

Changing the Future for Wildlife



CPSG ANNUAL REPORT 2018

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Our Mission

CPSG's mission is to save threatened species by increasing the effectiveness of conservation efforts worldwide.

By:

- developing innovative and interdisciplinary methodologies,
- providing culturally sensitive and respectful facilitation,
- promoting global partnerships and collaborations,
- fostering *ex situ* contributions to species conservation, and
- building capacity for species conservation planning worldwide.

CPSG transforms passion for wildlife into effective conservation.



Letter From the Chair

Now More Than Ever

I sat down to write this letter just two weeks after the publication of the United Nation's IPBES assessment – the most thorough analysis of the status of biodiversity on our planet. The results are alarming and indisputable: the human footprint is so large it leaves little space for anything else. Nature is being destroyed at a rate tens to hundreds of times higher than the average over the past 10 million years. A million species are at risk of annihilation.

Reflecting on CPSG's past year in the context of this dire assessment, it would be understandable to feel demoralized and despondent. We have dedicated our careers to protecting the very species now facing annihilation. But rather than causing us to despair, we see this as cause to amplify our commitment and augment our efforts. Our mission is more necessary, and our conservation planning expertise more ideally aligned, to respond to critical global needs than ever before.

For CPSG, the IPBES report is a highly motivating reminder of the urgency and essential nature of our work.

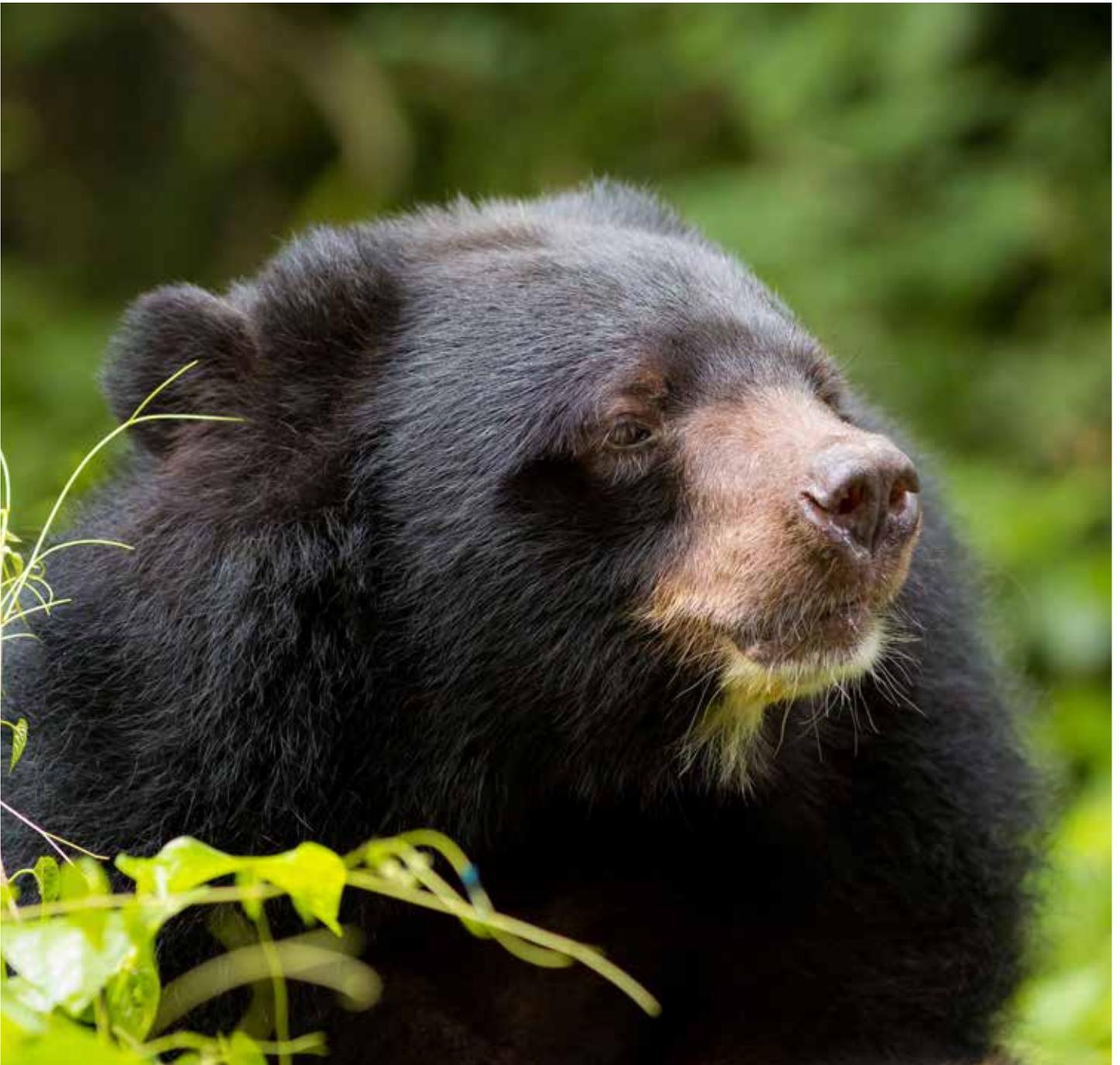
As you will read in the pages of this report, CPSG is redoubling our commitment to save threatened species:

