

2025 ANNUAL REPORT

IUCN SSC Conservation Planning Specialist Group



SSC

Species Survival Commission



Changing the Future for Wildlife



CONTENTS

- 4 Mission
- 5 Letter from the Chair
- 6 2025 at a glance
- 8 Species updates
- 11 Highlighted stories
- 29 Training program
- 31 Annual meeting
- 33 The people behind CPSG
- 38 Our supporters
- 43 2025 financial report

A QUICK GUIDE TO OUR FREQUENTLY USED ACRONYMS:

A2P	Assess-to-Plan
CPSG	Conservation Planning Specialist Group
ECA	<i>Ex situ</i> Conservation Assessment
IUCN	International Union for Conservation of Nature
OPA	One Plan Approach
PVA	Population Viability Analysis
SCP	Species Conservation Planning
SSC	Species Survival Commission
WDRA	Wildlife Disease Risk Analysis

2025
CPSG
Annual
Report

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



In October 2025, thirty conservationists walked into a room in Cali, Colombia, with a team of CPSG facilitators. Three days later, they walked out with a plan that will shape recovery efforts for 41 endemic *Atelopus* frog species over the next decade. Business as usual for CPSG, though this year didn't start that way, at least not for me.

I'll be honest: it started with a lot of sleepless nights as I took the reins from Dr. Onnie Byers, who led CPSG from strength to strength over 14 years and whose warmth, humor, and instinctive inclusivity came to define CPSG for many of us. It was a challenging transition, with big shoes to fill, made harder by the trickle-down effects of global unrest and new financial realities, felt across our network.

Nevertheless, thanks to our donors and the determination of CPSG's global and regional teams, 2025 went on to become a year with so much to celebrate. We guided planning for 802 species in 24 countries, trained over 300 people, and drew our biggest Annual Conference turnout in almost a decade.

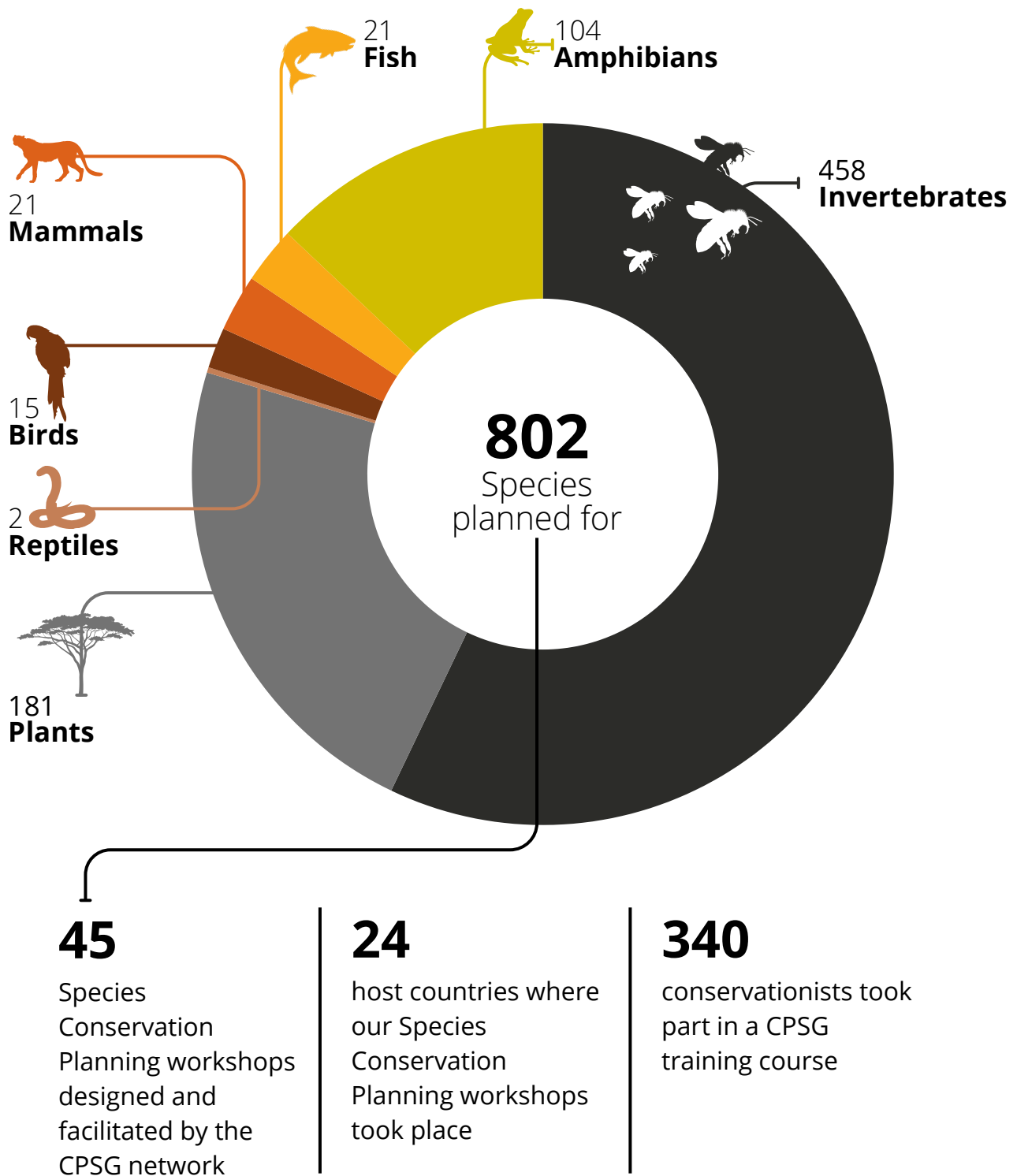
That conference, hosted by our friends at Fundación Zoológica de Cali, delivered more than the *Atelopus* plan: a new coalition for species at risk from tropical cyclones, advances for an IUCN SSC Action Partnership for species surviving only in *ex situ* facilities, and four new graduates of our training program joining CPSG's facilitator network. All this and more in just three days—CPSG in full flight!

