

2022

# ANNUAL REPORT

IUCN SSC Conservation  
Planning Specialist Group

*Arctophila superbiens* & *Eristalis tenax* - EN Danish Red List ©Signe Ellegaard



[www.cpsg.org](http://www.cpsg.org)

# CONTENTS

- 01** CPSG's Mission & Mantra
- 02** Letter from the Chair
- 03** 2022 at a Glance
- 04** Species Updates
- 07** Highlighted Stories
- 16** CPSG's Training Program
- 19** Planning for CPSG's Future
- 23** 2022 CPSG Annual Meeting
- 32** Project Sponsors
- 37** 2022 Donor List
- 40** About CPSG
- 45** 2022 Financial Report



Prorhina brasiliensis - EN ©AndamanSE from Getty images via canva.com

# MISSION

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

# MANTRA

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



*Copiapoa* sp. ©Michel VIARD from Getty images via canva.com

# LETTER FROM THE CHAIR 2022

was a milestone year that saw the adoption of the Kunming-Montreal Global Biodiversity Framework (GBF), a roadmap for halting human-induced extinction of known threatened species and for the recovery and conservation of species by 2030. We know that this is an ambitious goal that will require all nations and all sectors to row in the same direction and with greater commitment and urgency than ever before. We also know that CPSG plays a small but mighty role in this global effort.

To enhance our contribution, we have designed and implemented a reorganization plan, hired two new scientists, ramped up our capacity-building offerings, and evolved our tools to enable us to move more species, more quickly from conservation assessment to action.



All this, and our active engagement with national governments and in the IUCN's Global Conservation Action Plan, puts us in an ideal position to respond to the planning needs of the signatories to the GBF while continuing to respond to IUCN SSC Specialist Groups, conservation NGOs, zoos and aquariums, and others that count on CPSG for neutral, innovative, science-based action planning for our planet's threatened species.

As you read through the pages of CPSG's 2022 Annual Report, we hope you are proud of what we have accomplished. We are tremendously grateful for your loyal and generous financial and intellectual contributions that make it all possible.

*Annie Byers*

# 2022 AT A GLANCE

NUMBER OF SPECIES PLANNED FOR: **761**



Number of 2022 conservation planning projects **36**

Number of species planned for **761**

Number of countries species planned for are found in **48+**

Percentage of 2022 planning activities held completely virtually **47%**

# SPECIES UPDATES

Macrotis lagotis - VU @slowmotingli from Getty images via canva.com



## GREATER BILBY

*Macrotis lagotis*

Since the 2016 Greater Bilby Summit, the number of bilbies in the insurance metapopulation has more than tripled to around 5,000 individuals. The metapopulation includes large, predator-free fenced sanctuaries, predator-controlled sites, and intensive breeding facilities. Six newly established fenced sites include four in the Australian State of New South Wales where the species was previously extinct.

**Now, the abundance and the geographic range of the bilby metapopulation has increased, moving it closer to the goal of 10,000 bilbies in secure, diverse facilities, ensuring long-term demographic and genetic insurance and maintaining wild fitness.**

## SPECIES UPDATES

*Odocoileus virginianus leucurus* ©Dave Wechner, Washington Department of Fish and Wildlife



### COLUMBIAN WHITE-TAILED DEER

*Odocoileus virginianus leucurus*

CPSG conducted a series of workshops in 2017-2018 to develop a risk assessment and action plan for the Columbian white-tailed deer in the Pacific Northwest United States (Washington State). A recent status review written by state biologists highlights the critical role that CPSG's population viability analysis played in improving their understanding of risks to threatened deer populations and how to increase viability of the metapopulation as a whole.

**The taxon is now being recommended for down-listing from Endangered to Threatened statewide.**

*Nemosia rourei* - CR ©Gustavo Magnago



### CHERRY-THROATED TANAGER

*Nemosia rourei*

In 2021, with only 10 known individuals of the species left in the wild, CPSG and CSS Brazil facilitated a workshop to create a conservation action plan for the cherry-throated tanager. Now, after more than 1,390 hours in the field surveying over 970 km, members of the Cherry-throated Tanager Conservation Program (PCSA) from Instituto Marcos Daniel have been able to protect six nests.

**Nest protection resulted in the birth of 12 chicks, representing a population growth of 120%.**

## SPECIES UPDATES

*Felis silvestris* ©Peter Cairns



### SCOTTISH WILDCAT

*Felis silvestris*

In 2018, CPSG facilitated a project review for NatureScot and the Scottish Wildcat Action (SWA) project. The results of the review focused attention on establishing a conservation breeding and conservation translocation program for Scottish wildcats through a new project called Saving Wildcats.

**This project is now well underway, and the first phase of wildcat conservation translocations took place in June 2023 to the Cairngorms, Scotland. Twenty cats will be released this year, and more in subsequent years.**

*Nemostia rourei* - EN ©LagunaticPhoto from Getty Images via canva.com



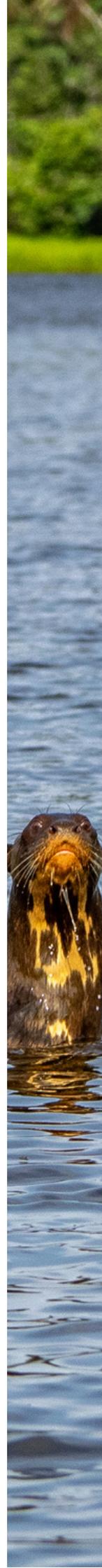
### ZEBRA SHARK

*Stegostoma tigrinum*

In 2021, CPSG conducted a Population Viability Analysis for the StAR project to assess options for the recovery of zebra sharks in the Raja Ampat Archipelago of Indonesia. In 2022, the team conducted its first training of local aquarists, completed the construction of two shark nurseries, shipped the first test batches of eggs from Australia and the United States, and reared the first three zebra shark pups.

**Now with proof of concept, the ReShark partners are looking to scale up zebra shark recovery efforts and advance discussions of which locations and species to work with next.**

# HIGHLIGHTED STORIES





# CONSERVATION PLANNING FOR GHANA'S THREATENED TREES

## GHANA'S THREATENED ENDEMIC AND NEAR- ENDEMIC TREES *Multi-Species Conservation Planning*

**IUCN THREAT CATEGORIES**  
CR, EN, VU

**MEETING ORGANIZERS**  
BGCI and CSIR-Forestry Research Institute  
of Ghana

**COUNTRY WHERE SPECIES PRIMARILY  
FOUND**  
Ghana

**STAKEHOLDERS**  
45 participants from 17 organizations,  
including government, NGOs, and academic  
institutions



Ghana has more than 900 native tree species. The workshop focused on 38 endemic or near-endemic species including the highly charismatic *Talbotiella gentii*.