- We are scaling up the quality and quantity of species conservation planning across IUCN SSC Specialist Groups, conservation NGOs, zoos and aquariums and government agencies.
- We are developing and applying powerful new tools that allow for simultaneous planning for multiple species.
- We are equipping an army of new species planners prepared to assist species worldwide.
- We are collaborating with the IUCN SSC and the IUCN Global Species Program to influence the next generation of global biodiversity targets.

While I am prouder now than ever of the work of our network of dedicated experts, and more grateful than ever for the support of our loyal and committed donors, I am also more acutely aware than ever of the fact that our contributions remain inadequate to counter the crisis we are facing. But rather than allowing the assessment to paralyze us, you can be confident that we will - we must - use it to ignite us. To energize, focus and compel us to save threatened species by increasing the effectiveness of conservation worldwide. *Now more than ever.*

A handwritten signature in black ink that reads "Onnie Byers". The signature is written in a cursive, flowing style.

Dr. Onnie Byers, CPSG Chair



CPSG is honored to lead the IUCN Species Survival Commission (IUCN SSC) in expanding species conservation planning capacity. We are dedicated to supporting IUCN SSC Specialist Groups' planning initiatives in order to improve the status of endangered species worldwide.

2018 At a Glance



282
species

- 52 mammals
- 167 birds
- 62 reptiles
- 1 invertebrate



69
planning
activities



18
countries



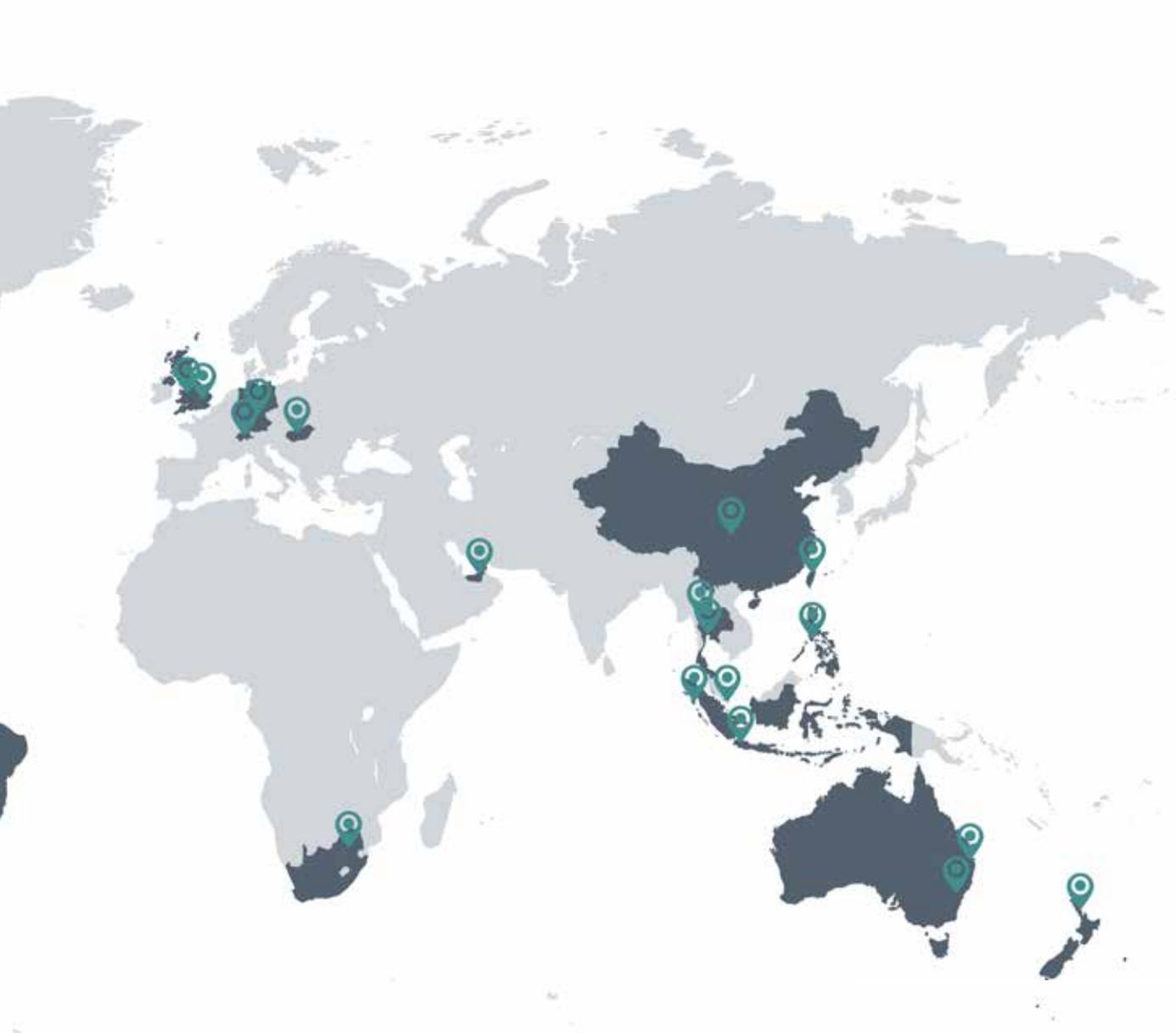
280
members



11
Regional
Resource
Centers



CPSG facilitated 28 species conservation planning workshops, and provided 14 training courses on facilitation skills, application of the IUCN SSC Ex Situ Guidelines, disease risk analysis, human dimension, and planning translocations. We participated in 4 tool development workshops, assisted 4 conservation organizations on developing their strategic plans and conservation action plans, and attended 18 conferences.