I leave 2025 reminded of the strength and resilience of this community, which is as committed as ever to forging a brighter future for threatened wildlife. Whatever 2026 brings, CPSG will be ready for it, thanks to all of you.

A handwritten signature in brown ink that reads "Caroline". The script is fluid and cursive.

Caroline Lees
CPSG Chair

2025 AT A GLANCE



IUCN SSC SPECIALIST GROUPS

we collaborated with throughout 2025:



2025
CPSG
Annual
Report

SPECIES UPDATES





IUCN EU PULSE

Since 2020, CPSG has been working with the IUCN Red List and European Regional Offices on an ambitious project to “take the pulse” of European biodiversity by assessing the extinction risk of over 10,000 European species across 11 taxonomic groups. CPSG’s role has been to facilitate high-level, multi-species plans for species that emerged as most at risk.

The work, funded by the European Commission (EC), has led to five plans to date, covering hundreds of threatened invertebrates, including hoverflies, dragonflies, freshwater bivalves, moths, and bees. With resources now needed to implement these plans and to complement other EC funding mechanisms, the European Fund for Youth Action on Pollinators was formed in 2025 to support on-the-ground conservation and research for pollinator species in Europe.

EAZA REGIONAL SPECIES PLANNING

An *Ex situ* Conservation Assessment (ECA) is a tool for determining when and how *ex situ* management can be used to support the conservation of a species. It is based on the principles of the One Plan Approach and the [IUCN SSC Guidelines on the Use of *Ex situ* Management for Species Conservation](#). CPSG collaborated with the European Association of Zoos and Aquaria (EAZA) to tailor a multi-species ECA process for species planning by zoo and aquarium associations. One of the first uses of this process was for the 2016 [Global Integrated Collection Assessment and Planning Workshop for Canids and Hyænids](#).

EAZA further tailored this process and, between 2018 and 2025, facilitated at least one Regional Species Plan workshop for each of its 42 Taxon Advisory Groups (TAG). **EAZA’s *Ex situ* Programs (EEPs) are now more taxonomically diverse, with clear integrated conservation roles, and tailored management.** Following extensive evaluation, a 2nd Regional Species Plan cycle has started, paying extra attention to relationships with *in situ* experts and assessing benefit and feasibility.



© Michel Viard | Getty Images

Giant Otter

Pteronura brasiliensis

In 2022, CPSG co-organized and facilitated the 2nd International Giant Otter Workshop, where the International Giant Otter Alliance (IGOA) was created to support giant otter conservation. CPSG helped develop IGOA's first work plan using the One Plan Approach (OPA).

At the 3rd International Giant Otter Workshop in Lima, Peru (February 2025), IGOA developed an Action Plan and *Ex situ* Population Management Plan, involving major zoo and aquarium associations from North America, South America, and Europe.

IGOA has standardized monitoring and *ex situ* management protocols, identified key training needs, and promoted data integration under OPA. **These efforts have strengthened coordination, technical skills, and policy engagement, making IGOA a key platform for global giant otter conservation.**



/ G. Shillinger

Leatherback Turtle

Dermochelys coriacea

Building on CPSG's 2020–2021 East Pacific Leatherback Recovery Workshop, Report, and PVA, CPSG helped plan and facilitate the 2025 East Pacific Leatherback *Ex situ* Research Strategy Workshop. During this workshop, experts identified priority research needs in genetics, husbandry, movement, and socio-ecological dimensions to evaluate options such as translocation, captive rearing, and headstarting. CPSG also advised on the Pacific Leatherback Hub workshop at the International Sea Turtle Society Symposium, where researchers, practitioners, and fisheries managers stress-tested a decision-support tool integrating fisheries effort, mortality risk, and mitigation efficacy to evaluate high-seas bycatch reduction scenarios. Together, **these efforts are helping turn evidence into coordinated recovery action.**

2025
CPSG
Annual
Report

HIGHLIGHTED STORIES



2025
CPSG
Annual
Report

Population Viability Analysis to Inform Conservation Planning for the Philippine Eagle

SPECIES:

Philippine eagle (*Pithecophaga jefferyi*)

IUCN THREAT CATEGORY:

Critically Endangered (CR)

MEETING ORGANIZERS:

Philippine Eagle Foundation, Government of
the Philippines Department of Environment
and Natural Resources – Biodiversity
Management Bureau



ABOUT THE SPECIES:

The Philippine eagle (*Pithecophaga jefferyi*) is one of the world's largest forest raptors and the national bird of the Philippines. It requires vast, contiguous forest landscapes to survive and reproduce, making it a powerful indicator of forest ecosystem integrity. Its presence reflects the health of entire lowland and montane forest systems.

THE PROBLEM:

The Philippine eagle is Critically Endangered due to severe habitat loss, direct mortality, and prey depletion. Its slow life history—long lifespan, delayed maturity, and low reproductive rate—makes populations highly sensitive to even small increases in mortality. Fragmentation of its habitat further exposes dispersing sub-adults to human-related threats, accelerating population decline.

THE PROCESS:

We conducted a participatory population viability analysis (PVA) and threat assessment during a national workshop in Quezon City in April 2024. This workshop involved government agencies, scientists, NGOs, and other local stakeholders. Threats were systematically identified, ranked, and linked to specific life stages, and participants



contributed to building a baseline PVA model using the best available demographic knowledge. A second national workshop in Davao City took place in September 2025. There, we presented PVA results to the Philippine Eagle Foundation and the Government of the Philippines Department of Environment and Natural Resources – Biodiversity Management Bureau (DENR-BMB) to support the revision of an existing national action plan, subsequently published in early 2026. Across both workshops, we welcomed a total of 90 participants.