#### **THE PROBLEM**

More than 10% of Ghana's native tree species are threatened with extinction. There is an urgent need for well-planned conservation action underpinned by current, reliable information on the distribution, habitat, population status, key sites, and major threats to species to ensure that none of Ghana's tree species become extinct.

#### **THE PROCESS**

A visioning exercise resulted in a qualitative description of what successful recovery of Ghana's threatened trees would look like. This description was

subsequently translated into measurable goals and reviewed by participants. Central to this workshop was a pre-designed "pathway to recovery" and sequence of steps for threatened tree species in Ghana. Four working groups were arranged around the steps: 1. Distribution and ecology; 2. Propagation and *ex situ* conservation; 3. Restoration and agroforestry; and 4. *In situ* management and community engagement. Groups discussed key barriers to moving the target species along this pathway and identified priority strategies for overcoming them.

Based on the outputs of the workshop, a national conservation strategy has been published and will provide a roadmap for future conservation activities in the country. Fondation Franklinia, which generously funded the conservation planning workshop, has made funding available to support the implementation of the actions identified.

# CONSERVATION PLANNING FOR DANISH HOVERFLIES

## HOVERFLIES OF DENMARK *Syrphidae*

*Multi-Species Conservation Planning*

### **IUCN THREAT CATEGORIES**

CR, EN, VU

### **MEETING ORGANIZERS**

Danish Environmental Protection Agency  
(Miljøstyrelsen)

### **COUNTRY WHERE SPECIES PRIMARILY FOUND**

Denmark

### **STAKEHOLDERS**

Danish and international hoverfly specialists, Danish National Red List for hoverflies, IUCN SSC Hoverfly Specialist Group, government agencies, agricultural research and development, forestry trade association, and municipalities





Hoverflies form the most important pollinator group (together with native bees); are important prey and predators; contribute to biocontrol, decomposition, and water purification; and are good ecological indicators.

### THE PROBLEM

Despite their importance, hoverflies are often not included in pollinator conservation efforts. However, given their unique and diverse life histories and microhabitat requirements, they need additional and different conservation measures. Following CPSG's involvement in a multi-species action plan with the European Red List for Hoverflies, CPSG Europe was asked by the Danish government to design and facilitate a similar process as a pilot project.

### THE PROCESS

As a first step, information on the status and natural history of the 55 threatened

species from the Danish National Red List and other relevant databases was analyzed to identify commonalities among species. Using this information, the threats to Danish hoverflies and challenges for their conservation were discussed and analyzed. This was followed by an in-person planning workshop, where participants formulated nine goals for hoverfly conservation in Denmark, and recommended objectives and actions aimed at mitigating threats and overcoming obstacles. Europe-level recommendations were also considered, as well as existing national initiatives, policies, and incentive schemes to make these more hoverfly friendly.

Nine goals for hoverfly conservation in Denmark were formulated along with recommended objectives and actions, with a focus on activities that are missing for hoverflies or updating existing strategies and policies to make them more hoverfly friendly – and by extension more biodiversity-friendly in general. These recommendations for hoverflies will benefit many other invertebrate species groups. Applying a similar approach to additional taxonomic groups with similar natural histories, macro- and microhabitats, threats, and needs will now be easier, since there is likely considerable overlap in recommendations.



# CONSERVATION PLANNING FOR THE GIANT OTTER

## SECOND GIANT OTTER INTERNATIONAL WORKSHOP

*Pteronura brasiliensis*  
*Species Conservation Planning*

**IUCN THREAT CATEGORY**  
EN

### **MEETING ORGANIZERS**

Fundación Rewilding Argentina, Cali Zoo, IUCN SSC Otter Specialist Group, Proyecto Ariranhas, EAZA, Zoo Schwerin, Entidad Binacional Yacyreta, IUCN SSC CPSG, Center for Species Survival Brazil

### **COUNTRIES WHERE SPECIES PRIMARILY FOUND**

French Guiana, Guyana, Surinam, Venezuela, Colombia, Ecuador, Perú, Bolivia, Brazil, Paraguay, and Argentina

### **STAKEHOLDERS**

Species experts representing the IUCN SSC Otter Specialist Group, NGOs, and 16 zoos and aquariums from eight countries in Europe, North, and South America



Second Giant Otter  
International Workshop  
November 14–17, 2022  
Iberá Wetlands, Argentina



Giant otters are apex predators, eating up to four kilograms (8.8 lbs) of fish every day and supplementing their diet with crabs, frogs, snakes, lizards, alligators, and other vertebrates.

### **THE PROBLEM**

Habitat degradation and loss linked to human activities is the greatest threat to the species. Throughout their entire range, populations of giant otters are being decimated by the contamination of rivers and the destruction of riparian forest caused by gold mining, agriculture, mismanaged tourism, and other human endeavors.

### **THE PROCESS**

The Second Giant Otter International Workshop brought together people and

institutions working on both *in situ* and *ex situ* research and conservation of the giant otter. The workshop aimed to strengthen the network of teams studying the giant otter, agree on a joint work plan that contributes to a broader knowledge of the ecology and biology of the species, improve the management of captive populations, and conserve and restore wild populations where the giant otter survives or from where it has disappeared.

Participants unanimously agreed on the formation of the International Giant Otter Alliance (IGOA) under the umbrella of the IUCN SSC Otter Specialist Group, with the purpose of working as an international collaborative group to communicate, share information, build capacity, and act to promote and strengthen *in situ* and *ex situ* giant otter conservation.



# BIOBANKING IN SOUTHEAST ASIA

## MULTIPLE THREATENED TAXA ACROSS THE SOUTHEAST ASIA REGION

*Southeast Asia Regional Biobanking  
Network Meeting*

### **IUCN THREAT CATEGORIES**

CR, EN, VU

### **MEETING ORGANIZERS**

Taipei Zoo, IUCN SSC Animal Biobanking for  
Conservation Specialist Group, Mandai  
Nature, IUCN SSC CPSG

### **REGION WHERE SPECIES PRIMARILY FOUND**

Southeast Asia

### **STAKEHOLDERS**

Participants representing 22 institutions  
working in the area of wildlife biobanking  
across ten countries



Biobanking - the preservation of biomaterials, especially living cell lines, gametes, and embryos - can be a valuable resource for wildlife conservation. Southeast Asia is recognized as a global biodiversity hotspot with urgent need for conservation action.

### THE PROBLEM

Currently only a few isolated projects and initiatives use biobanking as a conservation tool, with no regional coordination or collaboration. Hence the need for a unifying strategy for the region that maximizes the use of the limited resources and capabilities for biobanking.

### THE PROCESS

The two-day meeting started with scene-setting presentations on the importance of biobanking for wildlife conservation

from both global and regional perspectives, and with the sharing of current activities from Europe, North America, and Asia. Participants then defined their vision for the Southeast Asian Biobanking Network and identified the main issues to be addressed to achieve it. Break-out group discussions following the world café method identified next steps for collection prioritization, documentation, and communication within the network.

