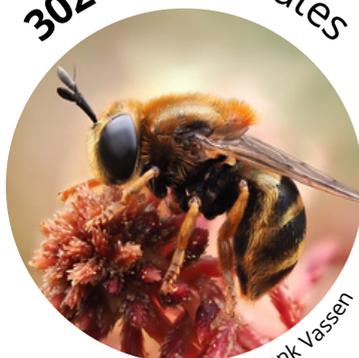
©DAPA images

2 Reptiles



©Joe Crowley

302 Invertebrates



©Frank Vassen

120 Plants

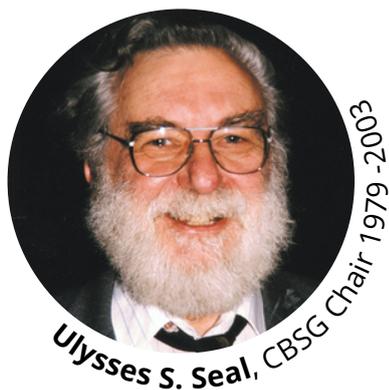


©Norbert Rottcher



## 40 Years At A Glance

In 1979, Ulysses S. Seal was appointed Chair of the newly formed IUCN SSC Captive Breeding Specialist Group (CBSG). Thus began our 40-year evolution - from *Captive Breeding* to *Conservation Breeding* to finally the *Conservation Planning Specialist Group* in 2017 - as an organization that fosters an integrated, One Plan Approach to species conservation planning that engages all peoples and places concerned with the conservation of a species.



**978+**

Species for which planning activities have been conducted by CPSG

**888+**

Planning workshops

**76+**

Countries where planning activities have taken place

**400+**

Publications





Helarctos malayanus - VU  
©Apfind from Getty images via Canva.com

# Species Updates



*Bombus syriacus* - LC  
©Sarahdoow via Canva.com

## Shrill Carder Bee

In 2019, CPSG led two conservation strategy workshops for the shrill carder bee, a rare bumble bee found in South Wales and Southern England. A Species Recovery Manager is now in place to oversee implementation of the resulting *Conservation Strategy for the Shrill Carder Bee 2020-2030*, and projects are underway in both England and Wales.

## Mexican Wolf

Since 2015, CPSG has been involved in recovery planning efforts for the Mexican wolf. According to the most recent 2020 census, the U.S. population of Mexican wolves has increased by 14% since 2019, raising the total number of wolves in the wild to a minimum of 186 individuals.



*Canis lupus baileyi* - E (ESA)  
©ChuckSchugPhotography via Canva.com



## Sun Bear

In 2017, CPSG facilitated a conservation planning workshop for the sun bear which resulted in the publication of the *Sun Bear Global Status Review & Conservation Action Plan 2019-2028*. Camera trap surveys have recently confirmed the presence of sun bears at multiple sites in Vietnam for the first time in 20 years. In addition, the sun bear *ex situ* research prospectus was completed to help direct *ex situ* research towards priority conservation questions for the species.

*Helarctos malayanus* - VU  
©Apfind from Getty Images via Canva.com



## Helmeted Hornbill

CPSG facilitated a conservation planning workshop in 2017 for the helmeted hornbill, from which the *Helmeted Hornbill: Status Review, Range-wide Conservation Strategy and Action Plan (2018-2027)* was produced. For helmeted hornbills, 2019-2020 saw successful efforts to combat poaching of the species across Indonesia, Thailand, and Malaysia. Meanwhile, a large field survey across four range states encountered the species at each of more than 15 sites visited.

## Blue-eyed Ground-dove

In 2019, CPSG facilitated an intensive management conservation planning workshop for the blue-eyed ground-dove, a species rediscovered after having not been seen for 75 years. Recent field surveys show the wild population of the blue-eyed ground-dove has increased from 20 to 31 known individuals since the planning workshop. Recommended *ex situ* actions to develop husbandry techniques with a related model species are also underway.



*Columbina cyanopsis* - CR  
©Ciro Albano



Crax fasciolata - VU  
©Parque das Aves

## Highlighted Stories

## Action Planning

### Conservation Action Planning for the Sand Tiger Shark

**Species name:** *Carcharias taurus*

**Common name:** Sand tiger shark

**The Species:** A large shark that inhabits subtropical and temperate waters up to 200 meters deep worldwide. It feeds on fish and other chondrichthyans and helps to regulate prey populations. This species is relatively slow-growing and has one of the lowest reproductive rates among sharks.



## Sand Tiger Shark | Action Planning



### Region/Countries:

Argentina, Brazil, and Uruguay

### Organizers:

Fundación Vida Silvestre Argentina, Wildlife Conservation Society Argentina, IUCN SSC CPSG

### The Problem:

In the Southwest Atlantic Ocean, sand tiger shark populations have been depleted by over 90% in the last 40 years due to commercial fishing and a lack of good practices in recreational and artisanal fishing. This species is considered the most vulnerable chondrichthyan in the Southwest Atlantic Ocean.

### The Process:

This meeting brought together a diverse group of stakeholders to generate the basis for a species conservation plan that considers the needs and interests of both humans and sharks. Participants came from a range of backgrounds and interests, including government officials, tourism agencies, NGOs, aquariums, researchers, and commercial, recreational, and artisanal fishermen. During the workshop, participants determined the main challenges for the conservation of the species, including: raising awareness of the conservation status of the sand tiger shark; different management and conservation measures for the sand tiger shark in Argentina, Brazil, and Uruguay; lack of coordination and collaboration among these three countries; and communities that depend on the species for food and livelihood. Participants agreed on a vision for the long-term future of the sand tiger shark and proposed objectives and actions, including better cross-sector and cross-country coordination to implement species management regulations, and the promotion of good practices in artisanal and recreational fishing, such as the use of round hooks. Additionally, stakeholders suggested developing studies on the effectiveness of current management measures and monitoring the biological, ecological, social, and economic impacts of the fisheries.

**This workshop paved the way for coordinated conservation efforts between countries with different policies for the protection and use of sand tiger sharks. With its particularly wide-ranging and diverse group of participants, it also served to help advance CPSG's virtual meeting tools.**

## Assess to Plan (A2P)

### Assess to Plan for Kenyan Trees

**The Species:** Planning was targeted at the 120 native Kenyan tree species categorized as threatened (Critically Endangered, Endangered, or Vulnerable). Kenya's forests host a disproportionate amount of the country's biodiversity. They play a vital role in stabilizing against soil erosion and providing water catchment protection. They are a source of timber, fuel, and non-timber forest products.



*Aloe ballyi* - EN  
©Mark Nicholson



## Kenyan Trees | Assess to Plan (A2P)

### Region/Countries:

Kenya

### Organizers:

Botanic Gardens Conservation International, the Kenya Forest Service, and IUCN SSC CPSG

### The Problem:

Kenya's trees are threatened by forest clearing for agriculture, human settlements, and infrastructural development. There has been a 10% decrease in Kenya's tree cover since 2000, and more than 10% of tree species are threatened. Although there is a large tree planting movement in Kenya, there is limited knowledge of the diversity of native tree species and limited availability of native seeds and seedlings. As such, the vast majority of species being planted are non-native or sometimes even known invasive species. Therefore, there is an urgent need for well-planned conservation action underpinned by current, reliable information on the distribution, habitat, populations, key sites, and major threats to ensure none of Kenya's native tree species becomes extinct.

### The Process:

A series of five virtual workshops were held in October and November 2020. Two were focused on priority actions at the national level and three were focused specifically on actions for two priority regions within Kenya (the coastal forests and the Taita hills) with high densities of threatened tree species. Multiple goals were developed that outline the broad operational themes for conservation activities for Kenya's threatened trees over the next 30 years. These include: identifying, protecting, and restoring sites with threatened tree species; establishing *ex situ* conservation collections as insurance populations; and storing and tracking information about threatened Kenyan tree species in a centralized system.

**Workshop participants have formed the Kenya Threatened Tree Conservation Consortium, jointly coordinated by Botanic Gardens Conservation International and the Kenya Forest Service. The consortium will continue to convene regular meetings, oversee progress on the continuation of conservation planning for Kenya's threatened trees, and monitor implementation of identified conservation actions. A website has been launched to provide a central hub for resources and to track action for each species.**

## Assess to Plan (A2P)

### Assess to Plan for European Hoverflies

**The Species:** Planning was targeted at the 256 threatened species of hoverfly endemic to, or considered to occur mainly in, Europe. Hoverflies play a critical role in pollination, biological control, organic matter recycling, and long-distance pollen transfer. They are considered to be the second-most important group of pollinators after bees.



