

2024 ANNUAL REPORT

IUCN SSC Conservation
Planning Specialist Group



www.cpsg.org



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A vibrant underwater scene featuring a diverse coral reef in the foreground and middle ground, with numerous small, colorful fish swimming in the clear blue water. A large, stylized, golden-yellow abstract shape, resembling a splash or a large drop, is positioned in the upper right corner. The overall atmosphere is bright and healthy, representing a thriving marine ecosystem.

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.

LETTER FROM THE CHAIR



For the most part, 2024 was a year like all the others for CPSG. It was productive, creative, rewarding, and exhausting. But in one way it was a year unlike all others, at least for me, because it was my last. I devoted my career to CPSG, and after 33 years, I can honestly say that if I were to do it all again, I would change nothing. It has been an honor and a source of great pride to contribute to CPSG's innovative and influential species planning work, and to do it with a team and within a community that I cherish. The decision to step down was an extremely difficult one for me, but I did it with great confidence knowing that Caroline would take the helm. I am enormously grateful to her, and to everyone reading this year's annual report, for your commitment to ensuring a future for CPSG even greater than Ulie, Bob, or I could imagine.

Onnie Byers
CPSG Chair 2011-2025

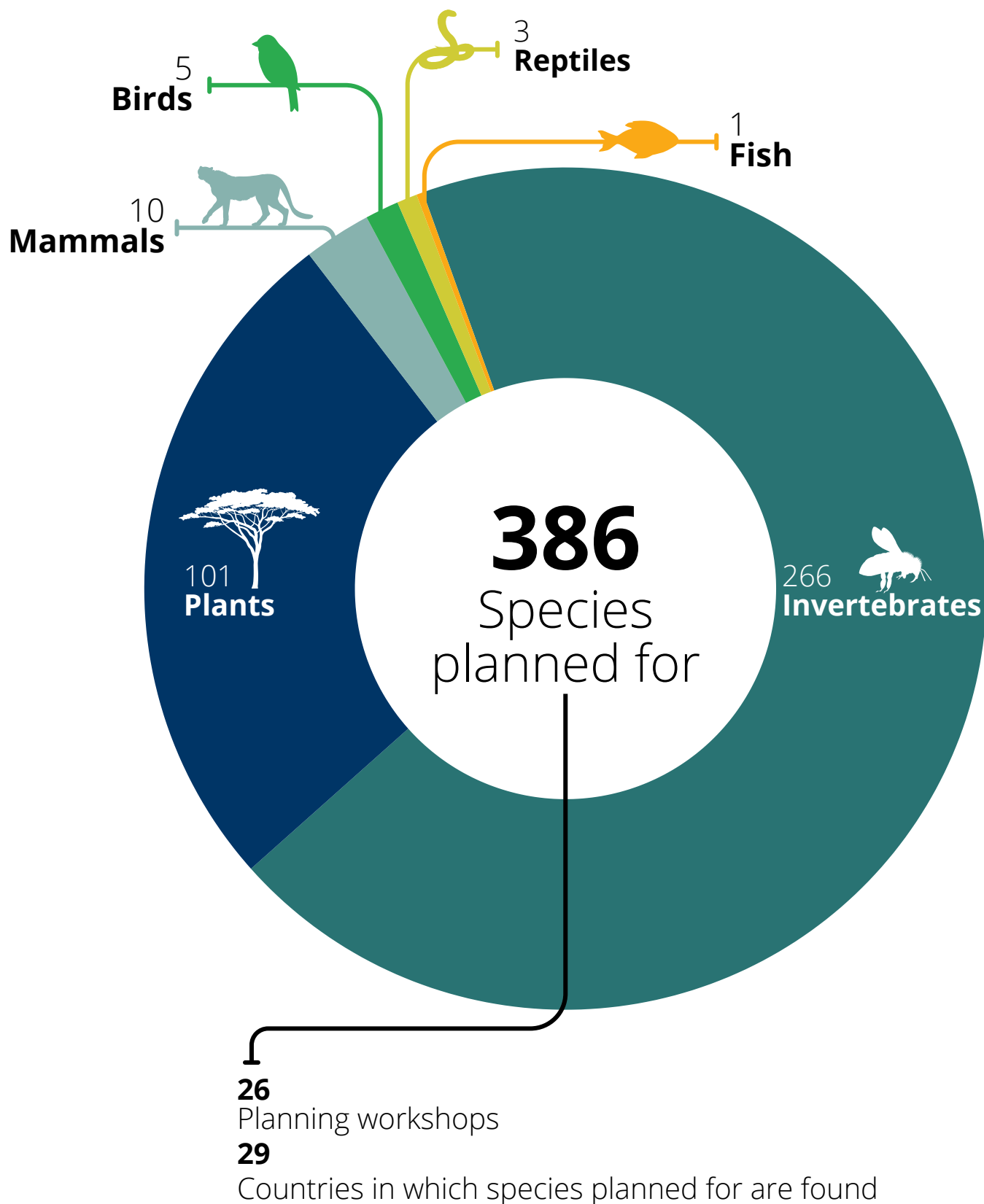


It is a huge privilege to be taking on the role of CPSG Chair, and a daunting one, as Onnie has always set such a high bar. Under her leadership, CPSG has dramatically expanded its reach and scope, our partnerships are stronger, our global network of planning facilitators and technical experts is bigger, and the benefits of CPSG training are reaching more, and more diverse audiences.