### The next steps:

- Develop organization structure and formalize participation in the network among all stakeholders in the region
- Conduct a horizon scan study - who is doing what, expertise, needs, collection priorities, etc.
- Work on a white paper highlighting the importance of data sharing for successful biobanking to build trust amongst all stakeholders
- Develop and share a communication strategy
- Work in close partnership with the IUCN SSC Animal Biobanking for Conservation Specialist Group

# CPSG'S TRAINING PROGRAM

## NEW CPSG TRAINING ACTIVITIES

In 2022, we debuted two new online training courses – our **Wildlife Disease Risk Analysis** and **Ex situ Conservation Assessment** courses. Both courses are run in partnership with The Nature Conservancy.

These new courses complement CPSG's existing training course in facilitating species conservation planning workshops, which has been part of our offerings since 1994 and available as an online course since 2018.

All of CPSG's training efforts lead to increased global capacity for species conservation planning so that all species in need can have an effective, implemented conservation plan in place.



**ONLINE COURSE**  
**Wildlife Disease Risk Analysis**  
WDRA

The Wildlife Disease Risk Analysis training course – run in partnership with Wildlife Health Australia – offers a comprehensive overview of the *IUCN Guidelines for Wildlife Disease Risk Analysis (WDRA)*.

The WDRA process is a tool for interpreting and addressing disease threats to wildlife, as well as health risks to domestic animals or humans from local wildlife populations.

CPSG's nine-week training course introduces the WDRA guidelines and prepares course participants to use the guidelines to conduct comprehensive, evidence-based disease risk analyses. The course is aimed towards those responsible for planning for disease management where people, places, and wildlife intersect.

“ This course gave me a thorough understanding of the WDRA process and provided me with insight that I will utilize in conservation initiatives throughout my career. It was a well-thought-out course and I'm really glad I took it!”

- WDRA training course participant



**ONLINE COURSE**  
**Ex situ**  
**Conservation**  
**Assessment**  
ECA

The self-paced *Ex situ* Conservation Assessment (ECA) training course introduces the steps and techniques for assessing *ex situ* conservation options for species following the *IUCN SSC Guidelines on the Use of Ex Situ Management for Species Conservation*.

An ECA leads both *in situ* and *ex situ* species experts through a five-step decision-making process to evaluate if and how *ex situ* management can play a part in a comprehensive conservation plan for a species.

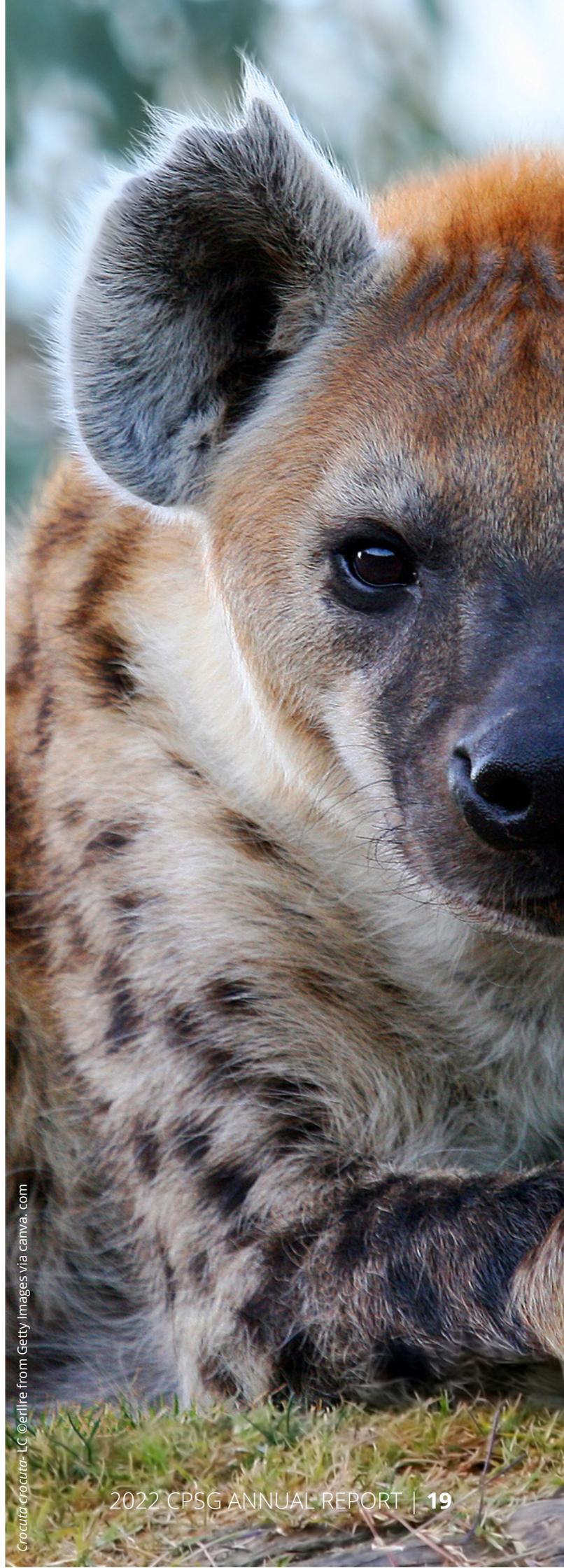
This process can be applied to any taxa and can be used to inform single- or multi-species conservation planning. This course promotes collaboration between the field and *ex situ* communities to support development of effective conservation strategies for all threatened species using the One Plan approach.

“ It is a great privilege to be able to take this online course. It does not only show you the main steps needed to do an ECA, but all the different ways you can do so for different taxa in different geographical areas. Will be using the skills gained soon in developing an ECA for a locally Critically Endangered species and hopefully others too.”

- ECA training course participant

# PLANNING FOR CPSG'S FUTURE

As the designated lead on the “planning” component of the IUCN SSC’s Species Conservation Cycle (*Assess - Plan - Act - Network - Communicate*) and with our consequent ambitious goal of facilitating the development of a conservation plan for every species that needs one, we knew that CPSG would need to scale up. In 2022, we conducted an organizational review to provide us with the roadmap for this growth.



Crocuto crocuto - LC ©Etille from Getty Images via canva.com

## PLANNING FOR CPSG'S FUTURE

Our aim was to devise an organizational design that would allow us to substantively scale up our productivity without compromising our core characteristics.