**Region/Countries:**

Europe

**Organizers:**

IUCN Europe Global Species Team, IUCN SSC Hoverfly Specialist Group, IUCN SSC CPSG

**The Problem:**

Hoverflies are declining across Europe. Hoverflies require a range of microhabitat types to complete their complex and diverse life cycles, and these microhabitats are at risk throughout Europe due to a general reduction in habitat complexity caused by multiple factors, including shifts in land use, land management practices, and climate change.

**The Process:**

To date, pollinator conservation efforts have been dominated by activities related to bees and butterflies. The recent and first regional IUCN European Red List assessment for 979 hoverfly species provided an opportunity to identify and fill the gaps in current European initiatives for pollinators to ensure that hoverflies receive the attention they require. In the lead-up to the workshop, CPSG worked with the core organizing team to group threatened hoverfly species for further analysis and planning. A virtual planning workshop was held over two days in September 2020. During the workshop, conservation planning discussions focused on action required for six major hoverfly larval feeding types, as well as broader issues impacting hoverflies across Europe. Participants identified and developed goals and priority actions for hoverfly conservation in Europe. These included: protection, restoration, and management of priority microhabitats; reduced use of pesticides; and development of a complete set of identification tools for European hoverflies.

**This workshop provided an opportunity to explore the complex world of invertebrate conservation, in particular the critical requirement for microhabitat protection.**

## Ex Situ Conservation Assessment

### Ex Situ Conservation Assessment & Planning for the Rusty Patched Bumble Bee

**Species name:** *Bombus affinis*

**Common name:** Rusty patched bumble bee

**The Species:** Rusty patched bumble bees, like other bumble bees, are important pollinators. They live in colonies that have an annual cycle with a social phase and a solitary phase. The queen emerges in spring to construct the nest and produce workers, males, and young new queens. In late summer, the queen and workers die, while the males and young queens disperse and mate. The males then die, leaving the young queen or queens to overwinter in the solitary phase and start the cycle again in the spring.



## Rusty Patched Bumble Bee | *Ex Situ* Conservation Assessment



### Region/Countries:

United States and Canada

### Organizers:

US Fish & Wildlife Service, The Ohio State University, Minnesota Zoo, and IUCN SSC CPSG

### The Problem:

Historically distributed in a variety of habitats across 29 states in the North Central and Northeast United States and two provinces in Southeastern Canada, this species has declined by 87% in the last 20 years and likely occurs in only 0.1% of its historical range. Widespread decline is likely due to a number of interacting factors, including habitat loss, pesticides and fungicides, pathogens and parasites, climate change, managed bees, and small population size. The species is federally listed as Endangered both in the United States and Canada, although it is believed to now be extinct in Canada.

### The Process:

This workshop assessed the role of *ex situ* conservation activities in supporting the goals and actions outlined in the US recovery plan for the species. Bumble bees have a challenging life history for population management. Experts considered the benefits and challenges of collecting, maintaining, and releasing different life stages or forms (such as queens vs. males) over different parts of the colony's life cycle. Experience with other bumble bee species was valuable in these discussions. Four *ex situ* conservation strategies were ultimately recommended, which involve demographic and genetic supplementation of wild populations, reintroductions to establish new wild populations, and an *ex situ* insurance population.

**This workshop was hosted by the Minnesota Zoo, which is one of the few sites in Minnesota with a wild population of rusty patched bumble bees.**

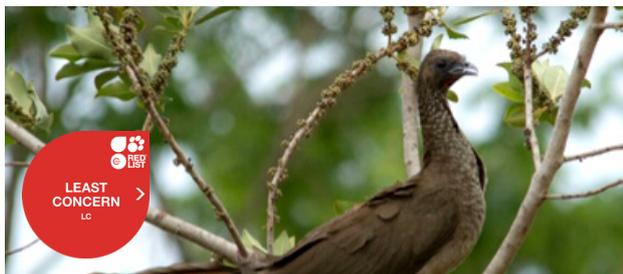
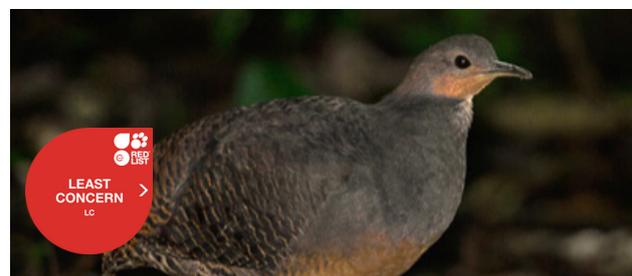
## Ex Situ Conservation Assessment

### Ex Situ Conservation Assessment for Galliformes & Tinamiformes

**Orders:** Galliformes and Tinamiformes

**Common names:** Guans, curassows, wood quails, and tinamous

**The Species:** Galliformes and Tinamiformes are birds with a generally fowl-like appearance. They are important environmental indicator species, and they maintain habitat structure through seed dispersal and predation. They are hunted by humans for food and for cultural purposes.



**Left:** *Aburria jacutinga* ©Parque das Aves, *Ortalis [guttata] remota* ©Marco Silva, *Tinamus solitarius* ©Marco Silva, *Crax [fasciolata] pinima* ©Gustavo Gonsioroski, *Crypturellus strigulosus* ©Douglas Fernandes. **Right:** *Crypturellus noctivagus* ©José Kachimareck, *Crax fasciolata* ©Ben Phalan, *Odontophorus capueira plumbeicollis* ©Ciro Albano, *Crax blumenbachii* ©Parque das aves and *Penelope superciliosus atagoensis* ©Arthur Andrade



### Region/Countries:

Brazil

### Organizers:

Parque das Aves, National Center for Bird Conservation & Research (ICMBio/CEMAVE), IUCN SSC CPSG

### The Problem:

This workshop was organized to evaluate the potential role(s) of *ex situ* management in the conservation of ten species or distinctive subspecies of Galliformes and Tinamiformes in Brazil. Most of the species assessed are identified in Brazil's National Action Plan for the Conservation of Atlantic Forest Birds as having a potential need for *ex situ* management for conservation. A great deal of knowledge and expertise in keeping and breeding birds found in these two orders already exists. The birds assessed over the course of this workshop were selected, in part, because their population management challenges and solutions were likely to be similar.

### The Process:

In February 2020, leading experts in both *in situ* and *ex situ* conservation of the focal taxa gathered to participate in a collaborative workshop process to evaluate possible *ex situ* and other conservation actions for each taxon. Drawing on the best available scientific knowledge and following the *IUCN SSC Guidelines on the Use of Ex Situ Management for Species Conservation*, the group found *ex situ* conservation roles to be of high priority for 4 of the 10 species reviewed: the black-fronted piping-guan (*Aburria jacutinga*), the red-billed curassow (*Crax blumenbachii*), the Belém curassow (*Crax [fasciolata] pinima*), and a subspecies of spot-winged wood-quail (*Odontophorus capueira plumbeicollis*). Three other taxa were considered to have lower or more local priority – the bare-faced curassow (*Crax fasciolata*), the southern subspecies of yellow-legged tinamou (*Crypturellus noctivagus noctivagus*), and the solitary tinamou (*Tinamus solitarius*). The results from this workshop will allow more detailed *ex situ* conservation plans for these birds to be prepared by taxon specialists and stakeholders.

**CPSG HQ, CPSG Brazil, and CPSG Europe worked together to refine and consolidate this *ex situ* conservation assessment and planning process and to further diversify CPSG Brazil's conservation planning capacity.**