Looking ahead, 2025 sees the end of the IUCN Quadrennium, and with it an opportunity for us to reflect on what we've achieved over the past four years and to think creatively about where we go next. It's an exciting time to be part of this unique community - part organisation, part conservation movement - and with your collective wisdom and support I know we can keep moving onwards and upwards towards the future we want to see for wildlife. I can't wait to get started!

Caroline Lees
CPSG Chair

2024 AT A GLANCE



SPECIES UPDATES



Plains-wanderer | *Pedionomus torquatus*



In 2015, in partnership with the Australian Government of New South Wales, CPSG facilitated an [*ex situ* conservation planning workshop](#) for the rare and highly cryptic plains-wanderer. The resulting plan is to breed birds for release to bolster dwindling wild numbers and support further study of this little-known bird. A coordinated national *ex situ* program, an integral component of the government's species recovery program, is now in its tenth year and involves: Taronga Zoo, Featherdale Wildlife Park, Werribee Open Range Zoo, and Monarto Safari Park.

To date, all significant milestones have been reached, with more than 30 wild founders collected, husbandry protocols established, successful breeding in all years of the program, almost 100 healthy offspring generated and high levels of wild-source gene diversity retained. An ethogram has been compiled capturing many behaviors never before seen in this species. Experimental captive-to-wild translocations began in 2021, and further releases are planned.



Ghana's Threatened Trees

Published in 2023 following a CPSG-led planning workshop, the report [*Planning Conservation Action for Ghana's Threatened Tree Species*](#) focuses on 38 endemic and near-endemic species. Conservation actions recommended in the report are now being funded and implemented by Fondation Franklinia and Gower Street Foundation. Additionally, a Threatened Tree Consortium coordinated jointly by CSIR-FORIG (Council for Scientific and Industrial Research - Forestry Research Institute of Ghana) and BGCI (Botanic Gardens Conservation International) is working to connect partners in the country and provide a forum to share knowledge. A portal to share information on priority threatened tree species is also in development. In an exciting recent development, two new subpopulations of the Endangered *Hunteria ghanensis* and *Sericanthe toupetou* have been discovered.

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Scottish Beavers | *Castor fiber*

CPSG designed and facilitated a planning process that led to the publication of [Scotland's Beaver Strategy](#) in 2022. More than 50 stakeholder organizations collaborated on this strategy, which gave rise to the establishment of the Scottish Beaver Advisory Group (SBAG) in January 2023.

The restoration of the Eurasian beaver to Scotland continues, with six licensed releases of animals to Cairngorms National Park during 2024, and an additional pending application to release animals into another significant Scottish catchment.

Management and mitigation activities have continued with support through NatureScot and its contractors. Several PhD students are now working on beaver-related projects in Scottish universities and preparations are underway for the 10th International Beaver Symposium in Inverness in September 2025.

© LIFE Snails Project



Azorean Invertebrates

In 2020, CPSG jointly facilitated a [planning workshop for endemic invertebrates of Santa Maria Island \(Azores\)](#), resulting in long-term conservation goals for the island's invertebrates. The LIFE SNAILS Project aligns its work with these goals as it focuses on the conservation of three species of Santa Maria's endemic land snails - *Plutonia angulosa*, *Oxychilus agostinhoi*, and *Leptaxis minor*.

Habitat restoration and invasive species control are already showing tangible results. Notably, *Leptaxis minor* was recorded for the first time in areas under active restoration, a positive sign of improving habitat suitability. In contrast, the other two target species have so far remained undetected, indicating a need to intensify and expand monitoring efforts.



Christmas Island Lizards

In 2023, CPSG facilitated a workshop at Taronga Zoo, Australia, to plan the next decade of [conservation and recovery for four species of reptiles endemic to Christmas Island](#): blue-tailed skink (*Cryptoblepharus egeriae*), Lister's gecko (*Lepidodactylus listeri*), giant gecko (*Cyrtodactylus sadleiri*), and blind snake (*Ramphotyphlops exocoeti*). All are threatened by the introduced Asian wolf snake (*Lycodon capucinus*), which has already driven blue-tailed skinks and Lister's geckos to extinction in the wild.

Since the workshop, feasibility and disease risk assessments have been completed in readiness for Lister's gecko introduction trials to nearby islands without wolf snakes, planned for 2026. Previous introductions of blue-tailed skinks have successfully created two new sub-populations, each now numbering approximately 4,500 individuals.