Outcomes

Established CPSG Southeast Asia in Singapore, generously hosted by Wildlife Reserves Singapore.

Developed our Assess to Plan process and tool, which complements the IUCN Red Listing process and allows for planning for more species.

Launched our 18-month Planning Development Path (PDP) mentorship program.

Collaborated with Species Conservation Toolkit Initiative (SCTI) to adapt PMx for *ex situ* management of threatened plants.

Debuted our free online Facilitating Species Conservation Planning Workshops in partnership with The Nature Conservancy.

Expanded the methodology and number of Integrated Collection Assessment and Planning (ICAP) and other *ex situ* conservation assessment workshops, and developed a course on how to apply the IUCN's *ex situ* guidelines as part of these conservation assessments.





Highlighted Stories



Models Guide Javan Leopard Conservation Decision-making

Panthera pardus melas



The Javan leopard is endemic to the island of Java, which is home to over half of Indonesia’s human population. Once found across the island, leopards are now restricted to small, fragmented habitats with limited prey, and their population faces a further threat from increasing conflicts over livestock depredation.

The current 2015-2025 Javan Leopard Conservation Strategy and Action Plan addresses these threats and includes recommendations for metapopulation management, habitat planning, priority areas for corridors and buffers, human-leopard conflicts, and *ex situ* management for conservation.

To ensure the effectiveness of the conservation strategy, CPSG was asked to provide decision-making and quantitative modeling tools. Two model development workshops (2017 and 2018) resulted in important information on leopard distribution and viability using species distribution and population viability models, respectively.