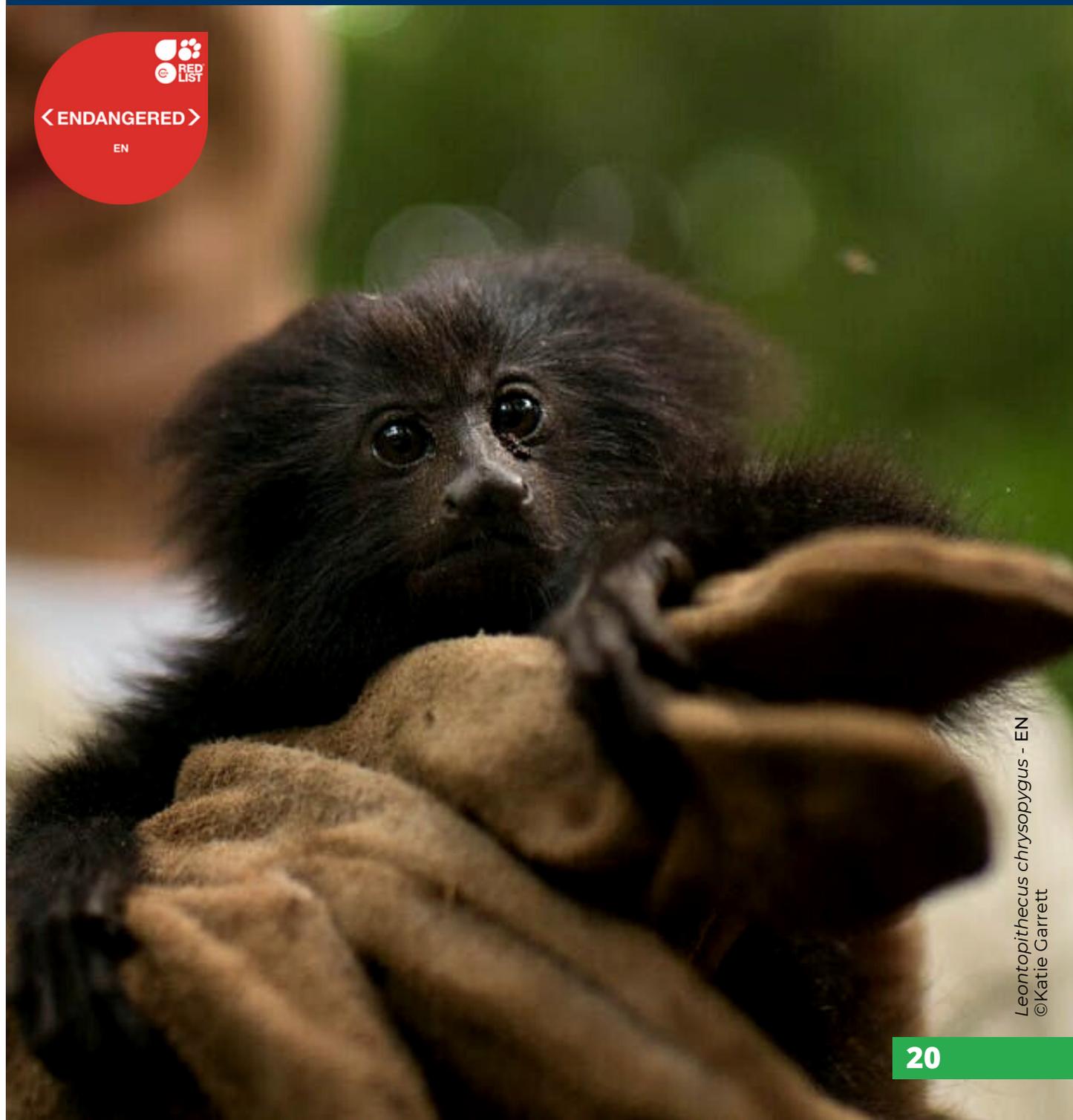
## Population Viability Analysis (PVA)

### Population Viability Analysis for the Black Lion Tamarin

**Species name:** *Leontopithecus chrysopygus*

**Common name:** Black lion tamarin

**The Species:** The black lion tamarin is one of four lion tamarin species endemic to Brazil. There are estimated to be 2,500 individuals in the wild, distributed in 17 subpopulations in fragments of the Atlantic Forest in the Paranapanema River basin of São Paulo, with the majority (about 80%) in Morro do Diabo State Park. Tamarins are seed dispersers and play an important role in the food web of the Atlantic Rainforest.



**Region/Countries:**

Brazil

**Organizers:**

Instituto de Pesquisas Ecologicas (IPÊ), IUCN SSC Primate Specialist Group, Centro Nacional de Pesquisa e Conservação de Primatas Brasileiros (ICMBio/CPB), Fundação Florestal de São Paulo, IUCN SSC CPSG

**The Problem:**

The high degree of population fragmentation makes this species vulnerable to habitat loss due to deforestation, fire, and climate change, as well as inbreeding and other impacts. Another threat is the yellow fever epidemic in Brazil that began in 2016 and resulted in a 32% decline in wild golden lion tamarins.

**The Process:**

The 2020 PVA built on and updated the results of a 2005 PVA for black lion tamarin, incorporating new, more complete, data and complex threats. The process included analyses of habitat, the impacts of climate change on the species, disease risk, and metapopulation management strategies. The results will inform an upcoming Population & Habitat Viability Assessment (PHVA) and *ex situ* conservation assessment to develop an integrated, One Plan Approach to save the species.

**Several Vortex modelers in-training participated in this PVA, thereby contributing to building Vortex modeling capacity in Brazil.**

## Population Viability Analysis (PVA)

### Population Viability Analysis for the Poweshiek Skipperling

**Species name:** *Oarisma poweshiek*

**Common name:** Poweshiek skipperling

**The Species:** A small, orange and brown butterfly found in remnant prairies of the Upper Midwest (USA) and Canada. They are found only in tallgrass prairies, where the caterpillars eat the grasses and the adult butterflies feed on the nectar of yellow flowers. They are an important prairie pollinator and an indicator of prairie ecosystem health.



## Poweshiek Skipperling | Population Viability Analysis (PVA)



### Region/Countries:

United States and Canada

### Organizer:

Minnesota Zoo, IUCN SSC CPSG

### The Problem:

Significant loss of native tallgrass prairie has greatly reduced suitable habitat for the Poweshiek skipperling. Once abundant throughout the prairies of the North Central United States and South Central Canada, the Poweshiek skipperling butterfly has almost disappeared from the wild.

### The Process:

Since 2018, head-starting programs for the Poweshiek have been in place, following an initial PVA and population modeling conducted by CPSG for the butterfly. Conservation biologists from the Minnesota Zoo and Assiniboine Park Zoo have been collecting eggs from remaining wild females and raising the larvae in their facilities to be released as adults the following summer. Despite recent successes in this head-starting effort, new population modeling performed by CPSG suggests that more needs to be done to recover the species. This new PVA conducted by CPSG – one of the most detailed of its kind for an insect – demonstrated the tremendous potential benefit of captive breeding and release of healthy individuals to reinforce local populations of Poweshiek skipperlings on the brink of extinction.

**CPSG's PVA tool is well-suited for investigating current and future demographic dynamics of Poweshiek skipperling populations across their range. The PVA tool can assess the relative consequences of alternative management strategies to suggest which practices may be the most effective in managing populations that are threatened with extinction.**



# CPSG's Training Program

## Expanding Global Capacity For Conservation Planning

Since 2018, 500 individuals have completed our training courses in CPSG's conservation planning tools and methodologies, including our six-week, online training program. SSC Specialist Group members, government staff, and zoo, aquaria, and botanic garden staff have been our focal audience to date, with priority given to individuals who illustrate how they intend to use the training to inform the design and facilitation of species conservation plans.

Our training courses have focused primarily on capacity building for process design and facilitation. In 2021 we look forward to launching our first online course on wildlife disease risk analysis and will be moving forward with plans to launch a third online course on *ex situ* conservation assessment and planning.

A recent post-training survey showed that participants who have completed CPSG's training program feel more confident and motivated to undertake species conservation planning work. Half of the survey respondents were involved in designing and/or facilitating one or more species conservation planning processes in 2020, encompassing several hundred species in countries around the world.

**500** The number of CPSG training course graduates since 2018

**95%** Percentage reporting that they feel confident and motivated to take on species conservation planning work

**50%** Percentage of CPSG training course graduates who undertook the design and/or facilitation of at least one species conservation planning process in 2020

**324** Number of species for which CPSG training course graduates helped to design and/or facilitate planning work in 2020

**19** Number of countries where species conservation planning work was undertaken by CPSG training course graduates in 2020

## CPSG's Planner Development Path Mentees

A more in-depth study of the impacts of CPSG's training program, undertaken in 2020 in collaboration with Colorado State University, has revealed the significant role that an individual's sense of self-efficacy (i.e. an individual's self-perceived ability to undertake a particular task successfully) plays in determining whether they go on to apply their training to conservation planning work. One way to foster this sense of self-efficacy is through opportunities to apply new knowledge and skills to the design and facilitation of species conservation planning workshops. CPSG's 18-month Planner Development Path Mentorship Program is proving effective at providing these opportunities. In 2018, a group of seven individuals became the first cohort to go through this program, each equipped with formal training, a dedicated and experienced mentor and, importantly, opportunities to apply their skills in facilitating real-world species conservation planning processes. Caribbean iguanas, Indonesian amphibians, South African parrots, and Canadian shrikes are a few of the groups of species that have now received conservation planning attention through the work of CPSG's Planner Development Path mentees. All seven of the 2018 cohort are now regularly called upon to design and facilitate species conservation planning work, both on behalf of CPSG and their own networks. Additional mentees have since joined the program, and we look forward to extending this opportunity to staff from other conservation organizations in 2021.