The PVA highlighted sub-adult mortality, reproductive lifespan, and habitat availability as key drivers of population growth, and it emphasized the need for improved long-term population monitoring. Participants prioritized and revised conservation actions according to the severity of the threats, as well as identified gaps in the existing action plan. In preparation for an action plan for the next decade, the participants also evaluated the progress of existing actions, removed outdated actions, and developed new ones. All conservation actions were revised into the SMART format for effective implementation and monitoring.



The continued commitment to the process by all parties involved highlighted the cultural significance of this bird, showing that for them it was not only a matter of biodiversity conservation but also of cultural pride.



2025
CPSG
Annual
Report

Population Viability Analysis to Inform Conservation Planning for the Japanese Black Bear Population on Shikoku Island

SPECIES:

Japanese black bear (*Ursus thibetanus japonicus*), Shikoku population

IUCN THREAT CATEGORY:

Vulnerable (VU)

MEETING ORGANIZERS:

Shikoku Institute of Natural History, Nature
Conservation Society of Japan, Japan Bear
Network



ABOUT THE SPECIES:

The Japanese black bear is a subspecies of the Asiatic black bear endemic to Japan. Despite being abundant and widespread on Honshu Island (Japan's main island), the population on Shikoku Island is extremely small and genetically impoverished, making it vulnerable to extinction.

THE PROBLEM:

The Shikoku population numbers around 30 individuals and is geographically isolated, with no natural immigration. Habitat degradation from conifer plantations, the overabundance of sika deer, accidental bycatch, and climate change threaten its long-term viability. In contrast, in other parts of Japan, population increases and range expansion have led to serious human-bear coexistence issues.

THE PROCESS:

A participatory population viability analysis (PVA) and threat assessment were conducted during a workshop in Kochi City in August 2025. This workshop welcomed government agencies, academic researchers, NGOs, and zoo representatives. Participants identified, ranked, and linked threats to life stages, and helped build a baseline PVA model.



The PVA showed that the current population is not viable in the long term and requires an increase in population size.

During a second workshop in Naka Town (January 2026), we shared results of the analysis with a broader group of stakeholders, including civil society representatives, to support a shared action plan. The final action plan will be presented at the annual Kito Bear Festival in 2026.



In 2025, negative human-bear interactions in Japan drew national and international concern. Despite this, a committed group of experts and residents engaged in a conservation planning process to prevent the extinction of Shikoku's bears while promoting peaceful, mutually beneficial coexistence, grounded in the best available evidence and local perspectives.



2025

CPSG
Annual
Report

Population Viability Analysis and Species Conservation Planning for the Carolinian Population of the Gray Ratsnake

SPECIES:

Gray ratsnake (*Pantherophis spiloides*),
Carolinian population

IUCN THREAT CATEGORIES:

Least Concern (LC), but considered
Endangered by Canada's national authority,
the Committee on the Status of Endangered
Wildlife in Canada (COSEWIC)

MEETING ORGANIZERS:

Natural Resource Solutions, Inc. and African
Lion Safari





ABOUT THE SPECIES:

The gray ratsnake is found in two populations in Ontario—the Great Lakes/St. Lawrence and the Carolinian populations. One of the largest snake species in Canada, adult gray ratsnakes can grow to over 2.5 meters. This species is slow to mature, taking 6 to 8 years to reach adulthood.

THE PROBLEM:

The Carolinian population of the gray ratsnake is both geographically isolated and genetically distinct from the Great Lakes/St. Lawrence population. It is at imminent risk of extirpation and restricted to just a few fragmented locations, with fewer than 250 individuals estimated to remain in the wild.

The population faces multiple threats, including habitat loss and fragmentation, road mortality, and human persecution, combined with genetic and demographic risks associated with small, isolated populations. Its loss would mean the disappearance of a unique edge-of-range population—one that may hold important adaptive traits for the species' long-term survival.

THE PROCESS:

An Integrated Collection Assessment and Planning (ICAP) workshop for all snake taxa in Canada conducted in 2021 found that, for this taxon, “there is uncertainty around the abundance of the Carolinian Designated Unit (DU), but the population appears to have declined severely to a very small size and is at risk of extirpation.” Based on recent targeted



population surveys, new information is available on extant subpopulations within Carolinian Canada, and it is believed that there is a window of opportunity for action to prevent local extirpation of the six subpopulations that remain. The 2025 gray ratsnake conservation planning process addressed the recommendations from the ICAP for this taxon.

A conservation action plan was developed in two phases. The first phase focused on the development of a subpopulation-specific threat assessment and population viability analysis (PVA) through online technical sessions. Key results from the PVA included estimates of probability of population persistence, rates of loss of genetic diversity, minimum viable population size required to meet goals for retention of genetic diversity,

and the impact of management actions, including augmentation that would be facilitated by *ex situ* management.

The second phase was an in-person workshop in which the results of the threat assessment and PVA were used as a basis for science-based species conservation planning (SCP).

While provincial and federal government recovery strategies had been developed for the population, the PVA and SCP were conducted at the subpopulation level. Each subpopulation was found to have unique threats and needs, and action planning was tailored to each subpopulation's unique demographic and area/threat characteristics.



Moving from Assessment to Planning for Europe's Threatened Wild Bees

SPECIES:

172 species (51 endemic to Europe)

IUCN THREAT CATEGORIES:

25 Critically Endangered (CR)

91 Endangered (EN)

56 Vulnerable (VU)

MEETING ORGANIZERS:

IUCN SSC CPSG, IUCN SSC Wild Bee Specialist Group, the IUCN European Representative Office in Brussels, and the IUCN Red List Office in Cambridge



ABOUT THE SPECIES:

Bees are among the most efficient insect pollinators, both of wild plants and crops. Around 84% of crop species in the European Union depend on insect pollination.