These results guided participants at the 2018 Population and Habitat Viability Assessment (PHVA) workshop in making better conservation decisions. The results of the workshop provided quantitative assessment and One Plan Approach integration to better support the implementation of the Javan leopard national action plan.



A New Action Plan for Mesoamerican Tapirs

Tapirus bairdii



The Baird's tapir, also known as the Central American tapir, is the largest mammal inhabiting the grasslands, shrublands, wetlands, and forests of Central America. Its range extends from southern Mexico all the way to northwestern Colombia, but habitat loss has resulted in fragmented populations, which face further threat from illegal hunting and disease.

CPSG previously facilitated two PHVA workshops for Baird's tapirs, the first in 1994 and again in 2007. The Baird's Tapir Survival Alliance (BTSA) invited CPSG to facilitate a third PHVA workshop in Guatemala in order to create a new action plan for their organization. The distribution, status, and threats were analyzed for each country in which the tapir is found.



The resulting conservation strategy addresses habitat management, poaching, economic strategy, internal governance, and internal structure. Given the complexity of the threats, it is important that collaboration between national and regional organizations continues. The new strategy provides BTSA with the necessary information to make informed conservation decisions for the tapir.



Moving Florida Grasshopper Sparrow Release Planning Forward

Ammodramus savannarum floridanus

The Florida grasshopper sparrow is one of the most endangered birds in the United States, and few have seen it in the wild. A captive breeding program was initiated in 2015 to prevent the extinction of the subspecies; however, soon afterwards, intestinal disease led to high chick mortality.

One of the biggest challenges in saving this bird is insufficient biological data needed to conduct a formal risk analysis. Concern grew that releases of captive-reared birds could introduce novel pathogens to the wild, further threatening wild populations of Florida grasshopper sparrows and closely related subspecies.

Changes in husbandry practices led to a significant reduction in disease in the captive flocks, and no disease-related deaths were reported in 2018. Nevertheless, Federal and state authorities invited CSPG to oversee a Disease Risk Analysis (DRA). The DRA evaluated the probability of novel pathogens causing the recent disease issues seen in the captive-bred birds and assessed the risk that these pathogens could be unwittingly introduced to the wild with release of these birds. Rapid expert analysis of available data suggested that this risk was acceptably low, prompting management authorities to move forward with designing a safe and effective release program.





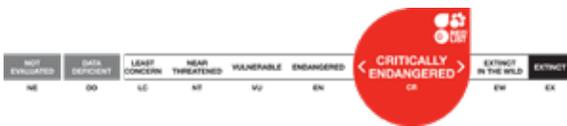
Ex Situ Planning for Brazilian Parrots

Amazona vinacea, A. pretrei, A. rhodocorytha, A. farinose, A. brasiliensis, A. aestiva and Pyrrhura griseipectus



Amazons are vividly colorful, medium-sized parrots and intelligent mimics, a combination that makes them desirable as pets. Wild Amazon populations have declined due to habitat fragmentation, loss of nesting habitat, and conflict with farmers due to crop-raiding. Demand for parrots as pets has led to the illegal harvesting of chicks as well, threatening the viability of the remaining wild populations and resulting in hundreds of confiscated birds each year.

To support conservation efforts, CPSG assisted Brazilian species experts in applying the IUCN Guidelines on the Use of *Ex Situ* Management for Species Conservation to evaluate how *ex situ* activities might support conservation of six Amazon and one parakeet species. Species-specific recommendations were made regarding the use of *ex situ* birds for conservation-focused research, training, education, insurance population, and as a potential source for population restoration or reinforcement. These recommendations will be integrated into the national action plan for parrots in Brazil and will pave the way for conducting a similar process for other threatened Brazilian species.



Building Consensus for an Endemic Buffalo in the Philippines

Bubalus mindorensis



The island of Mindoro in the Philippines is home to the Mindoro dwarf buffalo, or tamaraw. Once numbering in the thousands, tamaraw populations have declined over the last century and now only a few hundred remain. In the past 30 years, conservation measures have led to consistent growth of the largest remaining population in Mounts Iglit-Baco National Park but the species continues to be threatened by poaching and habitat encroachment by invasive plants. Long-term security of the species will require a metapopulation approach, combining protection at multiple sites with translocation of animals either to reinforce smaller sub-populations or to create new ones.