## What's Next?

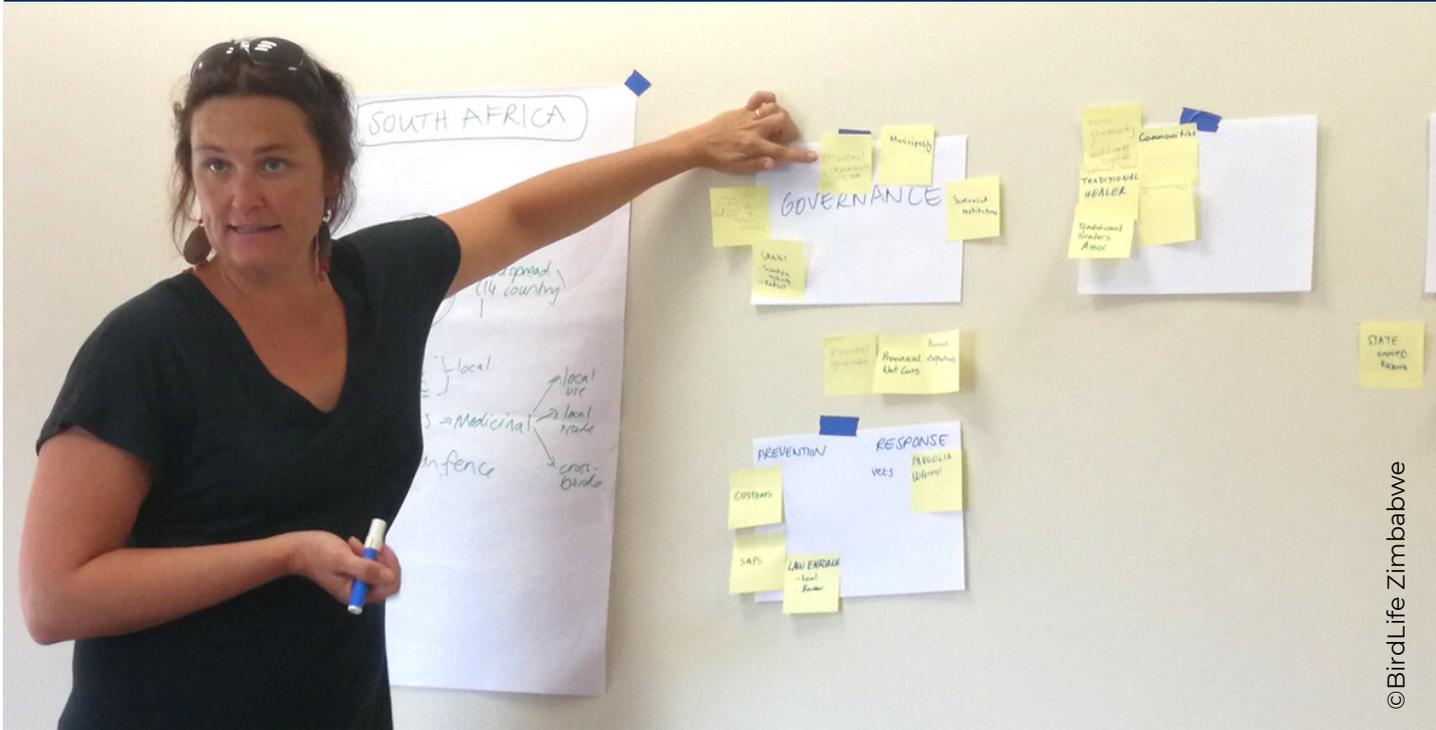
With more than 37,000 species categorized by the IUCN Red List as at risk for extinction, we must continue to scale up capacity for species conservation planning in order to ensure that threatened species in need are covered by an effective, implemented conservation plan. Over the next few years, we hope to connect with more indigenous groups with a concern for threatened species to determine how we can best partner with them to ensure that effective, implemented species conservation plans are in place. Initiatives such as Reverse the Red and planning focal persons within SSC Specialist Groups will help us to identify individuals responsible for developing species conservation plans whom we can support. More CPSG training courses will come online over the next year to provide formal training in planning tools. Alongside this, we hope other organizations will put forward staff for our mentorship program – as mentees or as mentors – to ensure there are competent and confident planners available to support the growing amount of species conservation planning that is needed worldwide. We look forward to reporting a further scaling up of capacity for species conservation planning in 2021 and, importantly, evidence that more effective plans are in place for those species that need one.



# Profiles: Two Of CPSG's Planner Development Path Graduates

## Dr. Lucy Kemp

Project Manager, Mabula Ground-hornbill Project  
Chair, South African Southern Ground-hornbill Working Group  
Co-Chair, IUCN SSC Hornbill Specialist Group



© BirdLife Zimbabwe



**2021 winner of the Whitley Award for her community-based work to conserve the southern ground-hornbill.**

Bucorvus leadbeateri - VU  
© Binty via Canva.com



# Profiles: Two Of CPSG's Planner Development Path Graduates

空山田旌群與棲地仔續分析 (P)

## Jim Kao

Executive Officer, Taipei Zoo

Chair, SEAZA Primate TAG

Coordinator, SEAZA Orangutan Species Management Program



Sasakia charonda - EN (Taiwan)  
©Kororokerokero via Canva.com

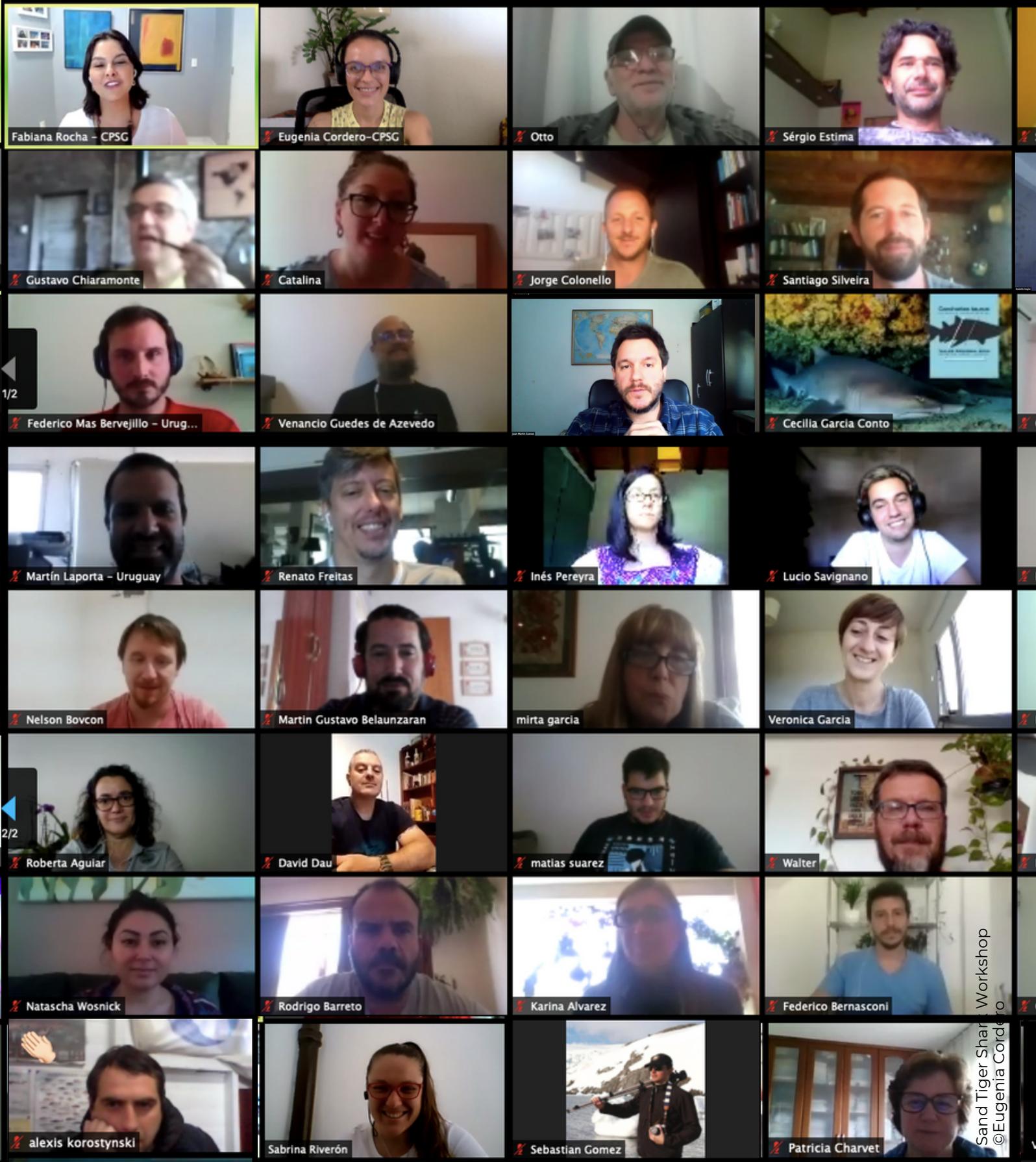
Jim attended his first CPSG Annual Meeting in 2013 and formally joined the Planner Development Path after completing CPSG's online species conservation planning design and facilitation course in 2018. On joining CPSG, Jim reflected that:

**"... through the One Plan Approach I realized that captive populations can play a significant role in supporting the species in the wild. This was new thinking to me."**

Since this time, Jim has facilitated conservation planning workshops for several species, including the leopard cat, clouded leopard, dhole, Sunda pangolin, Eurasian otter, and the great purple emperor butterfly.