Wolf snakes continue to be the primary obstacle to conserving these species in the wild on Christmas Island, but suppression research is underway, including the development of eDNA tools and attractant lures.

HIGHLIGHTED STORIES





CONSERVATION PLANNING FOR THREATENED PLANTS OF JAMAICA

SPECIES:

45 orchid species (Orchidaceae)

13 melastome species (Melastomataceae)

1 palm species (*Roystonea princeps*)

IUCN THREAT CATEGORIES:

10 Critically Endangered (CR)

27 Endangered (EN)

12 Vulnerable (VU)

4 Near Threatened (NT)

6 Data Deficient (DD)

MEETING ORGANIZERS:

The National Environment and Planning Agency (NEPA), the University of the West Indies (UWI), and the IUCN Biodiversity Assessment Unit

STAKEHOLDERS:

Thirty-one participants from 16 institutions, including representatives from government agencies, universities, botanic gardens, and community groups.

THE SPECIES:

Most of the focal species of this workshop are epiphytic orchids that grow non-parasitically on host trees and depend on specific textures or microclimates to thrive. The melastomes are a family found mainly in the tropics, characterized by their attractive flowers and unusual leaves. Jamaica's endemic palm, *Roystonea princeps*, known as Morass cabbage palm, reaches heights of 20 meters and inhabits the coastal flood plains of western Jamaica.

THE PROBLEM:

Endemic plant species in Jamaica are mainly threatened by land conversion for agriculture, mining, overcollection, pollution, and urbanization. Though Jamaica hosts a rich diversity of plants and ranks high among the world's islands for plant endemism, there is little public awareness of the importance of Jamaica's native plants. Addressing these threats is complicated by gaps in legal protection for many threatened plant species, and limited capacity to enforce the legal protections that do exist.

THE PROCESS:

In working groups, participants identified and described in detail the conservation challenges facing the species of concern. A list of 15 goals and 52 actions were recommended to address these challenges and improve the status of these species. A key goal is to raise awareness among local communities of the value and richness of Jamaica's native flora. Participants also identified a need for more formal legal protections, as well as increased resources and capacity to implement and enforce them. NEPA will spearhead the creation of a technical working group to lead the implementation of priority actions identified in the planning report, strengthening the chances of successful uptake.

MEETING HIGHLIGHTS:

Participants were treated to a trip to the Botanic Gardens in Kingston, where they were able to see, smell, and touch some of Jamaica's endemic plant species, and hear stories about their fascinating and unique characteristics.



SWIFT PARROT *EX SITU* CONSERVATION PLANNING

SPECIES:

Swift parrot (*Lathamus discolor*)

IUCN THREAT CATEGORY:

Critically Endangered (CR)

MEETING ORGANIZERS:

Zoos Victoria, Birdlife Australia, National Swift Parrot Recovery Team

STAKEHOLDERS:

Zoos Victoria, Australian Federal (DCCEEW) and State Governments (DEECA – Victoria, NRE – Tasmania), NGOs, research scientists, independent conservationists

THE SPECIES:

The swift parrot is an Australian migratory bird that can travel up to 5,000 km between breeding grounds in Tasmania and their mainland wintering grounds—the longest parrot migration in the world.

THE PROBLEM:

Swift parrots are in accelerating decline due to habitat loss from logging, urban expansion, and nest predation by introduced gliders (*Petaurus breviceps*). Population models predict that under current management scenarios, there will be fewer than 100 birds remaining in the wild by 2031. Although an *ex situ* population of swift parrots exists, it is not integrated with *in situ* conservation management.

THE PROCESS:

The Swift Parrot National Recovery Team recently identified the potential for an *ex situ* release program to improve the species' chances of persistence in the wild. CPSG workshop participants designed a program that could deliver the results envisaged. Three working groups—focused on *in situ*, *ex situ*, and program-wide factors—developed recommendations for two complementary strategies.

Firstly: test and optimize methods for tracking and releasing *ex situ* birds using the existing captive population. Secondly: establish a new, long-term *ex situ* population to provide insurance against extinction and generate birds for release to the wild. The working groups reported back regularly to exchange information and maintain coordination throughout the workshop.

MEETING HIGHLIGHTS:

To guide discussions, participants created a shared vision for a successful *ex situ* program that encompassed husbandry, demographic and genetic management, governance, communication, and partnerships. The three working groups, spanning the *in situ-ex situ* spectrum and comprising specialists from multiple disciplines, illustrated the effectiveness of the One Plan Approach for integrated conservation planning and management.