In this context, the following six key principles were used to assess any proposed change to CPSG's operating model:

1. Deliver on mission, including commitment to the One Plan approach
2. Grow operations and productivity
3. Nurture innovation
4. Retain the characteristics of a nimble organization
5. Value collaboration and an enabling approach to work
6. Lead to a sustainable operating model

Jonathan Wilcken helped us think through what a more effective organization might look like. His depth of experience led to the development of a **10-year organizational plan**, the first in CPSG's history. We thank Jonathan for his enormous contribution and our staff, CPSG Regional Resource Centers, Strategic Committee members, and financial board for their constructive and valuable input.

The plan calls for reinforcement of core CPSG staff, strengthening the capacity of our Regional Resource Centers, and the establishment of a coordinated network of other Delivery Partners.

One of our highest priority tasks is to better engage and make use of the CPSG membership. Towards that end, we conducted a CPSG member survey to determine the ways in which our members are willing and able to support CPSG and our strategic goals. We are beginning to implement pilot projects using volunteer assistance from our dedicated members to support social media and website development and planning-product management and evaluation.

Our next steps include bringing in a Network Coordinator and a Fundraiser to help support the growth of the organization and to achieve the goals of our very ambitious Strategic Plan. We understand that there must be an adaptive approach to this organizational growth and evolution. Significant change is not without risk but the risk of not changing is far greater.

## PLANNING FOR CPSG'S FUTURE

We have already made progress on our new plan's call for reinforcement of core CPSG staff. Caroline Lees has been promoted to CPSG's Director of Science for Multispecies Planning, and Phil Miller to Director of Science for Single Species Planning. We have additionally hired two new staff members to support Caroline and Phil. In her role as CPSG's Multispecies Planning Program Officer, Natasha Peters will focus on evolving our Assess to Plan (A2P) process. As CPSG's new Single Species Program Officer, Simon Valle will focus on evolving the application of the PVA process to species planning. Both Natasha and Simon are already contributing meaningfully to the work of CPSG.

“ CPSG's multi-species work has grown exponentially in recent years, helping us reach more species more quickly. I'm thrilled to be working in this new role, which brings greater focus and staff resources to this key area of our work, helping us develop new tools and sharpen our thinking about how best to deliver these complex projects successfully.”

**- Caroline Lees,**  
*Director of Science for Multi-species Planning*



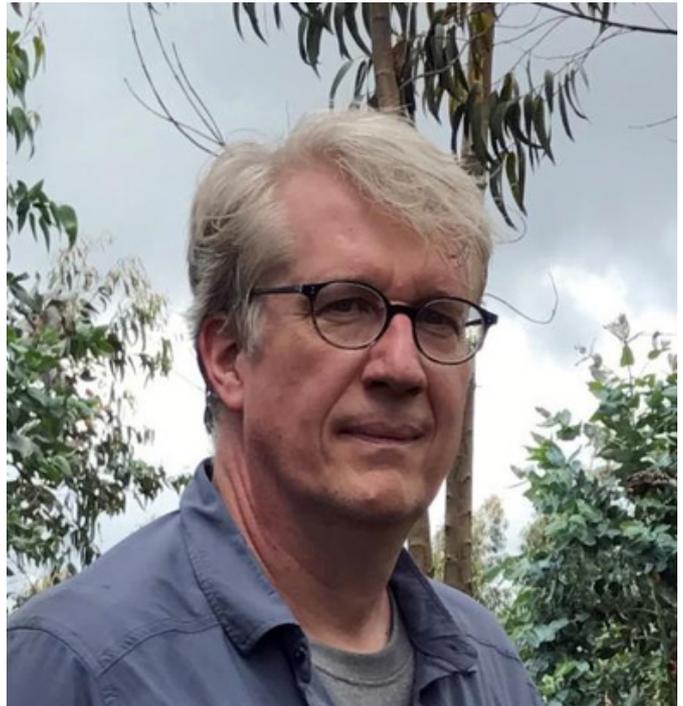
**Natasha Peters**  
**Multi-species Planning Program Officer**  
*B.S., Wildlife Biology, Oregon State University*  
*Ph.D., Biology, University of York*

Natasha is an ecologist with a focus on raptor conservation. She has worked in conservation both in the field, monitoring wild populations, and *ex situ* in captive breeding centers with reintroduction programs. She recently finished her PhD, which focused on using complex models to study the spatial ecology of and threats to African vultures. Her interests are in data-driven decision making, developing tools for effective conservation, and community-led conservation solutions.

## PLANNING FOR CPSG'S FUTURE

“ I will coordinate CPSG’s single species planning efforts across our global network by communicating with those who are seeking our help with developing science-based analyses and plans for threatened species, and identifying the best teams of facilitators and population analysts for those projects based on expertise, geography, equity, and availability. I look forward to the challenge and to working even closer with our amazing community!

**- Phil Miller,**  
*Director of Science for Single-species Planning*



### **Simon Valle**

#### ***Single-species Planning Program Officer***

*Laurea, Conservation Biology, Sapienza University of Rome  
M.S., Biodiversity & Conservation, University of Exeter  
Ph.D., Conservation Ecology, Manchester Metropolitan University  
Fellow of the Higher Education Academy, UK*

Simon is a conservation scientist with a wide range of research experience in the ecology of different species to inform effective solutions for their conservation. His key research interests lie in devising new methods for estimating species abundance and modeling population dynamics of threatened species, among other things. Before joining CPSG, Simon worked for six years as a lecturer in Conservation Science at Bangor University (UK), where he maintains an honorary lecturer position.





2022

# CPSG Annual Meeting

20 - 23 October | Tenerife, Spain



Anodorhynchus hyacinthinus - VU ©Hillebrand Breuker from Getty Images via canva.com



## 2022 CPSG ANNUAL MEETING

After two years of virtual Annual Meetings, CPSG members and partners came together in Tenerife, Canary Islands, for the 2022 CPSG Annual Meeting.

60 conservation professionals from 25 countries attended the meeting, exploring a wide range of topics with the common goal of increasing the reach of our species conservation work.

Through focused working groups, presentations, engaging discussions, and the fostering of new relationships, CPSG Annual Meeting participants advanced the cause of species conservation while having a lot of fun in the process.









At our first face-to-face CPSG Annual Meeting since 2019, we took the occasion to celebrate our most recent Ulysses S. Seal Award for Innovation in Conservation winner, **Bengt Holst**, who gave an inspiring keynote address on the intimate and urgent nature of the work we do on behalf of threatened species.

He challenged us to look honestly and openly at our assumptions and biases and shared examples of the unexpected consequences that can result if we do not.

Bengt's message was thought-provoking and hopeful. He ended with a beautiful story of a woman named Cida who, through her participation in the extraordinarily successful Golden Lion Tamarin Conservation Program, helped to make conservation a driving force not just for the species but for the development of her community.

He reminded us that we have the potential to do the same at a global scale by recommitting ourselves to doing what CPSG does best: working together with an integrated approach to conservation.

This engaging message was just what we needed to motivate us as we began our intensive three days together.