**"My next step will be to work with Taiwan's conservation authority to prioritize endangered species at the national level, and to continue to train people and establish a team for conservation planning in Taiwan and Southeast Asia".**



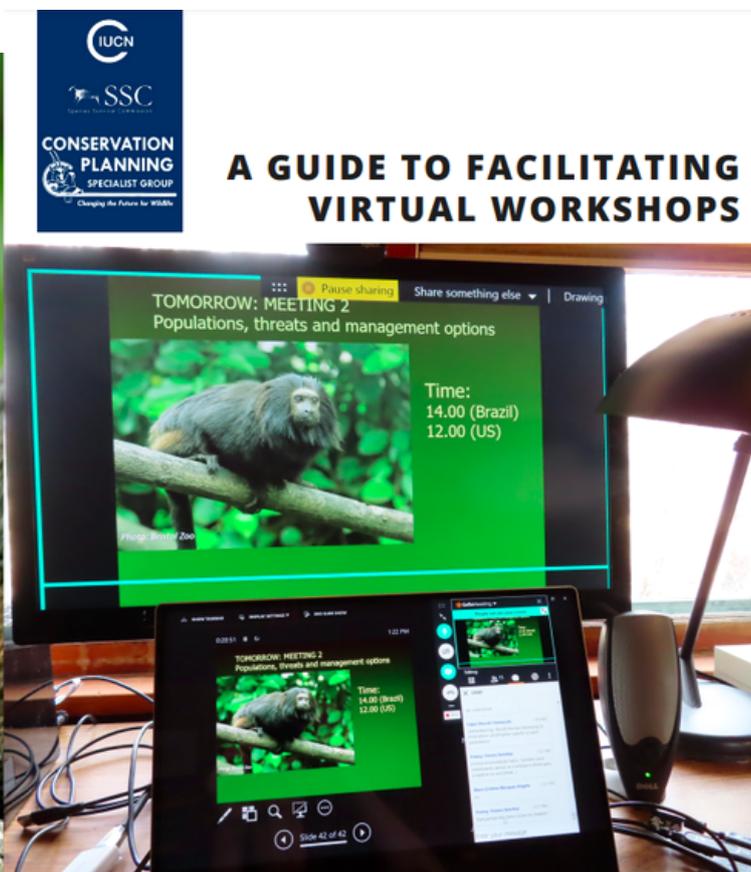


# New Initiative: Virtual Planning

## New Initiative | Virtual Planning

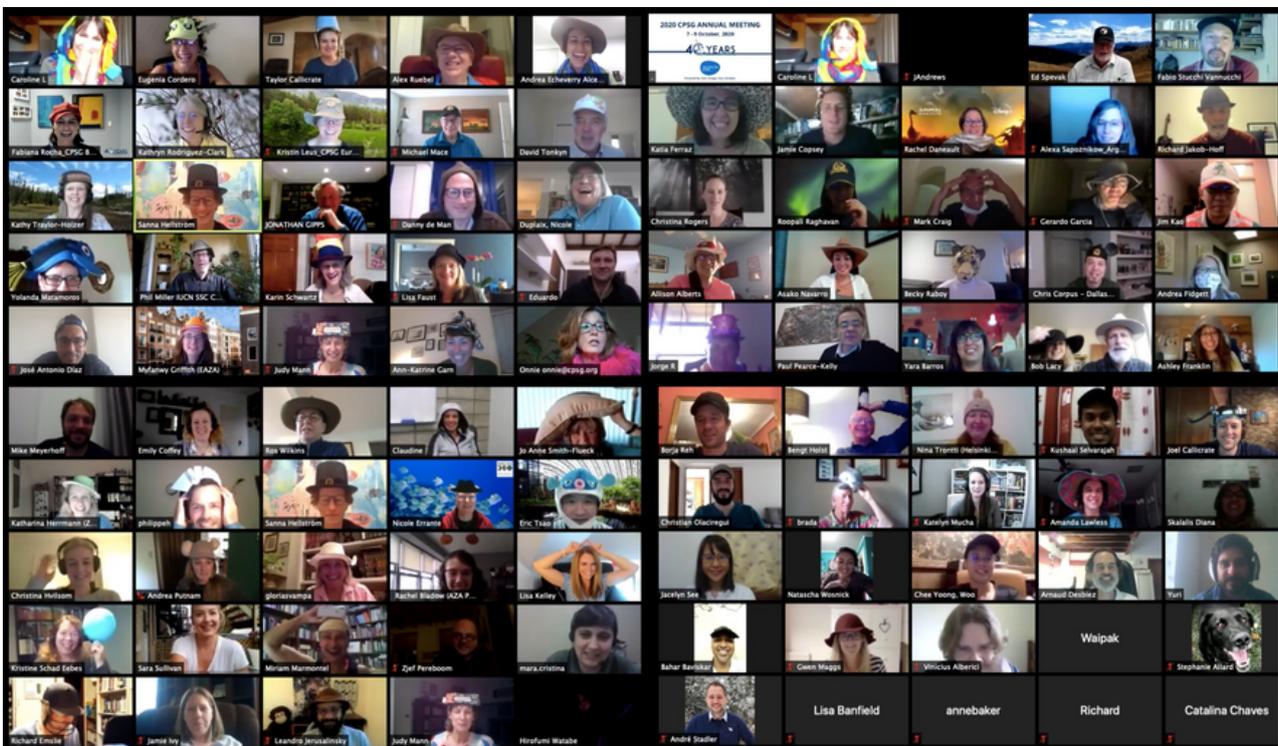
As the coronavirus pandemic swept across the globe in 2020, we were all forced to adapt to new ways of working and communicating. For CPSG, this meant abandoning our global travel schedules and instead working from home. The demand, however, for participatory conservation planning for the world's endangered species remained as great as ever. How could we at CPSG continue to facilitate complex meetings with a diverse array of participants without traveling to meet where the species and associated stakeholders call home? The world of virtual meeting tools held the answer.

While many of us have only very recently become familiar with the virtual meeting environment, some of these tools have been in use for over a decade. CPSG has been exploring virtual meeting design and facilitation since 2009, when our CPSG Australasia Regional Resource Center team led a project to identify online meeting alternatives to financially and environmentally costly travel that defined business as usual for conservation planning at that time. They developed an effective case study around a planning project for a desert-dwelling marsupial known as the mala (*Lagorchestes hirsutus*), ultimately publishing their insights and lessons learned in [A Guide to Facilitating Virtual Workshops](#).



Leontopithecus chrysopygus - EN  
©Bristol Zoo

In 2020, our exploration into the use of virtual meeting tools took on a new urgency. By necessity, the overwhelming majority of species conservation planning meetings conducted by CPSG in 2020 were held virtually. This includes 5 of the 7 Highlighted Stories found in this report – the black lion tamarin and elements of the Poweshiek skipperling PVAs, the Kenyan tree and European hoverfly A2Ps, and the sand tiger shark action planning. We also held our first ever virtual CPSG Annual Meeting in October, hosted by San Diego Zoo Global. Virtual access to the meeting allowed for record attendance – more than 300 registrants from all over the world joined us for three productive days of socializing (at a distance!) and addressing important conservation topics for our organization.



To improve our capacity to deliver quality conservation planning in the virtual space, we have spent much time in thoughtfully reflecting back on each of our virtual meeting experiences, noting the benefits and challenges of bringing people together remotely to address difficult conservation problems. This process of evaluation has highlighted a number of valuable benefits of virtual meetings, as well as some tricky issues to be addressed when organizing remote planning events.

We have found that if meetings are designed and conducted with careful planning, the participant experience can be as – and sometimes more – engaging than a gathering in person. Participants can symbolically raise their

hands to speak, or use chat functions to write out their thoughts, allowing them multiple pathways to engage and allowing facilitators to more effectively manage discussions. Facilitators can move people to digital breakout rooms for focused working group discussions. Some meeting platforms offer multiple language channels, allowing designated interpreters to provide simultaneous translation. A host of web-based tools provide facilitators with the opportunity to use interactive whiteboards for collaboration, to create mind maps and word clouds for brainstorming, and to design instant online polls for assessing a group's stance on a particular topic. And, virtual sessions can be easily recorded and archived for later viewing.