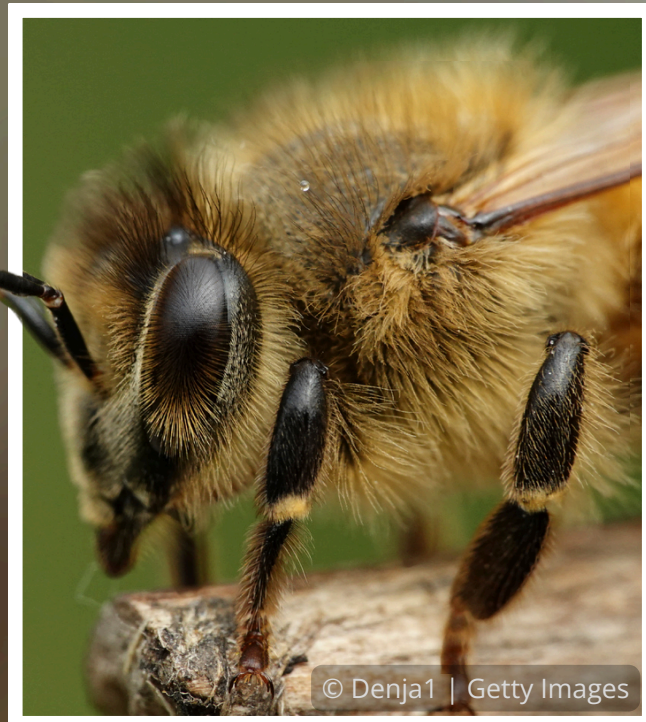
Due to the specific structure of some flowers and the pollination behavior of bees, some plants—including economically important ones like alfalfa, tomatoes, and berries—can be pollinated only by a small number of wild bee species and not by the western honey bee. As a result, the seed productivity of such plants directly depends on the presence of specific wild bees. Most bee species are solitary, meaning that each female builds a nest by herself. Only a few species are social, like some bumblebees and the western honey bee.

THE PROBLEM:

Europe's wild pollinators are essential for ecosystem resilience and food production, but they are in decline due to habitat loss, intensive agriculture, pesticides, climate change, invasive species and pathogens. Monitoring wild bees is still insufficient and we have limited species-specific or group-specific plans to mitigate their decline.

THE PROCESS:

Between July and December 2024, and following the assessment of European bees for the IUCN Red List, 24 bee experts from 16 European countries participated in two online conservation action planning



workshops. The workshops focused on 172 species categorized as threatened (the IUCN Red List Categories of Vulnerable, Endangered, and Critically Endangered) in Europe. The project followed the IUCN SSC CPSG Assess-to-Plan (A2P) methodology, which is designed to build consensus among assessors and other experts.

Based on the advice of experts, two working groups were formed (specialist and parasitic species; island & mountain species), each focusing on the threatened species of a different habitat type and on the main risks to wild bees in each habitat type.

Over the two sessions, the working groups described the main threats causing declines or preventing recovery of threatened species in these areas, the obstacles to taking effective conservation actions, and discussed actions that must be taken over the next 5-10 years, focusing on what might be most achievable and identifying organizations that could take this action.

Multi-Species Planning Workshop for Kenyan Sharks and Rays

**Focusing on the Threat Posed by
Fisheries Bycatch**

SPECIES:

Blacktip reef shark (*Carcharhinus melanopterus*),
Grey reef shark (*Carcharhinus amblyrhynchos*),
Silky shark (*Carcharhinus falciformis*),
Bull shark (*Carcharhinus leucas*),
Whitetip reef shark (*Triaenodon obesus*),
Scalloped hammerhead shark (*Sphyrna lewini*),
Giant guitarfish (*Rhynchobatus djiddensis*),
Bowmouth guitarfish (*Rhina ancylostomus*),
Whitespotted/bottlenose wedgefish (*Rhynchobatus
australiae*),
Halavi guitarfish (*Glaucostegus halavi*),
Ocellated eagle ray/spotted eagle ray (*Aetobatus
ocellatus*)

IUCN THREAT CATEGORIES:

5 Critically Endangered (CR)
2 Endangered (EN)
4 Vulnerable (VU)

MEETING ORGANIZERS:

CORDIO East Africa led the organization of the project in close collaboration with Kenya Fisheries Service (KeFS); Wildlife Research and Training Institute (WRTI); The Nature Conservancy; Ngomeni Beach Management Unit; University of Eldoret; Technical University Mombasa; and Wildlife Conservation Society (WCS)

ABOUT THE SPECIES:

This group includes reef, seafloor, and open ocean dwellers, nocturnal and diurnal species, and species able to live long-term in freshwater systems. Spanning such varied dietary niches and habitats, sharks and rays are essential to keep coral reefs, seagrass beds, and open ocean food webs stable and moving nutrients between ecosystems. Without them, entire ecosystems can shift in structure and function.

The focus of this workshop was on species that occur in Kenyan waters, though the populations range more widely.

THE PROBLEM:

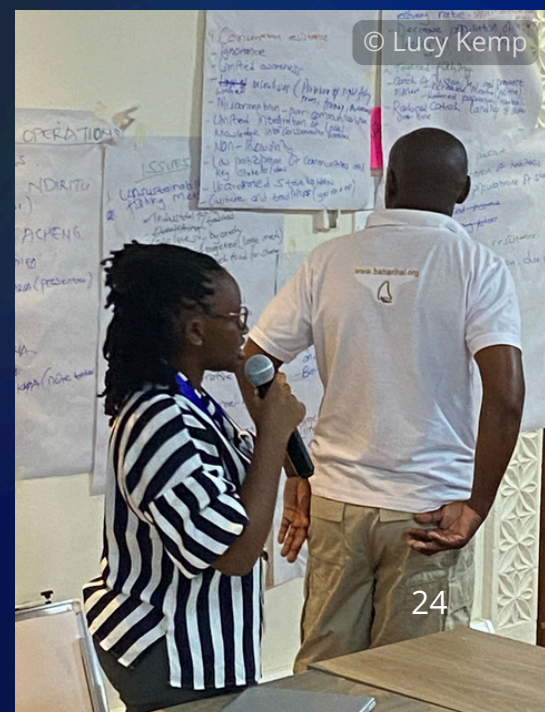
Kenyan waters are home to around 100 species of sharks and rays under threat of local depletion as bycatch from fisheries. Eleven of these are globally threatened with extinction. The Government of Kenya has developed a framework for sustainable management of these species through its National Plan of Action (NPOA-Sharks). Its effective implementation will be advanced through the agreement and support of



stakeholders and conservation actors regarding what approaches should be taken, by whom, and how the benefits will be observed and reported.