# 2022 CPSG ANNUAL MEETING

Six working groups were convened to discuss and make progress on a variety of efforts including:

- [Moving Forward with Animal Conservation Biobanking Through a New IUCN SSC Specialist Group](#)
- [Reversing the Red – Mobilizing National Networks](#)
- [Reversing the Red – Planning for PLUS One](#)
- [Scaling Up: CPSG Delivery Partner Engagement, Relationships, and Tailored Agreement](#)
- [Strategic Planning for Group Management](#)
- [Transdisciplinary Collaboration: Biocomplexity Incubator](#)

You can find working group summary reports by clicking the links above.



## 2022 CPSG ANNUAL MEETING

But it wasn't all work! CPSG Annual Meeting participants were treated to a guided tour of the village of La Orotava, one of the most beautiful towns on the island, and an afternoon visit to Loro Parque.

CPSG thanks our gracious host, Loro Parque, and specifically Wolfgang and Christopher Kiessling, for the wonderful hospitality we received throughout the Annual Meeting. We also thank all the participants, presenters, and working group convenors for making this meeting so productive. We continue to be inspired by your dedication to saving species worldwide and we are proud to work together with you to ensure that every species that needs a conservation plan is covered by an effective implemented plan.



# CELEBRATING DR. KATHY TRAYLOR- HOLZER

The highlight of the 2022 CPSG Annual Meeting was the celebration of the career of long-time CPSG Senior Program Officer Dr. Kathy Traylor-Holzer, before her planned retirement in 2023.

While Kathy officially joined the CPSG staff in September 2002, her involvement with the CPSG family began much earlier than that. Kathy met CPSG's founding Chairman, Ulysses S. Seal, in 1984 while doing research on wolves in North Dakota. Her first CPSG meeting was a Primate CAMP in 1991. At that time, Kathy was working at the Minnesota Zoo, CPSG's long-time home, and she became involved in numerous CPSG activities, including as CPSG meeting facilitator and editor of the CPSG newsletter. Kathy's list of professional accomplishments is vast and remarkable. What follows is a small sampling of Kathy's work with CPSG.



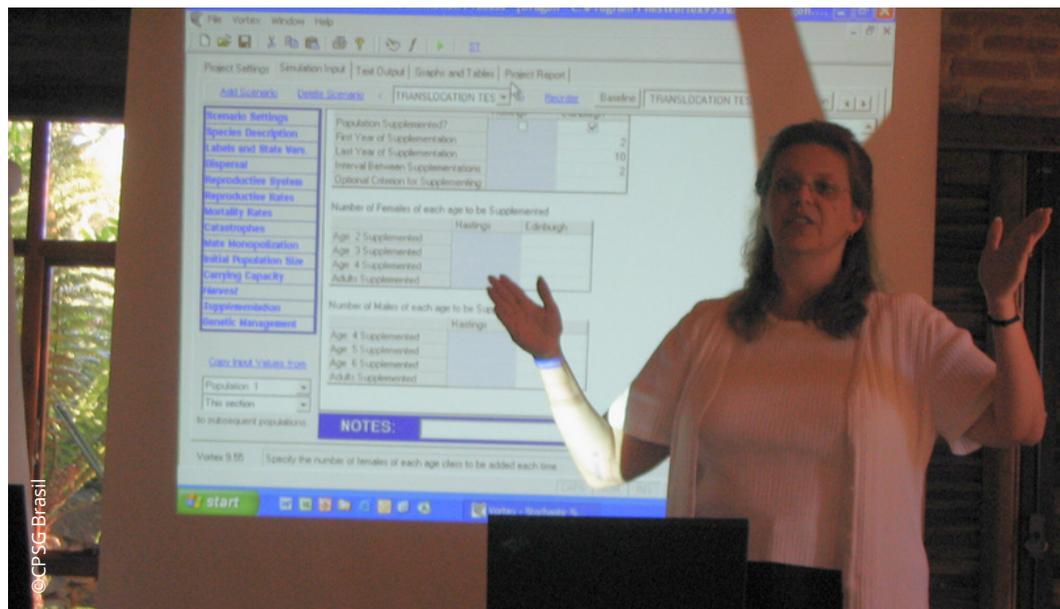
©Parque das Aves

Kathy has facilitated an amazing breadth of conservation planning workshops for more than 300 species, on all but one continent. She has a tremendous ability to turn conceptual ideas into workshop processes that are easy to understand and to implement. Many have remarked on how culturally attuned as well as patient, supporting, and inclusive Kathy is, while also able to assertively insist on respecting CPSG's principles.

Kathy is, of course, also widely known for her unparalleled skills in Vortex at running population models for species from the American burying beetle (1-1.8 inches long) to the American bison (4-6 feet tall; 1,000-2,000 lbs.), and many more in between and across the globe. She is one of a select group of people who fully grasp how Vortex works behind the scenes, and she has pushed the boundary when it comes to modeling across the *in situ* and *ex situ* continuum.

Kathy has also played a significant role in putting *ex situ* management on the map within the wider conservation context. She is a co-author of the *IUCN Guidelines for the Use of Ex Situ Management for Species Conservation*, lead the development of CPSG's newest course on *Ex Situ Conservation Assessment*, is very adept at PMx modeling, helped regional zoo associations build population management structures and capacity, served as the studbook keeper and population advisor for the AZA Tiger SSP for over 30 years, and has advised the giant panda breeding and transfer recommendation meetings for over 20 years. Eager to transfer skills to new generations, Kathy has trained hundreds of colleagues in all of her skills.

Over her decades with CPSG, Kathy has been an expert facilitator and modeler, as well as a caring, generous, and attentive mentor, friend, and colleague. Her positive impacts on threatened species and on fostering the next generation of conservationists cannot be underestimated. We will miss her!