Despite impressive advances in effective virtual meeting design and implementation, important challenges remain. International meetings almost inevitably confront significant time zone differences. Some participants may not enjoy stable internet connections, or may not have internet access at all, limiting their ability to participate. Facilitators typically can't easily observe non-verbal communication among a large body of participants. Detailed design questions are essential. For instance, can the project take place over a few, all-day sessions, or is it better to have shorter sessions over multiple weeks or months? These challenges mean that designing a virtual meeting process is typically more complex than its in-person counterpart, requiring careful thought and a level of comfort among facilitators in adapting a given process to ever-changing circumstances.

CPSG's journey through virtual meeting design over the past two decades has been made that much more important as the COVID-19 pandemic has changed the very nature of our world. While we may soon return to some level of international travel in our work to save species, we remain committed to adapting our tools and processes to deliver effective conservation planning in a more efficient and environmentally responsible manner.

The image displays a virtual meeting interface. The central focus is a collaborative workspace with a document containing text in Spanish, organized into sections like "Desarrollo y Coherentización Normativa" and "Generar capacidades locales...". The interface includes a top navigation bar, a bottom control bar with icons for "Silenciar", "Iniciar Video", "Seguridad", "Participantes", "Chatear", "Compartir pantalla", "Grabar", "Sección de Grupos", and "Reacciones". On the right side, there is a grid of video thumbnails for participants: Fabiana Rocha - CPSG, Patricio Solimano, Pablo Lumerman Sirote, Venancio Guedes de Aze..., Natascha Wosnick, and Rodolfo Voeller. At the bottom right, a green bar shows the number "35" and a "Fin" button.



*Centrocercus urophasianus* -NT  
©No107 from Getty Images via Canva.com

## Workshop Sponsors

## Workshops

Workshop	Sponsors
Azorean Invertebrate Conservation Planning	AZORESBIOPORTAL – PORBIOTA; IUCN Species Survival Commission; Santa Maria Natural Park
Black Lion Tamarin PVA	Copenhagen Zoo; Instituto de Pesquisas Ecologicas (IPÊ)
Brazilian Merganser Structured Decision-Making	ICMBio CEMAVE
Brazilian Parrots Action Plan & Structured Decision-Making	ICMBio CEMAVE
Brazilian Parrots PVA	ICMBio CEMAVE; Parque das Aves
Cobble Skink Population Management Planning	Auckland Zoo
Eastern Loggerhead Shrike PHVA	Bluearth Renewables, Loyalist Solar LP
Eastern Pacific Leatherback Turtle Conservation Planning	Upwell
European Hoverflies A2P	IUCN Europe
<i>Ex Situ</i> Assessment & Planning for the Purple-Winged Ground-Dove	Parque das Aves
Facilitating Emerging Infectious Wildlife Disease Workshop	Global Conservation Network
Galliformes & Tinamiformes <i>Ex Situ</i> Conservation Assessment	ICMBio CEMAVE; Parque das Aves
Great Purple Emperor Butterfly Conservation Planning	Taipei Zoo; Taiwan Entomological Society; Taiwan Forestry Bureau, Endemic Species Research Institute (ESRI)
Kakapo Genetic Analysis	Kakapo Recovery Team, New Zealand Department of Conservation
Kenyan Trees A2P	Global Conservation Network
Liberian Chimpanzee Conservation Planning & Analysis	The Jane Goodall Institute; US Fish & Wildlife Service
Long-nosed Potoroo Translocation Planning	Phillip Island Nature Parks; Zoos Victoria

Workshop	Sponsors
Mala Recovery Plan Update	Australian Government - Department of Agriculture, Water, & the Environment
Moroccan Raptor Conservation Planning	IUCN; IUCN Centre for Mediterranean Cooperation; MAVA Foundation
Ogasawara Green Finch PHVA	General Incorporated Association - Islandscares; NPO - Institute of Boninology; Ogasawara Greenfinch PHVA Executive Committee
Poweshiek Skipperling PVA	Minnesota Zoo; US Fish & Wildlife Service
Ramsar Wetlands Wildlife Disease Risk Analysis	Corangamite Catchment Management Authority; Melbourne Water; Melbourne Veterinary School, The University of Melbourne
Rusty Patched Bumble Bee <i>Ex Situ</i> Conservation Assessment & Planning	Minnesota Zoo; The Ohio State University; US Fish & Wildlife Service Recovery Challenge Grant
Sand Tiger Shark Conservation Action Planning	The MacArthur Foundation; Wildlife Conservation Society
White-winged Wood Duck Conservation Planning	Global Conservation Network
Wild Canids National Action Planning - Monitoring	ICMBio CENAP



## Trainings

Training	Sponsors
CPSG Development Path Retreat	The Balcombe Charitable Trust
EWCL Leadership Training	White Oak Conservation Foundation
Facilitating Species Conservation Planning Training Courses	The Nature Conservancy
Facilitating Stakeholder Meetings & Interpersonal Conflict Training Course	Animal and Plant Health Agency (APHA)
Facilitation Skills for Zoo Conservation Professionals Training Course	Auckland Zoo
One Plan Approach Round Table & Training Course	United Nations Brazil; Grupo Cataratas
Training in Structured Decision-Making Tools	ICMBio CENAP



## Meetings

Meeting	Sponsors
Bilby Metapopulation Management Committee Meeting	Save the Bilby Fund
Biodiversity & Health (Wildlife Disease Risk Analysis) Conference	State University of Santa Cruz de Ilhéus
Biodiversity & Health (Wildlife Disease Risk Analysis) Webinars (8)	Global Conservation Network; IUCN SSC Center for Species Survival, Brazil; Parque das Aves
Brazilian Ministry of Environment Planning Meeting	Parque das Aves
Conservation Translocation Initiative	IUCN SSC Center for Species Survival, Brazil; ICMBio
COVID-19 & Conservation Meetings	Global Conservation Network; IUCN SSC Center for Species Survival, Brazil; Parque das Aves
CPSG Conservation Planning Tools Webinar	Federal University of São Paulo (Esalq/USP)
Development of SAFE Flamingo Plan	Global Conservation Network
Emerging Wildlife Conservation Leaders Board Meeting	Global Conservation Network
<i>Ex Situ</i> Population Management for Conservation Lecture	Global Conservation Network
Group Management Initiative Workshops (2)	Smithsonian National Zoo & Conservation Biology Institute
Gunnison Sage Grouse PVA Review	US Fish & Wildlife Service
ICMBio Planning Meeting	ICMBio DIBIO; Parque das Aves
Integrating Wildlife Disease Risk Analysis into Conservation Planning Webinar	Brazilian Association of Zoos & Aquariums (AZAB)
National Center for Research & Conservation of Brazilian Primates Planning Meeting	Parque das Aves
One Plan Approach Webinars: Integrated Conservation and the Importance of <i>Ex Situ</i> Management for Species Conservation	Brazilian Association of Zoo & Aquariums (AZAB); Wildlife Clinic Congress
Organizational Planning, Development of a New Partnership Team, & Species Review for the Saola Working Group	IUCN SSC Asian Wild Cattle Specialist Group
Red List Committee Meeting	Global Conservation Network
Species360 Board Meeting	Global Conservation Network

## Meetings

Meeting	Sponsors
Sumatran Tiger GSMP	Zoological Society of London
Tiger SSP Master Planning Meeting	Global Conservation Network
WAZA Committee for Population Management Meeting	Global Conservation Network





Amazona vinacea - EN  
©Parque das Aves

# 2020 Donors

## THANK YOU TO OUR 2020 DONORS

These generous contributors make the work of CPSG possible

### \$25,000 and above

Copenhagen Zoo\*  
 Disney's Animal Kingdom  
 Environment Agency - Abu Dhabi  
 Minnesota Zoo  
 Omaha Zoo Foundation  
 Saint Louis Zoo