CONSERVATION PLANNING FOR THREATENED CHILEAN TREES

SPECIES:

1 Amaranthaceae
2 Arecaceae
14 Asteraceae
1 Cardiopteridaceae
1 Cunoniaceae
2 Fabaceae
2 Lamiaceae
2 Lauraceae
3 Myrtaceae
2 Nothofagaceae
1 Podocarpaceae
2 Rubiaceae
3 Rutaceae
1 Sapotaceae
1 Urticaceae
1 Verbenaceae
1 Winteraceae

IUCN THREAT CATEGORIES:

1 Extinct in the Wild (EW)
22 Critically Endangered (CR)
10 Endangered (EN)
6 Vulnerable (VU)
1 Not Evaluated (NE)

MEETING ORGANIZERS:

Botanic Gardens Conservation International (BGCI), the University of Concepción's Laboratory of Landscape Ecology (LEP), CSS Brazil, the Ministry of Environment, the University of Concepción's Faculty of Forestry Sciences and Campus Naturaleza, the IUCN SSC Global Tree Specialist Group (GTSG), Fondation Franklinia

STAKEHOLDERS:

Twenty-eight participants from 21 institutions, including forestry managers, NGO representatives, botanic garden and nurseries representatives, national government officials, local government officials, local community members, educators, research scientists, and academics

THE SPECIES:

The 40 threatened endemic tree species that were assessed were selected based on criteria that evaluated both their conservation status and their ecological significance in maintaining biodiversity and ecosystem functions, including contributions to habitat stability and resilience. Additionally, species that serve as indicators of environmental health or function as umbrella species were chosen.

THE PROBLEM:

Chile has an exceptionally high rate of tree endemism (over 50%), as well as the largest area of temperate forest in South America, recognized as one of the 36 global biodiversity hotspots. Many Chilean species are threatened, including 32% of native tree species.

THE PROCESS:

Workshop participants identified 13 main threats and classified each by scope, severity, and recovery time (irreversibility) within three geographic zones (Central zone, Southern zone, and Juan Fernández Archipelago). Of these threats, five were assessed as having a very high impact: (1) forest fires in all three zones; (2) the expansion of populated areas in the Central and Southern zones; (3) plantations and invasive non-native forest species in the Southern zone; and (4) species of invasive exotic fauna and (5) flora in the Juan Fernández Archipelago. Participants established nine objectives and 74 integrated actions (*in situ* and *ex situ*) based on the threats. Additionally, they evaluated the need for intensive management for each species, and identified specific *in situ* and *ex situ* management activities for those considered priorities.

MEETING HIGHLIGHTS:

Participants agreed upon multi-institution actions for all targeted species. Since many of the tree species targeted are critically endangered and have few remaining individuals or are exceptional species (i.e. species that cannot be conserved long-term using standard seed banking methods), an additional assessment was conducted to identify those requiring intensive management both *in situ* and *ex situ*.

Additionally, the Chilean Ministry of the Environment will formally coordinate the group responsible for monitoring and implementing the plan.



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CONSERVATION PLANNING FOR EASTERN LOGGERHEAD SHRIKE

SPECIES:

Eastern loggerhead shrike
Lanius ludovicianus migrans

IUCN THREAT CATEGORIES:

Near Threatened (NT)

MEETING ORGANIZERS:

Wildlife Preservation Canada, African Lion Safari, American Bird Conservancy, Queen's University, Loggerhead Shrike Working Group

STAKEHOLDERS:

Provincial, state, and federal government officials, wildlife and natural resources managers, non-governmental organization representatives, research scientists and university faculty, agriculture sector representatives, aggregate industry representatives, zoo representatives, and trust representatives.

THE SPECIES:

Loggerhead shrikes are the only species of shrike endemic to North America. As predatory songbirds—a rare distinction—they are an important part of a functioning short-grassland ecosystem.

Loggerhead shrike subspecies are indistinguishable in the field and can co-occur in the same areas, leading to intergradation.

THE PROBLEM:

The species has experienced drastic, range-wide declines of greater than 75% in the past 50 years. Migratory populations are especially at risk due to threats such as habitat loss and degradation throughout their full annual cycle. The *L.l. migrans* subspecies has disappeared from much of its former range and is in danger of becoming extinct despite ongoing *in situ* and *ex situ* conservation efforts, making it a focal subspecies for planning efforts.

THE PROCESS:

The Conservation Strategy for the

Eastern Loggerhead Shrike was developed through a series of online and in-person workshops from 2021-2024. To ensure inclusive participation, the final workshop involved concurrent facilitation of parallel hybrid workshops in two countries. The planning process was informed by a complex metapopulation PVA that incorporated the full annual cycle and variable migratory strategies of loggerhead shrike, and release scenarios from the *L.l. migrans ex situ* population. [The Conservation Strategy](#) details goals, strategies, and actions for Canada and the US to contribute to the long-term vision of achieving viable, self-sustaining populations of loggerhead shrike across northeastern North America, to the ultimate benefit of *L.l. migrans*.