THE PROCESS:

A thorough discussion of the impact of fisheries—and other risks to populations in Kenyan waters—led to four themes of discussion: industrial and artisanal fisheries; destruction of critical habitat; governance, legislation, and regulation; and critical information gaps that constrain





conservation. Participants worked together to agree on practical pathways to reducing the impact of fisheries bycatch. These included: reducing breeding ground impacts by restricting gears, mesh-size limits, seasonal closures, no-take zones; strengthening fisheries governance; supporting suitable alternative livelihoods in coastal communities; improving marine spatial planning to support critical habitat for breeding; and research programs to support evaluation and decision-making.

Participants came together around a single aspirational vision for the future:

“By 2050, Kenya has nurtured thriving shark and ray populations by empowering coastal communities and integrating science with local knowledge to protect vital ecosystems.”

Kenya imekuza idadi kubwa ya papa na taa wanaostawi kupitia uwezeshaji wa jamii za pwani na kwa kujumuisha sayansi na maarifa ya jadi ili kulinda maeneo muhimu ya kiekolojia.

2025
CPSG
Annual
Report

Genus-wide Multi-Species Planning Workshop for South American Giant Water Frogs

SPECIES:

63 *Telmatobius* species

IUCN THREAT CATEGORIES:

11 Critically Endangered (Possibly Extinct)
13 Critically Endangered (CR)
21 Endangered (EN)
9 Vulnerable (VU)
3 Near Threatened (NT)
6 Data Deficient (DD)

MEETING ORGANIZERS:

IUCN SSC Amphibian Specialist Group (ASG)
Telmatobius Task Force, Andrés Bello
University



ABOUT THE SPECIES:

With over 60 species described, the genus *Telmatobius*, or Andean water frogs, is one of the most threatened groups across the Neotropics. They are entirely aquatic frogs and have evolved to survive in cold waters and tolerate low oxygen concentrations. Most *Telmatobius* are microendemic, restricted to very small habitats such as high-elevation streams, and are great bioindicators of the health of high Andean wetlands.

THE PROBLEM:

The second Global Amphibian Assessment identified *Telmatobius* as one of the most threatened amphibian genera worldwide. *Telmatobius* species face multiple threats, including chytridiomycosis, climate change, habitat loss linked to human activities, predation and competition from invasive trout, water pollution from mining activities, lack of information on the species, and loss of cultural knowledge in local communities.

THE PROCESS:

CPSG worked with Andrés Bello University, the Chilean Ministry of the Environment, IUCN SSC Amphibian Specialist Group (ASG) and their *Telmatobius* Task Force (TTF), and Amphibian Ark (AArk) to bring together more than 50 specialists from Chile, Argentina, Bolivia, Peru, Ecuador, Brazil, Mexico, and Spain and including the participation from



Andean indigenous communities in Chile and Bolivia.

Experts developed priority goals around reducing and understanding the impacts of major threats, strengthening local appreciation of the species, and establishing translocation plans for *ex situ* programs. This was the first process of its kind for *Telmatobius*, bringing together expertise from every country in the genus's range to build an international, participatory action plan—one that secures the future of these Andean amphibians while supporting the highland communities who share their habitat.





The workshop began with a homage to the respected herpetologist Andrés “Andy” Charrier (1971-2025), with the dedication of a large statue of a Loa water frog (*Telmatobius halli*) in his honor. The statue will now be on permanent display at the National Zoo of Chile. Andy is remembered for his leading role in the Loa water frog rescue in 2019, saving this population from imminent extinction.

During the workshop, all participants signed a large banner, committing to the conservation of these species. A photo exhibit titled “Guardians of the Heights: Conservation in the South American Andes” was displayed during the workshop at the university to highlight the *Telmatobius* species, the high-altitude landscape they live in, as well as of the human communities and traditions that live alongside them.

2025
CPSG
Annual
Report

TRAINING PROGRAM

This year, we focused our training efforts on enabling more professionals to gain access to our online courses and become better equipped at planning. Two key changes made that possible.

First, we revamped our renowned *Facilitating Species Conservation Planning Workshops* course. Since September, the seven-week course simulates a real four-day in-person planning workshop, guiding trainees through designing and facilitating a workshop in line with the CPSG approach. Participants now benefit from a more practical, hands-on format that builds the skills and confidence to plan for species conservation and recovery.

Second, we changed how we charge for our training. We recognize that economic conditions differ greatly across and within regions and that the same fee can be more challenging to pay in some countries than in others. Course fees are now based on a participant's country of residence, while

ensuring that everyone receives the same expert-led instruction, collaboration, and support.

Both changes support our overarching goal of increasing conservation planning capacity worldwide.

2025 also saw our continued delivery of the Institute of Museum and Library Services (IMLS) funded capacity building project for US Zoos and Aquariums. By the end of 2025, 285 Association of Zoos & Aquariums (AZA) member institution staff had completed at least one of our training courses. We also continue our work to mentor 26 mentees from AZA institutions in species conservation planning workshop delivery. Thanks to this support, Saving Animals From Extinction (SAFE) plans for sharks and rays, North American bison, snow leopard, and Asian hornbills all received CPSG input.



2025
CPSG
Annual
Report

ANNUAL MEETING



A YEAR OF FIRSTS

85 participants | 19 countries | 8 working groups

This year's CPSG Annual Meeting in Cali, Colombia—hosted by the Cali Zoological Foundation—was memorable for many reasons. It was Caroline Lees' first Annual Meeting as CPSG Chair, CPSG's first Annual Meeting in Colombia, and the first time a Species Conservation Planning Workshop was integrated directly into the Annual Meeting program. That workshop, focused on *Atelopus* species of Colombia, was conducted entirely in Spanish—another important first for a CPSG Annual Meeting Working Group!