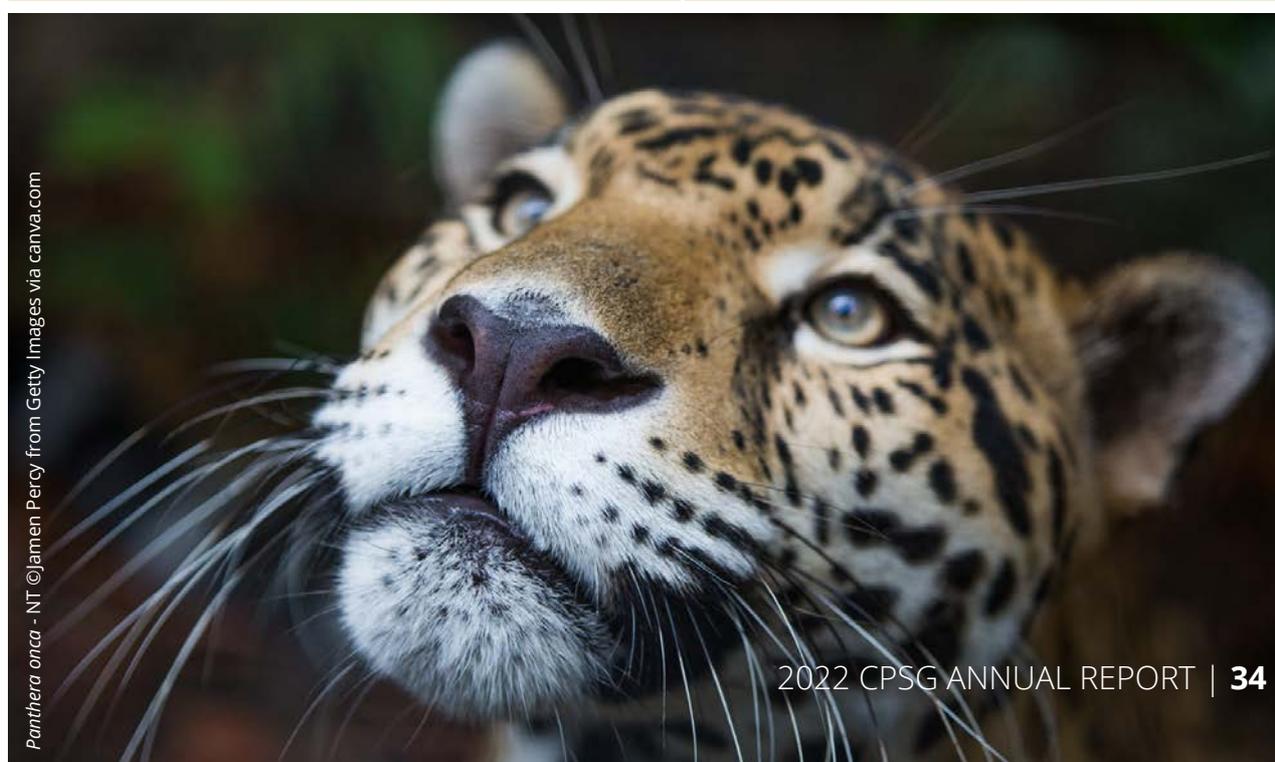
# PROJECT SPONSORS



*Nepenthes distillatoria* - VU ©JapanNature from Getty Images via canva.com

WORKSHOPS	SPONSORS
Cheetah Reintroduction PVA	AEON
Conservation Planning for <i>Copiapoa</i>	Chester Zoo; IUCN SSC Cactus and Succulent Plants Specialist Group
Conservation Planning for Danish Hoverflies	Copenhagen Zoo; Danish Environmental Protection Agency (Miljøstyrelsen)
Conservation Planning for Ghana's Threatened Endemic and Near-endemic Trees	Botanic Gardens Conservation International; Fondation Franklinia
Conservation Planning for Pelagic Sharks and Rays	IUCN SSC Shark Specialist Group
Conservation Planning for Pitcher Plants	Chester Zoo
Conservation Planning for Terrestrial Vertebrates of the Philippines	Mandai Nature
Conservation Planning for the Bearded Vulture	KZN Wildlife
Conservation Planning for the Eastern Loggerhead Shrike	Bluearth Renewables, Loyalist Solar LP
European Bison Conservation Planning Prep	Global Conservation Network
Harpy Eagle Translocation Guidelines	Itaipu Binacional; Society for Wildlife Research and Environmental Education (SPVS)
Indian Ocean Humpback Dolphin Conservation Planning Prep	Global Conservation Network
Integrated Management Assessment for the Conservation of the Harpy Eagle in the Atlantic Forest	Itaipu Binacional; Society for Wildlife Research and Environmental Education (SPVS)
Lear's Macaw Population Viability Analysis	Museu de Zoologia da Universidade de São Paulo (MZUSP); Volitalia
Liberian Chimpanzee Conservation Planning and Analysis	The Jane Goodall Institute
Mala Recovery Planning	Australian Commonwealth Department of the Environment
Management Program for <i>Alouatta guariba</i> , Brazil	CPB/ICMBio
Evaluation of population management options for <i>Alouatta guariba</i> , Argentina	National Direction of Biodiversity of the Ministry of Environment and Sustainable Development of the Nation - Argentina, Ministry of Ecology of Misiones, the Institute of Biodiversity of Misiones, and Neotropical Primate Conservation Argentina.
Monarch PVA Review	US Fish & Wildlife Service
Moroccan Raptor Conservation Planning Phase II	IUCN Centre for Mediterranean Cooperation

WORKSHOPS	SPONSORS
Planning - <i>Saguinus leucopus</i> Census and Management Program	PICSL; EAZA; ACOPAZOA
Planning for Coexistence with Jaguars in Pantanal	Instituto Pró-Carnívoros; WWF Brasil
Planning for Coexistence with Jaguars in the Eastern Amazon	UFPA, Hydro
Planning for Human-Wildlife Coexistence - Costa Rica Wildlife Foundation	Costa Rica Wildlife Foundation
Planning for Human-Wildlife Coexistence - Large Mammals of the Atlantic Forest	ICMBio; Instituto de Pesquisas Cananéia; Instituto Manacá; WWF Brasil
Planning for Human-Wildlife Coexistence - Osa Conservation	Osa Conservation
Poweshiek Skipperling PVA Extension	Minnesota Zoo
PVAs for Threatened Species of the Annamite Range in Vietnam	Re:Wild; USAID; World Wildlife Fund
Red Wolf Recovery Planning	US Fish & Wildlife Service
Scottish National Strategy for Beavers	NatureScot
SEAZA Primate ICAP	Taipei Zoo; WAZA Committee for Population Management
South Korea Conservation Planning	IUCN; Ministry of Environment, Republic of Korea
Southeastern Beach Mouse PVA	Cape Canaveral Space Force Station; US Fish & Wildlife Service
West African Vulture Conservation Planning	Convention on Migratory Species; IUCN SSC; EU Life



*Panthera onca* - NT ©Jamen Percy from Getty Images via canva.com

TRAININGS	SPONSORS
AAZK <i>Ex situ</i> Conservation Assessment Training Course	Global Conservation Network
Conservation Planning Clinic	Global Conservation Network
CPSG Technical Development Path Training - Vortex	Global Conservation Network
EAZA Conservation Forum Training Course	EAZA
<i>Ex situ</i> Conservation Assessment Online Training Course	Global Conservation Network; The Nature Conservancy
<i>Ex situ</i> Population Management as a Tool for Integrated Conservation Training Course	APRIMA
Facilitating Species Conservation Planning Workshops Online Training Courses (2)	Global Conservation Network
Facilitating Species Conservation Planning Workshops Training Course, Georgia Aquarium	Georgia Aquarium
Facilitating Species Conservation Planning Workshops Training Course, SECEM	SECEM
Facilitating Species Conservation Planning Workshops Training Course, West Africa	Threatened Species Conservation Alliance
Planning for Human-Wildlife Coexistence Training Courses (2)	Asociación Mexicana de Mastozoología; IUCN HWCCOex Specialist Group
Wildlife Disease Risk Assessment Online Training Courses (2)	Global Conservation Network; The Nature Conservancy