MEETING HIGHLIGHTS:

Not only did the meeting identify strong parallels for addressing priority threats across the subspecies' range, reinforcing the need for ongoing conservation efforts, it was a great opportunity for project partners to connect. Having everyone around the table working towards the shared vision was inspiring and energizing.



TRAINING PROGRAM



The first CPSG Population Viability Analysis (PVA) Practitioners graduated from our Technical Development Path mentorship program in 2024. CPSG's own Dr. Simon Valle was our first graduate. Simon is now leading multiple PVA projects, and represents a new generation of PVA practitioners joining the CPSG ranks. Dr. Lisa Faust, Senior Director of Population Ecology at Lincoln Park Zoo, was our second graduate of the program. Her participation in and graduation from the program exemplify our efforts to build global capacity for conservation planning in collaboration with partner organizations.

We now have a total of 10 [recognized CPSG Facilitators](#) who join these two PVA Practitioners, and significantly increase the planning support we are able to provide to the conservation community around the world. Sixteen mentees are currently on one of CPSG's development path programs, and we look forward to seeing them graduate in the coming years.

Mentorship in species conservation planning represents a core component of the Institute of Museum and Library Services (IMLS) grant that we secured in 2023 and was fully up and running in 2024. By the end of 2024, approximately 30% of all AZA accredited zoos and aquariums had staff who had gone through CPSG's training program.

Fifty percent of all Saving Animals From Extinction (SAFE) leaders—representing AZA's species conservation flagship program—were going through CPSG training courses, and a subset of senior zoo and aquarium professionals were on an AZA-tailored mentorship path. CPSG supported these mentees in designing and facilitating planning processes for sea stars, antelope, orangutans, monarch butterflies, Rota white-eyes, and snow leopards. SAFE plans for North American Bison and globally-threatened [sharks and rays](#) were published.

“Your Plan can and should be a model for all SAFE Program Plans. Kudos to all involved!”

- SAFE Reviewer

2024

TOTAL CPSG TRAINEES



194

**Facilitating Species Conservation
Planning Workshops**
Online Course



27

Wildlife Disease Risk Analysis
Online Course



11

***Ex Situ* Conservation Assessments**
Online Course

WORKSHOP SPONSORS



WORKSHOPS	SPONSORS
Beale's Eyed Turtle Species Conservation Planning	Ocean Park Conservation Foundation Hong Kong
Bison Conservation & Partnership Building	Minnesota Zoo
Bowmouth Guitarfish <i>Ex Situ</i> Conservation Assessment	Shedd Aquarium
Conservation Planning for Jamaica's Threatened Plants	Critical Ecosystems Partnership Fund; IUCN
Eastern Loggerhead Shrike Species Conservation Planning	BluEarth Renewables; African Lion Safari; Nashville Zoo; Toronto Zoo; Wildlife Preservation Canada
Eastern Mountain Avens <i>Ex Situ</i> Conservation Assessment	Wildlife Division of the Nova Scotia Department of Natural Resources and Renewables; Environment and Climate Change Canada, Canadian Wildlife Service; Acadian University
EU PULSE - Assess to Plan (A2P) for European Bees	European Commission Directorate General for Environment
EU PULSE - Assess to Plan (A2P) for European Dragonflies	European Commission Directorate- General for Environment
EU PULSE - Assess to Plan (A2P) for European Freshwater Bivalves	European Commission Directorate- General for Environment
Furbish's Lousewort <i>Ex situ</i> Conservation Assessment	New Brunswick Department of Natural Resources and Energy Development; Environment and Climate Change Canada
Giant Otter Species Conservation Planning	Frankfurt Zoological Society; Houston Zoo; Zoo Leipzig; Parque de las Leyendas; Zoo Schwerin
Global Cheetah Summit & Population Viability Analysis	Cheetah Conservation Fund
Gray Ratsnake Species Conservation Planning	Natural Resource Solutions, Inc.
Hungarian Meadow Viper Species Conservation Planning	MME BirdLife Hungary
Iberian Desman Species Conservation Planning	IUCN Spain; Ministry of Ecological Transition and Demographic Challenge

WORKSHOPS	SPONSORS
Mexican Wolf Population Viability Analysis Update	US Fish & Wildlife Service
Namibian Black Rhino Population Viability Analysis	Minnesota Zoo; Minnesota Zoo Foundation
Orang-utan Conservation Genetics Workshop	Institute of Museum and Library Services
Philippine Eagle Population Viability Analysis	Mandai Nature; Forest Foundation Philippines
Planning Workshop for the Integrated Conservation of Endangered Endemic Trees in Chile	Botanic Gardens Conservation International
Scandinavian Wolf Population Viability Analysis	Swedish Environmental Protection Agency
Southeastern Beach Mouse Population Viability Analysis	Cape Canaveral Space Force Station; US Fish & Wildlife Service
Swift Parrot <i>Ex Situ</i> Conservation Assessment	Birdlife Australia; Zoos Victoria
Tamaraw Population Viability Analysis	Zoological Society of London
Wattled Crane Species Conservation Planning	Endangered Wildlife Trust; Global Conservation Network