The meeting brought together 85 participants from 19 countries, making it CPSG's largest Annual Meeting in almost a decade. For 60 of them, this was their first CPSG meeting—an encouraging sign of growing interest, new relationships, and broader participation across the conservation community.

The week opened with a reception at the Cali Botanical Gardens, where participants were welcomed with a banquet celebrating Cali's extraordinary botanical diversity. It was a fitting introduction to a meeting rooted in collaboration, local hospitality, and the shared urgency of species conservation.

The Ulysses S. Seal Award for Innovation in Conservation, launched in 2003, honors CPSG's founding Chairman and recognizes outstanding contributions to the field of conservation. The 2025 Ulysses S. Seal Award for Innovation in Conservation went to Dr. Valerie C. Pence, Director of Plant Research at the Center for Conservation and Research of Endangered Wildlife (CREW) at Cincinnati Zoo & Botanical Garden. Dr. Pence is a plant biologist, pioneer, and icon in plant cryopreservation and propagation who, since 1986, has been the Director of Plant Research at the Cincinnati Zoo's CREW. As a result of her work, CREW's Frozen Garden is one of the oldest and most diverse wild plant cryobanks in the world. Her programs focus on the conservation of *exceptional plant species*—a term that she coined for plants that cannot be saved by conventional seed banking and so were being overlooked during conventional plant seed conservation efforts.

You can read more about the 2025 Working Groups and their next steps and other highlights in the 2025 CPSG Annual Meeting Proceedings [here](#).

2025
CPSG
Annual
Report

THE PEOPLE BEHIND CPSG



ABOUT CPSG

IUCN SSC

The International Union for the Conservation of Nature (IUCN) is a membership union uniquely composed of both government and civil society organizations. It provides public, private, and non-governmental organizations with the knowledge and tools that enable human progress, economic development, and nature conservation to take place together. IUCN Species Survival Commission (SSC) is the largest of IUCN's seven volunteer commissions with a global membership of thousands of experts. SSC advises IUCN and its members on the wide range of technical and scientific aspects of species conservation and is dedicated to securing a future for biodiversity. SSC has significant input into the international agreements dealing with biodiversity conservation.

CPSG

IUCN SSC Conservation Planning Specialist Group (CPSG) is a Specialist Group of the IUCN SSC. It serves conservation by facilitating scientifically sound, collaborative planning processes that bring together people with diverse perspectives and knowledge to catalyze positive change for species. CPSG provides species conservation planning expertise to governments, other SSC Specialist Groups, zoos and aquariums, and other wildlife organizations. In the 46 years since our founding, we have helped develop conservation plans for over 2,300 species through more than 996 projects in over 110 countries. We have 360 individual members with unique expertise and knowledge who help us fulfill our conservation mission. We are supported by the 501c3 non-profit organization Global Conservation Network.

CPSG STAFF



Caroline Lees
Chair



Phil Miller
Director of Science and Data



Jamie Copsey
Director of Training



Elizabeth Townsend
Director of Finance & Administration



Simon Valle
Single-species Planning Program Officer



Natasha Peters
Multi-species Planning Program Officer



Fabiana Lopes Rocha
Program Officer



Eugenia Cordero
Program Officer



Christina Dembiec
Training Program Officer



María Braeuner
Communications Officer

CPSG 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 Brazil
Host: Parque das Aves
Convener: Fabiana Rocha



CPSG Canada
Host: Wildlife Preservation Canada
Convener: Stephanie Winton



CPSG Europe
Host: Zoo Copenhagen
Convener: Kristin Leus



CPSG Japan
Convener: Kumiko Yoneda



CPSG Mesoamerica
Convener: Yolanda Matamoros



CPSG Mexico
Host: Amphibian Ark
Convener: Luis Carrillo



CPSG Oceania
Host: Auckland Zoo
Convener: Anne Wignall



CPSG South Asia
Host: Zoo Outreach Organisation
Convener: Sanjay Molur



CPSG Southeast Asia
Host: Mandai Nature
Convener: Roopali Raghavan



CPSG Southern & East Africa
Host: Endangered Wildlife Trust
Convener: Lauren Waller