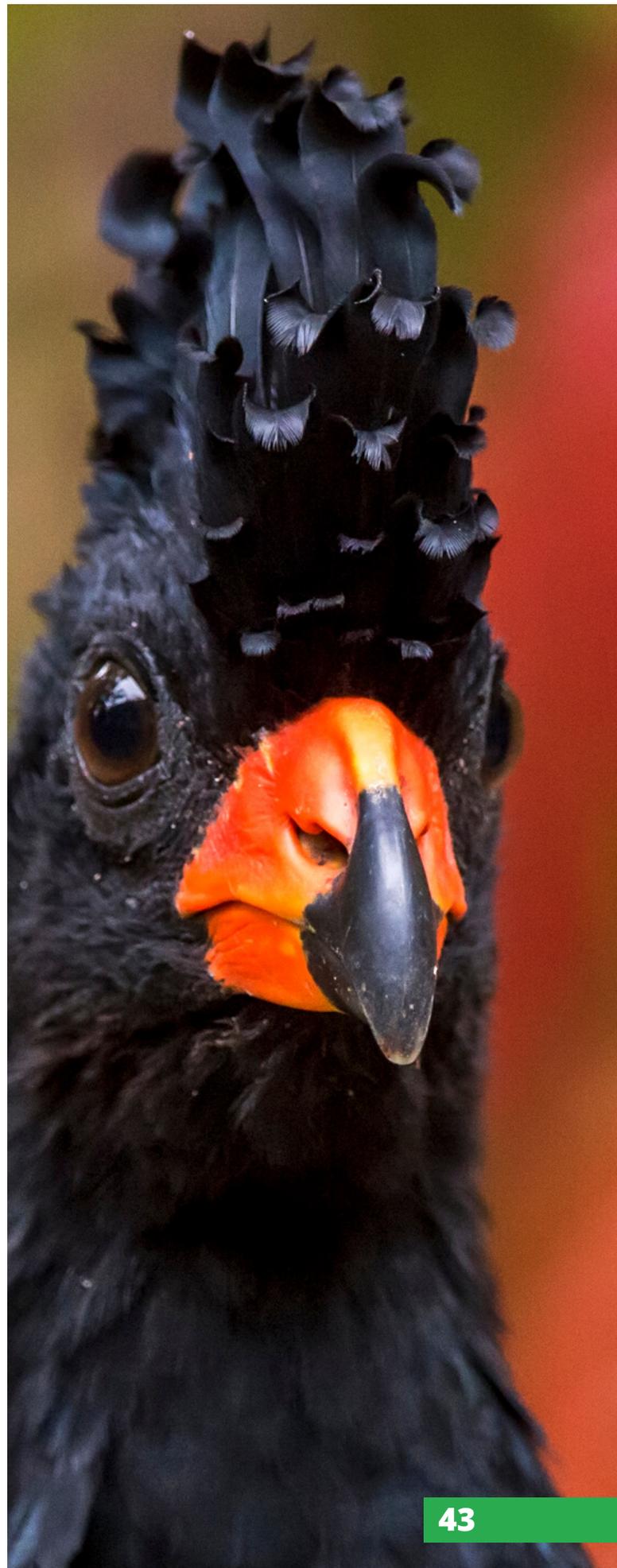
### \$10,000 and above

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 Detroit Zoological Society  
 The George & Mary Rabb Fund for  
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 Global Conservation Associates\*  
 Houston Zoo\*  
 San Diego Zoo Wildlife Alliance  
 Zoo Leipzig\*  
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### \$5,000 and above

Al Ain Zoo  
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 Anne Baker & Robert Lacy  
 The Balcombe Charitable Trust  
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\*Denotes CPSG Chair sponsor



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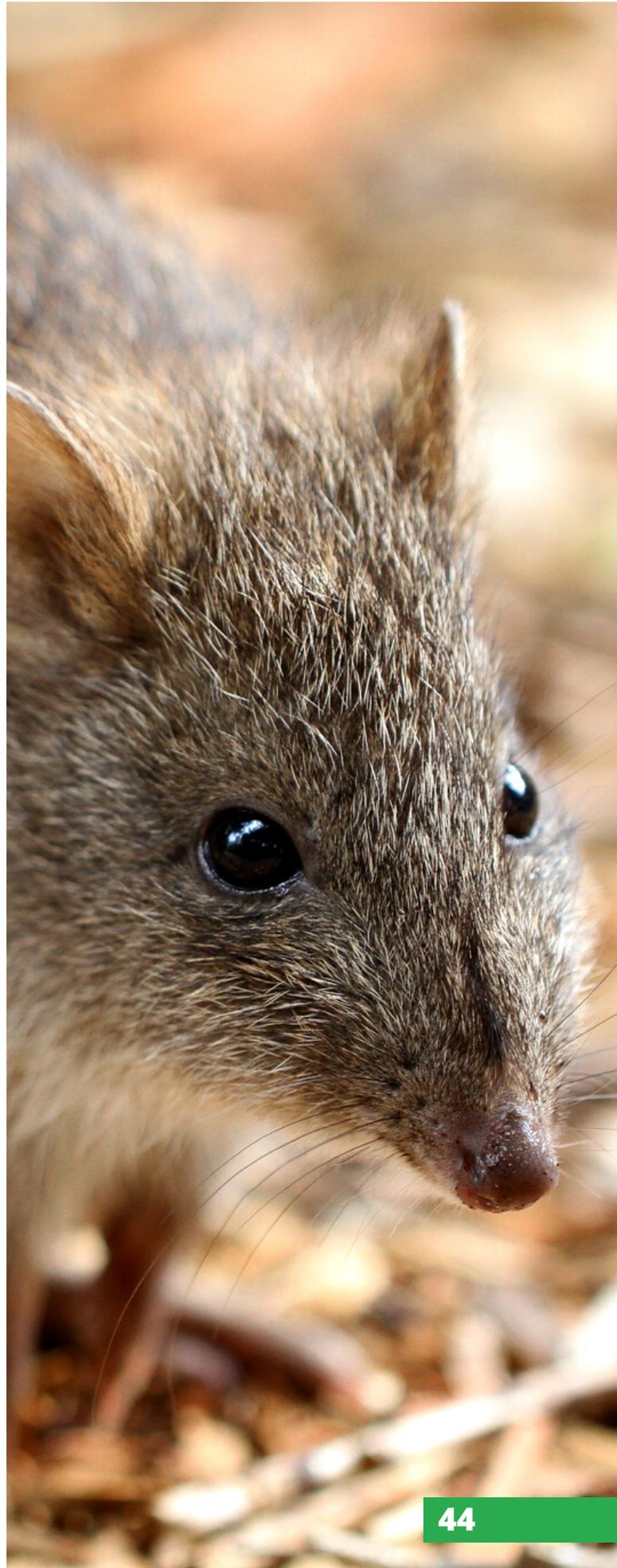
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### **\$2,000 and above**

Allwetterzoo Münster  
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 Zoos South Australia

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 Cleveland Metroparks Zoo  
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 Fundación Parques Reunidos  
 GaiaZOO  
 Helsinki Zoo  
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Racine Zoological Society  
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Safari de Peaugres  
Tokyo Zoological Park Society  
Wellington Zoo  
Zoo Heidelberg

### \$250 and above

Arizona-Sonora Desert Museum  
Dublin Zoo  
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*Phoenicoptarrus jamesi* - NT  
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## About CPSG



The **Conservation Planning Specialist Group** saves threatened species by increasing the effectiveness of conservation efforts worldwide. We bring together the right people and information to engage in collaborative conservation planning that produces practical management recommendations for conservation action. In the over 40 years since our founding, we have helped develop conservation plans for over 978 species through more than 888 workshops in over 76 countries. We have 323 individual members with unique expertise and knowledge who help us fulfill our conservation mission.

We are a Specialist Group of the Species Survival Commission of the International Union for the Conservation of Nature, supported by a non-profit organization, the Global Conservation Network.



The **International Union for Conservation of Nature** is the global authority on the status of the natural world and the measures needed to safeguard it. The largest of its Commissions, the **Species Survival Commission**, works to reduce the loss of diversity of life on earth.



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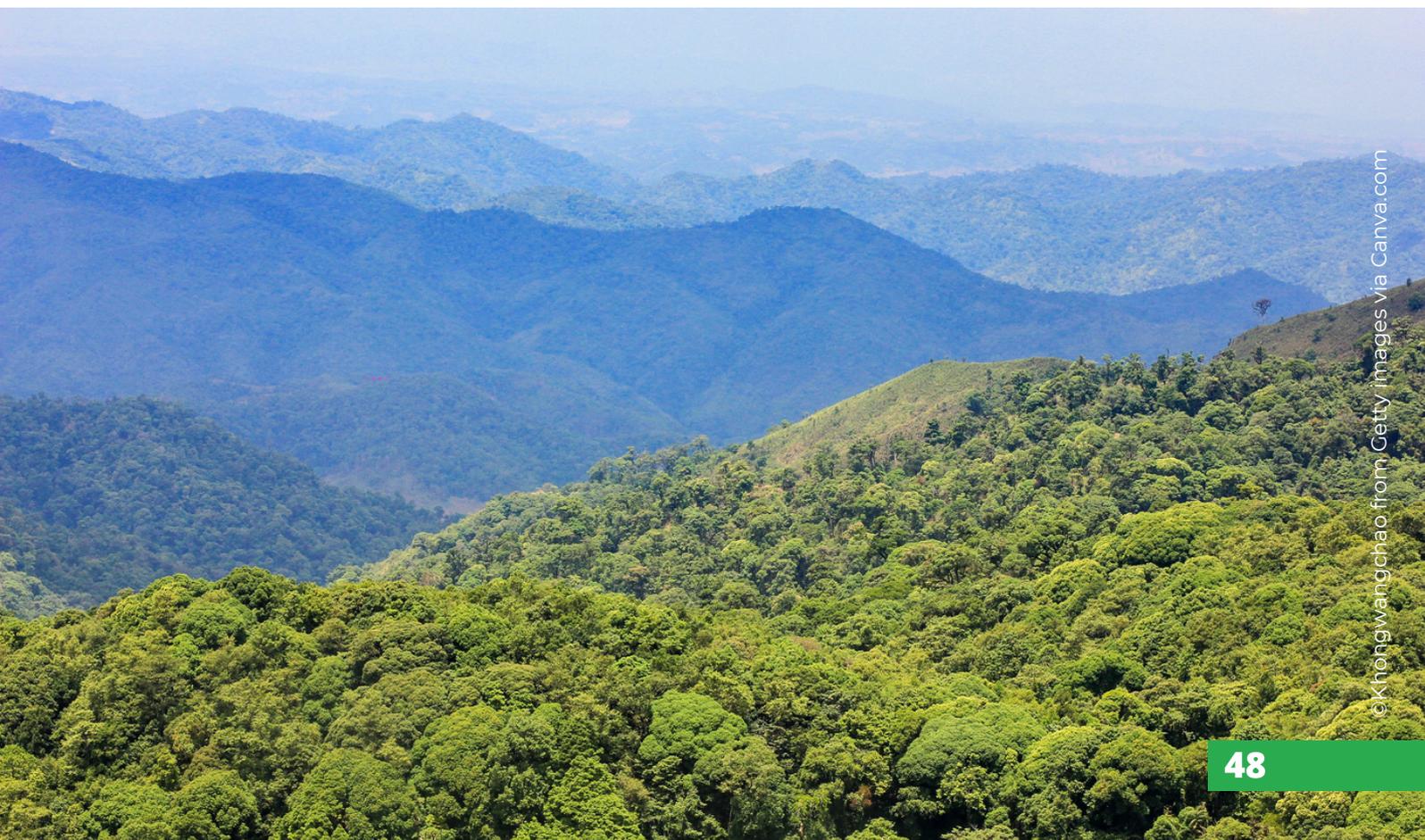