TRAININGS	SPONSORS
Building Collaborative Conservation Planning Capacity - Natural England	Natural England
<i>Ex Situ</i> Conservation Assessment Online Training Course	Global Conservation Network; The Nature Conservancy; SSC
Facilitating Species Conservation Planning Workshops Training Course (2)	Global Conservation Network; The Nature Conservancy; SSC
Facilitating Species Conservation Planning Workshops Training Course (AZA - IMLS)	Institute of Museum and Library Services
San Diego Zoo Wildlife Alliance Vortex Training Course	San Diego Zoo Wildlife Alliance
Wildlife Disease Risk Assessment Online Training Course	Global Conservation Network; The Nature Conservancy; SSC

MEETINGS	SPONSORS
2024 AZA Annual Conference	Institute of Museum and Library Services; Calgary Zoo, Wilder Institute
2024 AZA Midyear Meeting	Institute of Museum and Library Services
2024 WAZA Annual Conference	Global Conservation Network
Biocomplexity Incubator Project	Saint Louis Zoo
Developing Species Conservation Strategy Process - Natural England	Natural England
Emerging Wildlife Conservation Leaders Meeting	Global Conservation Network; White Oak Conservation Foundation
ICOMOS Task Force Meetings	ICOMOS
North American Congress for Conservation Biology	Global Conservation Network; Wildlife Preservation Canada; African Lion Safari
Outlining a Proposal for a Trial Reintroduction of Eurasian Lynx in Scotland	Trees for Life
Pacific Leatherback Turtle Research Planning	Upwell Turtles
Plant Selection for the Restoration of the Interurban Río-Torres Reserva de la Biosfera Biological Corridor	Spanish Embassy in Costa Rica; Cooperación Española - San Jose
Species360 Board Meeting	Global Conservation Network
SSC Leaders Meeting	Global Conservation Network; IUCN
Strategic Planning for the International Crane Foundation	International Crane Foundation

2024 Donor List

\$25,000 AND ABOVE

Disney's Animal Kingdom
Environment Agency - Abu Dhabi
Minnesota Zoo (CPSG Office Sponsor)
Omaha Zoo Foundation
Omaha's Henry Doorly Zoo



*Denotes CPSG Chair sponsor

\$20,000 - \$24,999

Georgia Aquarium
Saint Louis Zoo

\$15,000 - \$19,999

Copenhagen Zoo
San Diego Zoo Wildlife Alliance
Zoo Berlin

\$10,000 - \$14,999

Auckland Zoo
Anne Baker & Robert Lacy
Chester Zoo*
Dallas World Aquarium*
Detroit Zoological Society
Houston Zoo*
Wildlife Conservation Society
Zoo Leipzig*

\$5,000 - \$9,999

Al Ain Zoo
The Brad & Alice Andrews Family Fund
Association of Zoos & Aquariums
Mark Barone
Columbus Zoo & Aquarium – The Wilds
Dallas Zoo
Dublin Zoo
Point Defiance Zoo & Aquarium
Nordens Ark*
Schönbrunner Tiergarten – Zoo Vienna*
Taronga Conservation Society Australia
Zoo Rostock
Zoo Zürich

\$3,000 - \$4,999

British and Irish Association of Zoos & Aquariums
European Association of Zoos & Aquaria
Fota Wildlife Park
Kansas City Zoo
Peter & Nancy Killilea
Kölner Zoo
The Living Desert
Milwaukee County Zoo
Rotterdam Zoo
Twycross Zoo
Verband der Zoologischen Garten
Wilhelma Zoo
Woodland Park Zoo
Zoo Frankfurt
Zoological Society of Wales,
Welsh Mountain Zoo

\$2,000 - \$2,999

Laurie Bingaman Lackey & Steven Lackey
Bristol Zoo Gardens
Cincinnati Zoo & Botanical Garden, CREW
Cleveland Metroparks Zoo
Dickerson Park Zoo
Everland Zoological Gardens
Fort Wayne Children's Zoo
Givskud Zoo
Korkeasaari Zoo
Lincoln Park Zoo
Lee & Marie Simmons
Taipei Zoo
Zoos South Australia

\$1,000 - \$1,999

Aalborg Zoo
Akron Zoological Park
Borås Djurpark*
Fundación Parques Reunidos
Gaia Nature Fund
Jacksonville Zoo & Gardens
Jardim Zoologico de Lisboa
Little Rock Zoo
Los Angeles Zoo
Ocean Park Conservation Foundation, Hong Kong
Perth Zoo
Philadelphia Zoo
Roger Williams Park Zoo
Thrigby Hall Wildlife Gardens
Wellington Zoo
White Oak Conservation Center
Zoo & Aquarium Association
Zoo de la Palmyre