Amphibian Ark



CPSG

Strategic Committee

Brad Andrews, Global Conservation Network, USA

Anne Baker, USA

Mark Barone, The Gates Foundation, USA

Rebecca Biddle, Twycross Zoo, United Kingdom

Kevin Buley, Auckland Zoo, New Zealand

Onnie Byers, Global Conservation Network, USA

Jamie Christon, Chester Zoo, United Kingdom

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, Loro Parque, Spain

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, Switzerland

Kazutoshi Takami, Toyohashi Zoo & Botanical Park, Japan

Jonathan Wilcken, Amphibian Ark, United Kingdom

Martín Zordan, WAZA, Spain

2025

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 Network, USA

Rebecca Biddle, Twycross Zoo, United Kingdom

Kevin Buley, Auckland Zoo, New Zealand

Onnie Byers, Global Conservation Network, USA

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

2025
CPSG
Annual
Report

OUR SUPPORTERS



WORKSHOPS	SPONSORS
American Bison Population Viability Analysis	American Prairie Foundation
Beale's Eyed Turtle Species Conservation Planning	Ocean Park Conservation Foundation Hong Kong
EU PULSE - Assess to Plan (A2P) for European Bees	European Commission Directorate General for Environment
Japanese Black Bear Population Viability Analysis	Shikoku Institute of Natural History
Population Management Program for the Black-fronted Piping Guan (<i>Aburria jacutinga</i>)	CEMAVE/ ICMBio, Parque das Aves
Blue and Valley Oak Species Conservation Planning	US Botanic Garden
Blue Crane Species Conservation Planning	Leiden Foundation
Population Management Program for the Blue Macaws: Spix, Lear and Hyacinth	São Paulo Zoo
Bluff Oak Species Conservation Planning	US Forest Service, US Botanic Garden
Bornean Elephant (subspecies of Asian elephant) Species Conservation Planning	Mandai Nature
Bowmouth Guitarfish Population Viability Analysis	Shedd Aquarium
Evaluation of Population Management for the Conservation of the Red Howler Monkey (<i>Alouatta guariba</i>) in the Province of Misiones, Argentina	Primate Action Fund supported by Margot Marsh Biodiversity Foundation and administered by Re:wild, Ministry of Environment and Sustainable Development of Argentina through the UNDP ARG/21/G28 GEF Project, SSC Internal Grant IUCN and NPC Argentina.
EU PULSE - Assess to Plan (A2P) for European Dragonflies	European Commission Directorate General for Environment
Eastern Pacific Leatherback Turtle: Research Planning	Upwell Turtles
Developing a National Strategy for Wildcat in Scotland	NatureScot
<i>Ex situ</i> Assessment Freshwater Fish of Brazil	CEPTA/ICMBio
Freshwater Species of Mesoamerica	Shedd Aquarium
Gang-Gang Cockatoo Species Conservation Planning	Department of Climate Change, Energy, the Environment and Water
Population Management Program for the Giant Anteater	CPB/ICMBio
Multi-species Conservation Planning for <i>Telmatobius</i>	Universidad Andrés Bello
Gray Ratsnake (Carolinian population) Population Viability Analysis	Natural Resource Solutions, Inc., Leeds-Grenville Stewardship Council, African Lion Safari
Greater Bilby Species Conservation Planning	Save the Bilby Fund

WORKSHOPS	SPONSORS
Greater Gliders Species Conservation Planning	Department of Climate Change, Energy, the Environment and Water
Workshop for the Implementation of the ASI Harlequin Toad (<i>Atelopus</i>) Conservation Action Plan in Colombia	Amphibian Ark, Re:wild, Atelopus Survival Initiative, Global Conservation Network, Amphibian Survival Alliance,
Creating a National Conservation Strategy for the Hazel Dormouse in England & Wales	People's Trust for Endangered Species
Iberian Desman Species Conservation Planning	IUCN Spain, Ministry of Ecological Transition and Demographic Challenge
Indian Ocean humpback Dolphin Species Conservation Planning	SouSA Consortium, Tourvest Travel Services, Dyer Island Conservation Trust
Javan Green Magpie Species Conservation Planning	Mandai Nature
Kenyan Sharks Conservation Strategy	CORDIO East Africa, Milkywire (NORAD)
Lear's Macaw Population Viability Analysis	CEMAVE/ ICMBio, Qualis Consultoria Ambiental, Voltalia, MZUSP
EU PULSE - Assess to Plan (A2P) for European Moths	European Commission Directorate General for Environment
Population Management Program Mutum-do-sudeste (<i>Crax blumenbachii</i>)	CEMAVE/ ICMBio, Parque das Aves
Orange-bellied Parrot Population Viability Analysis	Bald Hills Windfarm Pty Ltd
Philippine Cockatoo Population Viability Analysis	Katala Foundation, Mandai Nature
Philippine Eagle Population Viability Analysis	Mandai Nature, Forest Foundation Philippines
Conservation Planning for Jamaican Plants	Critical Ecosystem Partnership Fund (CEPF)
Rota White-eye Species Conservation Planning	Saint Louis Zoo
Integrated Conservation Plan for the Three Species of Seahorses in Brazil	IUCN SSC (Internal Grants), Auto Peças Maringá, UEPB, LAPEC
Short-tailed Chinchilla <i>Ex situ</i> Conservation Assessment	AZA SAFE Chinchilla, Minnesota Zoo Foundation, Zoo Conservation Outreach Group, National Zoo of Chile (Parque Metropolitano de Santiago), Chilean Ministry of Environment
Population Management Program Spot-winged Wood Quail (<i>Odontophorus capueira plumbeicollis</i>)	CEMAVE/ ICMBio
Takahē Population Viability Analysis	Department of Conservation, New Zealand
Tasmanian Devil Population Viability Analysis	Zoo and Aquarium Association of Australasia
Trees of Malaysia Species Conservation Planning	Foundation Franklinia
Undulate Ray Species Conservation Planning	Royal Zoological Society of Scotland

WORKSHOPS	SPONSORS
Strategic Planning for the Assessment and Management of Disease Risk in Wild Canids	CENAP/ICMBio, UFCAT, Programa de Conservação Mamíferos do Cerrado, IUCN SSC Canid Specialist Group, FZEA USP
Workshops on Genetic Diversity Indicators - 5 European countries (GINAMO)	Biodiversa+, the European Commission, the Innovation Fund Denmark, Antwerp Zoo Society, Office Français de la Biodiversité, Muséum National d'Histoire Naturelle, University of Bologna, Norwegian Institute for Nature Research, Nord University and The Gjærevoll Center
Zebra (Indo-Pacific Leopard) Shark Species Conservation Planning	Ocean Blue Tree, WildAid

MEETINGS	SPONSORS
ACIUCN Species Survival Symposium	Auckland Zoo
2025 AZA Annual Conference	Institute of Museum and Library Services
2025 AZA Midyear Meeting	Institute of Museum and Library Services
2025 WAZA Annual Conference	Global Conservation Network
Canadian Botanical Association Conference	Wilder Institute
Chester Zoo Strategic Planning	Chester Zoo
DOC-ZAA Collaboration - Strategic Planning	Auckland Zoo
ICAS Strategic Planning, Giant Armadillo key project	ICAS, Chester Zoo, Houston Zoo, Nashville Zoo, Naples Zoo, RZSS, Reid Park Zoo
Third Giant Otter International Workshop	Frankfurt Zoological Society, Houston Zoo, Zoo Leipzig, Parque de las Leyendas, Zoo Schwerin
WAZA Goals Development Workshop	WAZA
SSC Steering Committee Meeting	Global Conservation Network
World Conservation Congress	Global Conservation Network