MEETINGS	SPONSORS
Animal Biobanking for Conservation Specialist Group	Global Conservation Network
AZA Reproductive Management Center Advisory Board	Global Conservation Network
AZA Tiger SSP	Point Defiance Zoo and Aquarium
CPM Joint TAG Chairs Meeting	Global Conservation Network
Emerging Wildlife Conservation Leaders	White Oak Conservation Foundation
Human Dimension in Small Cetacean Conservation	Nuremberg Zoo
Panorama of Wild Health: A Synthesis of Zoonotic Agents in Wild Mammals in Brazil and Recommendations for Decision-Makers in the Context of One Health	CNPq; CSS Brazil; FIOCRUZ; SINBIOSE
Rüppell's Vulture Working Group Strategic Planning	IUCN Centre for Mediterranean Cooperation
Saint Louis Zoo Incubator Meeting	Saint Louis Zoo
Second Giant Otter International Workshop	Fundación Rewilding Argentina
Society for Marine Mammalogy Symposium, OPA Workshop	National Marine Mammal Foundation; Shedd Aquarium
Southeast Asia Regional Biobanking Network	Taipei Zoo
UN Biodiversity Conference (COP 15)	Global Conservation Network
WAZA Annual Conference	Global Conservation Network
WAZA Sumatran Tiger GSMP	Point Defiance Zoo and Aquarium; Zoological Society of London



Gyps vulture - CR ©Gerald Corsi from Getty Images via canva.com

# 2022 DONOR LIST

## **\$30,000 and above**

Copenhagen Zoo\*  
Environment Agency - Abu Dhabi  
Minnesota Zoo (CPSG Office Sponsor)  
Omaha Zoo Foundation  
Zoo Berlin



## **\$20,000-\$29,999**

Disney's Animal Kingdom  
The George & Mary Rabb Fund  
for Conservation  
Georgia Aquarium  
Saint Louis Zoo

## **\$10,000-\$19,999**

Brad & Alice Andrews\*  
Chester Zoo\*  
Dallas World Aquarium\*  
Detroit Zoological Society  
Global Conservation Associates\*  
Houston Zoo\*  
San Diego Zoo Wildlife Alliance  
Wildlife Conservation Society  
Zoo Leipzig\*

*\*Denotes CPSG Chair sponsor*

### **\$5,000-\$9,999**

Al Ain Zoo  
Auckland Zoological Park  
Mark Barone  
Columbus Zoo & Aquarium – The Wilds  
Dallas Zoo  
Point Defiance Zoo & Aquarium  
Nordens Ark\*  
Schönbrunner Tiergarten – Zoo Vienna\*  
Smithsonian National Zoo  
Taronga Conservation Society Australia  
Zoo Zürich

### **\$2,000-\$4,999**

Akron Zoological Park  
Allwetterzoo Münster  
Laurie Bingaman Lackey & Steven Lackey  
Bristol Zoo Gardens  
British & Irish Association of Zoos & Aquariums  
Chris Byers & Kathy Vila  
Cincinnati Zoo & Botanical Garden, CREW  
Cleveland Metroparks Zoo  
Dickerson Park Zoo  
Dublin Zoo  
European Association of Zoos & Aquaria  
Fort Wayne Children's Zoo  
Fota Wildlife Park  
Givskud Zoo  
Gladys Porter Zoo  
Kansas City Zoo  
Peter & Nancy Killilea

Lincoln Park Zoo  
The Living Desert  
Milwaukee County Zoo  
North Carolina Zoo  
Oregon Zoo  
Rotterdam Zoo  
Taipei Zoo  
Twycross Zoo  
Verband der Zoologischen Garten  
Wilhelma Zoo  
Woodland Park Zoo  
Zoo Frankfurt  
Zoological Society of Wales, Welsh Mountain Zoo  
Zoologischer Garten Köln  
Zoos South Australia

### **\$1,000-\$1,999**

Aalborg Zoo  
Borås Djurpark\*  
Cameron Park Zoo & Botanical Society  
Everland Zoological Gardens  
Fundación Parques Reunidos  
Gaia Nature Fund  
Little Rock Zoo  
Los Angeles Zoo  
Perth Zoo  
Prudence Perry  
Oliver Ryder  
Alan Sukoenig  
Thrigby Hall Wildlife Gardens  
White Oak Conservation Center  
Zoo & Aquarium Association  
Zoo de la Palmyre

### **\$500-\$999**

Cotswold Wildlife Park  
David Traylor Zoo of Emporia  
Odense Zoo  
Katey & Mike Pelican  
Ed & Marie Plotka  
Racine Zoological Society  
Safari de Peaugres  
Tokyo Zoological Park Society  
Jacqueline Vlietstra  
Wellington Zoo  
Zoo Heidelberg

### **\$250-\$499**

Arizona-Sonora Desert Museum  
Lee Richardson Zoo  
Lion Country Safari, Inc.  
Ivan Rehak & Katarina Rehakova  
Roger Williams Park Zoo  
Steinhart Aquarium  
Zoo African Safari  
Martín Zordan, in honor of  
Prudence Perry

### **\$100-\$199**

Alpenzoo Innsbruck  
Shanmuga Sundara Bharathi  
Jim Guenter  
Vicky Meretsky  
Steven J. Olson  
Kathryn Rodriguez-Clark  
Alison Williams Lewin

### **\$20-\$99**

Sarah Horick  
Tanuja Sarraju  
Jeanette Shutay

THANK YOU  
TO OUR  
GENEROUS  
DONORS!

# 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 1,400 species through more than 924 projects in over 95 countries. We have 267 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 the 501c3 non-profit organization Global Conservation Network.



The International Union for Conservation of Nature (IUCN) is an international organization working for the conservation of nature and the sustainable use of natural resources. The IUCN is made up of seven commissions, the largest being the Species Survival Commission (SSC). The SSC is a science-based network of 10,500+ volunteer experts working towards the conservation of nature and maintaining the planet's biodiversity. The SSC is made up of over 160 Specialist Groups, Red List Authorities, Conservation Committees, and Task Forces. CPSG is one of the SSC's nine Disciplinary Specialist Groups.