\$500 - \$999

The Carlson Family Foundation, in honor of Prudence Perry
Cotswold Wildlife Park
David Traylor Zoo of Emporia
Kattegatcentret
Mazier Kazemi
Lion Country Safari, Inc.
Odense Zoo
Katey & Mike Pelican
Racine Zoological Society
Tokyo Zoological Park Society
UIZA
Jacqueline & Nick Vlietstra
Zoo Heidelberg

\$250 - \$499

Arizona-Sonora Desert Museum
Frank McCannon & the UBS Team, in honor of Prudence Perry
Lee Richardson Zoo
Ivan Rehak & Katarina Rehakova
Steinhart Aquarium
Zoo African Safari

\$100 - \$249

Alpenzoo Innsbruck
John Lewenauer, in honor of Prudence Perry
Michael Parish, in honor of Prudence Perry
Mark & Shari Rhode, in honor of Prudence Perry
Kathryn Rodriguez-Clark
Lyll Schwarzkopf, in honor of Prudence Perry

\$20 - \$99

Curt Nelson, in honor of Prudence Perry
Tanuja Sarraju

*Denotes CPSG Chair sponsor

THANK
YOU
to our
generous
donors!

About CPSG



IUCN

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 six commissions, the largest being the Species Survival Commission (SSC). The SSC is a science-based network of 9,000+ volunteer experts working towards the conservation of nature and maintaining the planet's biodiversity. The SSC is made up of over 180 Specialist Groups, Red List Authorities, and Task Forces. CPSG is one of the SSC's nine Cross-cutting Specialist Groups.

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 45 years since our founding, we have helped develop conservation plans for over 2,000 species through more than 950 projects in over 110 countries. We have 368 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.

CPSG

Staff



Onnie Byers
Chair



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



Christina Dembiec
Training Program Officer



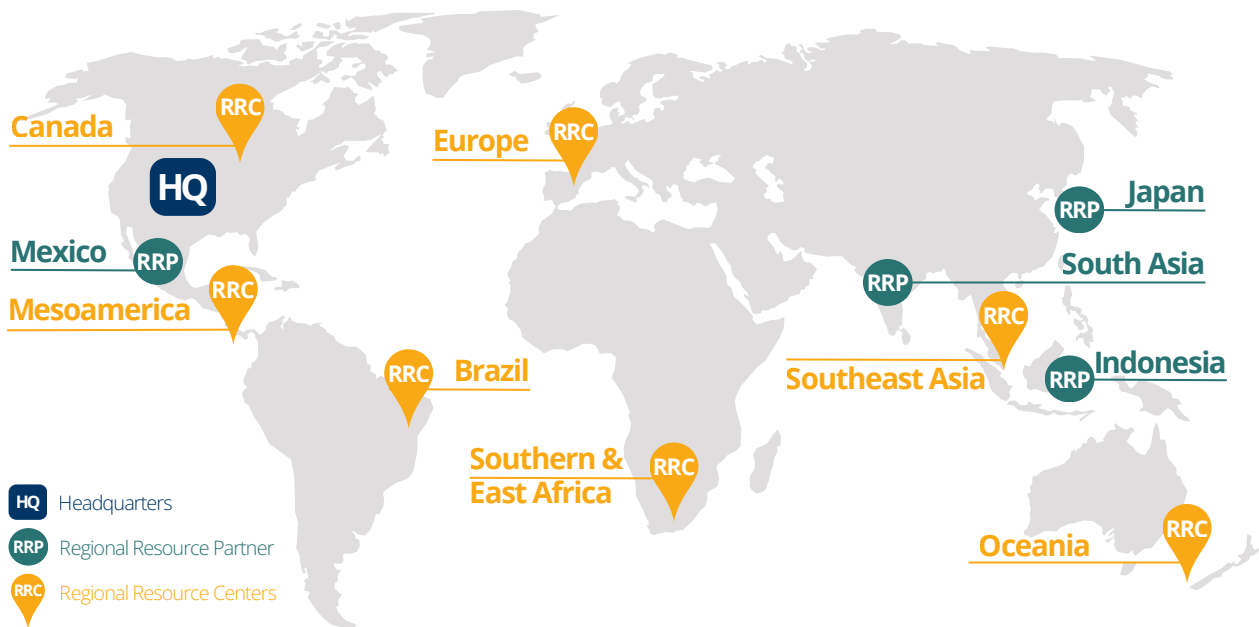
Elizabeth Townsend
Finance Officer



Maria Braeuner
Communications Officer

CPSG

Regional Resources



REGIONAL RESOURCE PARTNERS

CPSG's Regional Resource Partners (RRPs) promote CPSG's work within their region and actively seek relevant conservation planning projects.