TRAININGS	SPONSORS
The One Plan Approach to Species Conservation Planning	Global Conservation Network
<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
Wildlife Disease Risk Analysis Online Training Course	Global Conservation Network, The Nature Conservancy, IUCN SSC
Chester Zoo Facilitating Species Conservation Planning Workshops in-person training	Chester Zoo

2025 Donor List

\$25,000 AND ABOVE

Minnesota Zoo (CPSG Office Sponsor)
Omaha Zoo Foundation



\$20,000 - \$24,999

Georgia Aquarium
Saint Louis Zoo

\$15,000 - \$19,999

Environment Agency - Abu Dhabi
San Diego Zoo Wildlife Alliance

\$10,000 - \$14,999

The Brad & Alice Andrews Family Fund*
Anne Baker & Robert Lacy
Dallas World Aquarium*
Detroit Zoological Society
Houston Zoo*
Omaha's Henry Doorly Zoo
Wildlife Conservation Society
Zoo Leipzig*

\$5,000 - \$9,999

Al Ain Zoo
Association of Zoos & Aquariums
Auckland Zoo
Mark Barone
Cleveland Metroparks Zoo
Columbus Zoo & Aquarium – The Wilds
Dallas Zoo
Dublin Zoo
Point Defiance Zoo & Aquarium
Schönbrunner Tiergarten – Zoo Vienna*
Taronga Conservation Society Australia
Zoo Rostock
Zoo Zürich

**Denotes CPSG Chair sponsor*

\$3,000 - \$4,999

British and Irish Association of Zoos & Aquariums
Cincinnati Zoo & Botanical Garden, CREW
European Association of Zoos & Aquaria
Fota Wildlife Park
Givskud Zoo
Kansas City Zoo
Peter & Nancy Killilea
Kölner Zoo
The Living Desert
Milwaukee County Zoo
Nordens Ark
Twycross Zoo
Verband der Zoologischen Gärten
Wilhelma Zoo
Woodland Park Zoo
Zoo Frankfurt

\$2,000 - \$2,999

Aalborg Zoo
Laurie Bingaman Lackey & Steven Lackey
Dickerson Park Zoo
Everland Zoological Gardens
Fundación Parques Reunidos
Korkeasaari Zoo
Lincoln Park Zoo
Lee & Marie Simmons
Swedish Association of Zoos & Aquaria
Taipei Zoo
Zoological Society of Wales, Welsh Mountain Zoo
Zoos South Australia

\$1,000 - \$1,999

Akron Zoological Park
Borås Djurpark*
Cotswold Wildlife Park
Gaia Nature Fund
Jacksonville Zoo & Gardens
Jardim Zoologico de Lisboa

\$1,000 - \$1,999 (cont.)

Leslie Kornstein Giving Tree
Little Rock Zoo
North Carolina Zoological Society
Ocean Park Conservation Foundation, Hong Kong
Perth Zoo
Philadelphia Zoo
Roger Williams Park Zoo
Oliver Ryder
Thrigby Hall Wildlife Gardens
Wellington Zoo
White Oak Conservation Center
Zoo & Aquarium Association
Zoo de la Palmyre

\$500 - \$999

David Traylor Zoo of Emporia
Mazier Kazemi
Odense Zoo
Katey & Mike Pelican
Ed & Marie Plotka
Racine Zoological Society
Tokyo Zoological Park Society
UIZA
Zoo Heidelberg

\$250 - \$499

Arizona-Sonora Desert Museum
Lee Richardson Zoo
Ivan Rehak & Katarina Rehakova
Steinhart Aquarium
Zoo African Safari

\$100 - \$249

Alpenzoo Innsbruck
Kathryn Rodriguez-Clark

\$50 - \$99

Anonymous
Vicky Meretsky
Karin Schwartz

THANK YOU
to our
generous
donors!

2025 FINANCIAL REPORT

STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS FOR THE YEAR ENDED DECEMBER 31, 2025

SUPPORT & REVENUE

Grants and contributions of financial assets	\$326,698
Contributions of nonfinancial assets	\$8,640
Workshop sponsorships	\$537,102
Investment income	\$114,581
TOTAL SUPPORT & REVENUE	\$987,021

EXPENSE

Program services	\$854,525
Support services:	
Management & general	\$133,655
Fundraising	\$51,718
Total support services	\$185,373
TOTAL EXPENSE	\$1,039,898

STATEMENT OF FINANCIAL POSITION AT DECEMBER 31, 2025

ASSETS

Current Assets

Cash & cash equivalents	\$664,879
Accounts receivable	\$ -
Grants receivable	\$37,173
Prepaid expenses	\$3,670
Total current assets	\$705,722
Investments	\$791,708
Property - net	\$1,157

TOTAL ASSETS **\$1,498,587**

LIABILITIES & NET ASSETS

Current Liabilities

Accounts payable	\$12,081
Accrued salaries & vacation	\$31,473
Funds held for others	\$ -
Due to (from) affiliated organization	\$76,257
Total current liabilities	\$119,811

Net Assets

Without donor restrictions	\$1,328,776
With donor restrictions	\$50,000
Total net assets	\$1,378,776

**TOTAL LIABILITIES &
NET ASSETS** **\$1,498,587**

Notes to the 2025 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(\$52,877) for the year in 2025. As of December 31, 2025, GCN had a net asset reserve of US\$1,378,776 or approximately 17 months of operating expenses. The information on this page was taken from the 2025 audit. Copies of the full audit can be obtained by contacting the CPSG office.



Donate:

By donating to CPSG, you are investing in the critical roadmaps that ensure conservation actions succeed, giving species the second chance they need.

[DONATE HERE](#)

**Together, we are
planning a future for
wildlife**