# CPSG STAFF



**Onnie Byers**  
*Chair*



**Kathy Traylor-Holzer**  
*Senior Program Officer*



**Phil Miller**  
*Director of Science:  
Single-species Planning*



**Caroline Lees**  
*Director of Science:  
Multi-species Planning*



**Simon Valle**  
*Single-species Planning  
Program Officer*



**Natasha Peters**  
*Multi-species Planning  
Program Officer*



**Fabiana Lopes Rocha**  
*Program Officer*



**Eugenia Cordero**  
*Program Officer*



**Jamie Copsey**  
*Director of Training*



**Elizabeth Townsend**  
*Finance Officer*

# CPSG REGIONAL RESOURCE CENTERS

## CPSG Australasia

*Richard Jakob-Hoff*



## CPSG Brasil

*Fabiana Lopes Rocha*



## CPSG Canada

*Amy Chabot & Jessica Steiner*



## CPSG Europe

*Kristin Leus*



## CPSG Indonesia

*Esther Manansang*



## CPSG Japan

*Kumiko Yoneda*



## CPSG Mesoamerica

*Yolanda Matamoros*



## CPSG Mexico

*Luis Carrillo*



## CPSG South Asia

*Sanjay Molur*



## CPSG Southeast Asia

*Roopali Raghavan & Sonja Luz*



## CPSG Southern & East Africa

*Lauren Waller*



THANK YOU TO OUR REGIONAL  
RESOURCE CENTER HOSTS!

## CPSG STRATEGIC COMMITTEE

**Brad Andrews**, Global Conservation Associates, USA  
**Anne Baker**, Amphibian Ark, USA  
**Mark Barone**, The Bill & Melinda Gates Foundation, USA  
**Rebecca Biddle**, Twycross Zoo, United Kingdom  
**Kevin Buley**, Auckland Zoo, New Zealand  
**Mark Craig**, Australia  
**Carmel Croukamp**, Parque das Aves, Brazil  
**Rachel Daneault**, Disney's Animal Kingdom, USA  
**Danny de Man**, EAZA, The Netherlands  
**Candice Dorsey**, AZA, USA  
**Jo Gipps**, Global Conservation Network, United Kingdom  
**Alejandro Grajal**, Woodland Park Zoo, USA  
**Myfanwy Griffith**, EAZA, The Netherlands  
**Jim Guenter**, Species360, USA  
**Sanna Hellström**, Helsinki Zoo, Finland  
**Mats Höggren**, Nordens Ark, Sweden  
**Bengt Holst**, Bengt Holst Consulting, Denmark  
**Mike Jordan**, Chester Zoo, United Kingdom  
**Andreas Knieriem**, Zoo Berlin, Germany  
**Bob Lacy**, Species Conservation Toolkit Initiative, USA  
**Keith Lovett**, Wildlife Conservation Society, USA  
**Sonja Luz**, Mandai Nature, Singapore  
**Phil McGowan**, Newcastle University, United Kingdom  
**Lance Miller**, Chicago Zoological Society, USA  
**Jo-Elle Mogerma**n, Saint Louis Zoo, USA  
**Dao Nguyen**, IUCN, United Kingdom  
**Theo Pagel**, Zoologischer Garten Köln, Germany  
**Paul Pearce-Kelly**, Zoological Society of London, United Kingdom  
**Mark Pilgrim**, Zoos Victoria, Australia  
**Ivan Rehak**, Prague Zoo, Czech Republic  
**Alex Rübel**, Zoo Zürich, Switzerland  
**Kazutoshi Takami**, Toyohashi Zoo & Botanical Park, Japan  
**John Werth**, PAAZA, South Africa  
**Jonathan Wilcken**, United Kingdom  
**Martín Zordan**, WAZA, Spain

## 2022 GCN FINANCIAL BOARD OF DIRECTORS

**Brad Andrews**, Global Conservation Associates, USA

**Rebecca Biddle**, Twycross Zoo, United Kingdom

**Kevin Buley**, Auckland Zoo, New Zealand

**Carmel Croukamp**, Parque das Aves, Brazil

**Lee Ehmke**, Houston Zoo, USA

**Nate Flesness**, Species360, USA

**Jo Gipps**, Global Conservation Network, United Kingdom

**Jim Guenter**, Species360, USA

**Sanna Hellström**, Helsinki Zoo, Finland

**Bengt Holst**, Bengt Holst Consulting, Denmark

**Lena Lindén**, Rewilding Europe, Sweden

**Keith Lovett**, Wildlife Conservation Society, USA

**Sonja Luz**, Mandai Nature, Singapore

**Mark Pilgrim**, Zoos Victoria, Australia

**Lee Simmons**, Omaha Zoo Foundation, USA

**Pat Thomas**, Wildlife Conservation Society, USA

# 2022 FINANCIAL REPORT

## STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS FOR THE YEAR ENDED DECEMBER 31, 2022

### SUPPORT & REVENUE

Grants and contributions of financial assets	\$497,641
Contributions of nonfinancial assets	\$8,640
Workshop sponsorships	\$189,129
Investment (loss)	(\$121,570)
Miscellaneous income	\$25
<b>TOTAL SUPPORT &amp; REVENUE</b>	<b>\$573,865</b>

### EXPENSE

Program services	\$650,426
Support services:	
Management & general	\$120,553
Fundraising	\$49,772
Total support services	\$170,325
<b>TOTAL EXPENSE</b>	<b>\$820,751</b>

## STATEMENT OF FINANCIAL POSITION AT DECEMBER 31, 2022

### ASSETS

#### Current Assets

Cash & cash equivalents	\$758,361
Accounts receivable	\$29,874
Grants receivable	\$9,567
Prepaid expenses	\$6,700
Total current assets	\$804,502
Investments	\$616,989
Property - net	\$235

**TOTAL ASSETS** \$1,421,726

### LIABILITIES & NET ASSETS

#### Current Liabilities

Accounts payable	\$3,825
Accrued salaries	\$19,926
Accrued vacation	\$25,568
Funds held for others	\$23,883
Due to (from) affiliated organization	\$1,441
Total current liabilities	\$74,643

#### Net Assets

Without donor restrictions	\$1,312,103
With donor restrictions	\$34,980
Total net assets	\$1,347,083

**TOTAL LIABILITIES & NET ASSETS** \$1,421,726

### Notes to the 2022 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 (\$246,886) for the year in 2022. As of December 31, 2022, we had a net asset reserve of US \$1,347,083 or approximately 21 months of operating expenses. The information on this page was taken from the 2022 audit. Copies of the full audit can be obtained by contacting the CPSG office.

Mobula mobular - EN @wrangel from Getty Images via canva.com



TOGETHER, WE CAN PLAN A FUTURE FOR WILDLIFE

**CONNECT**

Follow us on social media:   

Or, send your questions to [office@cpsg.org](mailto:office@cpsg.org)

**SUPPORT**

Visit us at [cpsg.org/support-cpsg](https://cpsg.org/support-cpsg)