REGIONAL RESOURCE CENTERS

Regional Resource Centers (RRCs) coordinate and facilitate CPSG projects in that region, adapting our conservation tools where necessary to increase their relevance and value to local needs, language and culture.

CPSG

RRC Hosts and Conveners



**PARQUE
DAS AVES**

CPSG Brazil
Fabiana Rocha



CPSG Canada
Stephanie Winton



CPSG Europe
Kristin Leus



CPSG Mesoamerica
Yolanda Matamoros



CPSG Oceania
Anne Wignall



ENDANGERED
WILDLIFE TRUST

**CPSG Southern &
East Africa**
Lauren Waller



CPSG Southeast Asia
Sonja Luz & Roopali Raghavan

CPSG

Facilitators and Modelers

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Amy Byrne
Paul Senner (PVA)
Katelyn Herman

CANADA

Amy Chabot (PVA)
Jessica Steiner
Stephanie Winton

HQ

* Natasha Peters
* Simon Valle (PVA)

SOUTH AMERICA

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* Marina Somenzari
* Eugenia Cordero (HQ)
Pablo Dovico
Fabio Stucchi Vannucchi (PVA)

EUROPE

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Ann-Katrine Garn
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ASIA

* Roopali Raghavan
Isabelle Tan
Kaori Ota

OCEANIA

Anne Wigmall
Alexis Rutschmann

SOUTHERN & EAST AFRICA

* Lucy Kemp
* Lauren Waller
Christie Craig (PVA)

2024 CPSG Facilitators and Modelers

The map shows the planning facilitators and PVA modelling practitioners who are graduates of the CPSG Development Path and worked on projects for CPSG in 2024 (their names are asterisked), with their region of residence. Those without asterisks are CPSG Development Path mentees who are learning to lead workshops.

CPSG

Strategic Committee

Brad Andrews, Global Conservation Network, USA

Anne Baker, 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

Jim Guenter, Species360, USA

Sanna Hellström, Korkeasaari 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 Mogerman, Philadelphia Zoo, USA

Katelyn Mucha, Species360, 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, Amphibian Ark, United Kingdom

Martín Zordan, WAZA, Spain

2024

GCN Financial Board of Directors

CPSG is supported by the Global Conservation Network (GCN), a USA 501(c)3 not-for-profit organization.

Brad Andrews, Global Conservation Associates, USA

Rebecca Biddle, Twycross Zoo, United Kingdom

Kevin Buley, Auckland Zoo, New Zealand

Carmel Croukamp, Parque das Aves, Brazil

Jo Gipps, Global Conservation Network, United Kingdom

Jim Guenter, Species360, USA

Sanna Hellström, Korkeasaari Zoo, Finland

Bengt Holst, Bengt Holst Consulting, Denmark

Keith Lovett, Wildlife Conservation Society, USA

Sonja Luz, Mandai Nature, Singapore

Mark Pilgrim, Zoos Victoria, Australia

2024 FINANCIAL REPORT

STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS FOR THE YEAR ENDED DECEMBER 31, 2024

SUPPORT & REVENUE

Grants and contributions of financial assets	\$455,991
Contributions of nonfinancial assets	\$8,640
Workshop sponsorships	\$477,713
Investment income	\$112,157
TOTAL SUPPORT & REVENUE	\$1,054,501

EXPENSE

Program services	\$985,157
Support services:	
Management & general	\$142,344
Fundraising	\$69,502
Total support services	\$211,846
TOTAL EXPENSE	\$1,197,003

STATEMENT OF FINANCIAL POSITION AT DECEMBER 31, 2024

ASSETS

Current Assets

Cash & cash equivalents	\$746,705
Accounts receivable	\$2,739
Grants receivable	\$53,085
Prepaid expenses	\$5,511
Total current assets	\$808,040

Investments	\$730,028
Property - net	\$3,287

TOTAL ASSETS **\$1,541,355**

LIABILITIES & NET ASSETS

Current Liabilities

Accounts payable	\$14,267
Accrued salaries & vacation	\$32,224
Funds held for others	\$23,883
Due to (from) affiliated organization	\$39,328
Total current liabilities	\$109,702

Net Assets

Without donor restrictions	\$1,331,653
With donor restrictions	\$100,000
Total net assets	\$1,431,653

**TOTAL LIABILITIES &
NET ASSETS** **\$1,541,355**

Notes to the 2024 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 (TIN 41-1719362). GCN had an overall deficit from operations of US(\$142,502) for the year in 2024. As of December 31, 2024, GCN had a net asset reserve of US\$1,431,653 or approximately 16 months of operating expenses. The information on this page was taken from the 2024 audit. Copies of the full audit can be obtained by contacting the CPSG office.



Together, we are planning a future for wildlife

Donate:

By donating to CPSG, you are investing in the critical roadmaps that ensure conservation actions succeed, giving species the second chance they need. Together, let's secure a future for wildlife!

[DONATE HERE](#)

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