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**Elizabeth Townsend**



Finance Officer



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12 CPSG Regional Resource Centers

323 CPSG members



📍 CPSG Regional Resource Center



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Fabiana Lopes Rocha



Amy Chabot & Jessica Steiner



Bengt Holst



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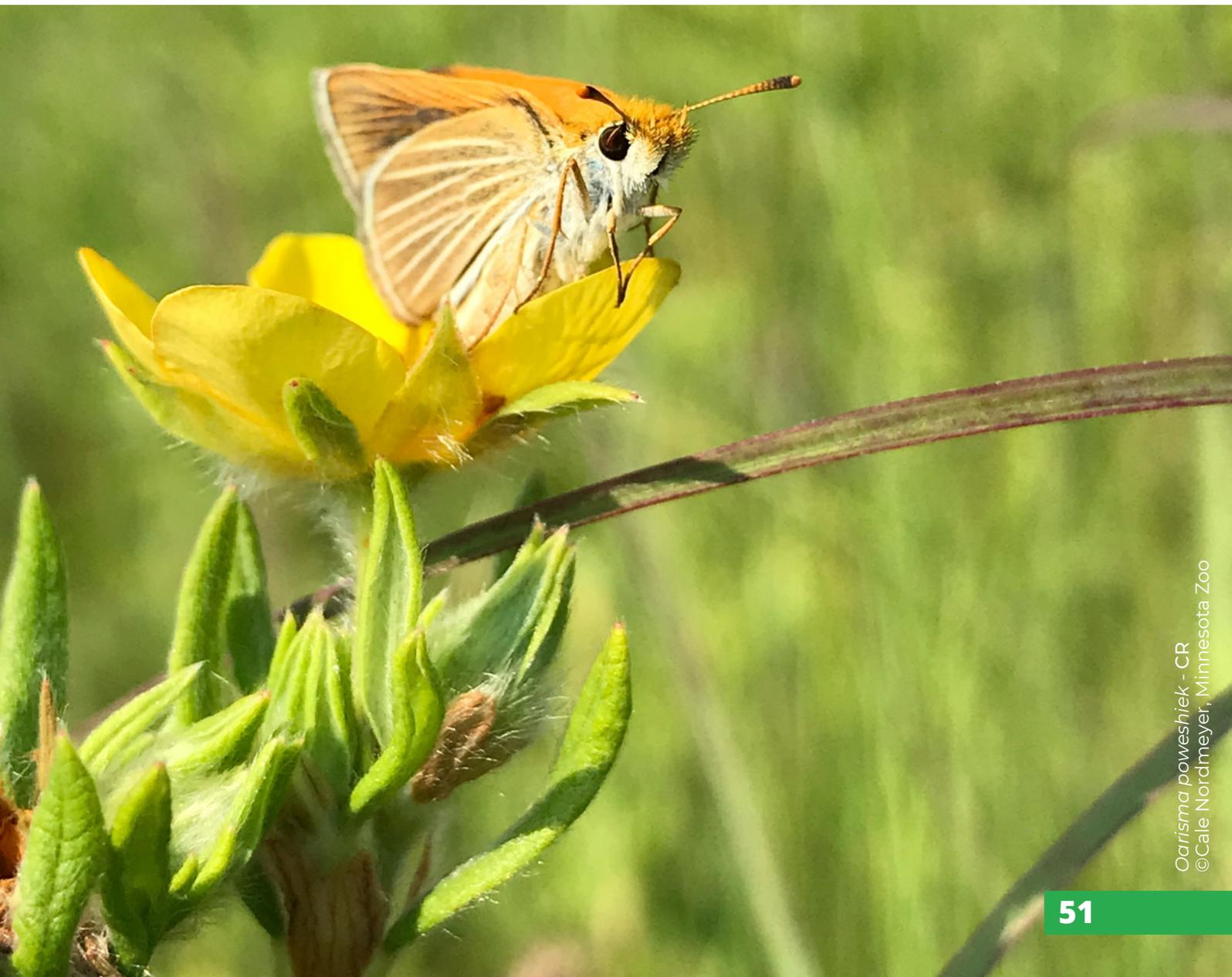
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CPSG is supported by a USA non-profit organization incorporated under the name **Global Conservation Network**.





*Antilocapra americana* - LC  
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# 2020 Financial Report

## 2020 Financial Report

### STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS FOR THE YEAR ENDED DECEMBER 31, 2020

<b>SUPPORT &amp; REVENUE</b>	<i>Without Donor Restrictions</i>	<i>With Donor Restrictions</i>	<i>Total</i>
Contributions	\$438,683	\$64,798	\$503,481
Workshops & contracts	\$168,187	\$2,500	\$170,687
Investment income	\$81,607	-	\$81,607
Net assets released from restrictions:			
Satisfaction of program restrictions	\$40,000	(\$40,000)	-
Satisfaction of time restrictions	\$53,216	(\$53,216)	-
<b>TOTAL</b>	\$781,693	(\$25,918)	\$755,775
<b>EXPENSE</b>			
Program services	\$597,136	-	\$597,136
Support services:			
Management & general	\$131,997	-	\$131,997
Fundraising	\$43,283	-	\$43,283
Total support services	\$175,280	-	\$175,280
<b>TOTAL</b>	\$772,416	-	\$772,416

### STATEMENT OF FINANCIAL POSITION AT DECEMBER 31, 2020

#### ASSETS

##### Current Assets

Cash & cash equivalents	\$737,961
Grants receivable	\$23,511
Pledges receivable	\$61,285
Due from affiliated organization	\$4,795
Prepaid expenses	\$5,709
Total current assets	\$833,261
Investments	\$669,885
Property - net	\$1,990

**TOTAL ASSETS** \$1,505,136

#### LIABILITIES & NET ASSETS

##### Current Liabilities

Accounts payable	\$11,115
Accrued salaries	\$9,141
Accrued vacation	\$21,303
Funds held for others	\$28,880
Total current liabilities	\$70,439

##### Net Assets

Without donor restrictions	\$1,339,714
With donor restrictions	\$94,983
Total net assets	\$1,434,697

**TOTAL LIABILITIES & NET ASSETS** \$1,505,136

### Notes to the 2020 Financial Statements

The finances to support the work of CPSG are held and managed by the Global Conservation Network (GCN), a USA 501(c)3 not-for-profit organization. GCN had an overall deficit from operations of US\$(16,641) for the year in 2020. Our activity without donor restrictions (general operations) accounted for US\$9,277 of the total deficit, with US\$(25,918) related to activity with donor restrictions. As of December 31, 2020, we had a net asset reserve without donor restrictions of US\$1,339,714, or approximately 20 months of operating expenses. The net asset reserve with donor restrictions at year end of US\$94,983 is for future years' commitments. The information on this page was taken from the 2020 audit. Copies of the full audit can be obtained by contacting the CPSG office.



Chrysocyon brachyurus - NT  
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**Together, we can plan a future for wildlife.**

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