In December 2018, at the invitation of the Philippines Department of Environment and Natural Resources (DENR), more than 70 delegates gathered for four days in Occidental Mindoro to build an island-wide Tamaraw Conservation Management and Action Plan. Among the delegates were members of the Mangyan tribes of Mindoro, whose support is critical to the successful conservation of this species. The action plan is still in development, but a process is already in place to establish a coordinating body for recommended conservation activities and a study is underway to evaluate the costs, benefits and feasibility of establishing an *ex situ* management program.



Forecasting the Future for Whooping Cranes

Grus americana



When the United States passed the Endangered Species Act in 1973, fewer than 50 whooping cranes remained in the wild. A massive conservation effort, which included captive breeding programs and reintroductions, led to a gradual increase in the crane's population, but habitat loss remains a primary threat to the species' recovery. Since 2015, CPSG has collaborated with United States and Canadian wildlife management authorities to assist with the revision of the binational recovery plan for whooping cranes.

In 2017 and 2018, CPSG developed a population viability analysis (PVA) featuring a sophisticated demographic simulation model of whooping crane population biology and integrated management activities across wild and captive populations. Insights from the model help illustrate the potential impact of future threats, including climate change and habitat modification resulting from human development.

The species' recovery team will use the results of the PVA to determine the best management strategies for the primary population breeding in northern Canada, a newly-established migratory breeding population in the north-central United States, and a third, non-migratory population residing along the coast of the Gulf of Mexico.





Expanding Global Capacity for Species Conservation Planning

As the urgency to protect the world's biodiversity increases, the IUCN SSC and CPSG face the challenge of ensuring that all threatened species in need of conservation action are covered by an effective species conservation action plan. With 27,000 species assessed as threatened with extinction by the IUCN Red List, and with many of these species in need of updated species action plans, or without a plan entirely, the task seems daunting. CPSG is taking steps to help respond to this massive challenge by expanding the global capacity for species conservation planning through our training courses and conservation planner mentorship program.



Our training courses provide opportunities for other IUCN SSC Specialist Groups, governments, and other key partner organizations to develop the skills necessary to confidently design and facilitate conservation planning workshops. To promote CPSG's courses, we created our training course prospectus to describe the suite of 10 training courses CPSG offers that build competencies around conservation planning, facilitation, communication, quantitative risk-assessment, leadership, and management.

In September, we launched our first free online training course on Facilitating Species Conservation Planning Workshops, in partnership with The Nature Conservancy. This six-week course was designed to enable conservation managers to develop and deliver multi-stakeholder species conservation planning workshops, a collaborative approach promoted across the IUCN. With over 150 applications submitted for the course, a total of 44 participants from 22 countries were selected based on their affiliation with one or more IUCN SSC Specialist Group and their current involvement with species conservation planning. Feedback from the course has been hugely encouraging and multiple iterations of the course will be offered again in 2019.



Additionally, we established a new course on how to apply the *IUCN SSC Guidelines on the Use of Ex Situ Management for Species Conservation*. The course demonstrates how this decision process can be applied across different scopes of interest, from detailed single-species assessments to more general multi-species assessments, and how it can be expanded to include *ex situ* contributions of expertise and resources. Included is instruction on the ICAP process, a methodology jointly developed by CPSG and regional zoo associations to guide regional or national zoo and aquarium collection planning for conservation benefit. With the



online facilitation course now actualized, we are hoping to develop an online version of the *ex situ* conservation assessment course.

To continue to foster deeper understanding of and confidence in species conservation planning, CPSG's Planning Development Path (PDP) mentorship program was created. This is an 18-month program that combines formal training with the practical application of the facilitation skills learned. Our initial cohort of 10 mentees was selected from SSC Specialist Groups and other conservation organizations, and each participant was matched with an experienced planner who will act as their mentor throughout the process. Participants are invited to take part in planning and other multi-stakeholder events where they receive hands-on experience in designing and facilitating the meeting process. The cohort is now half-way through the current mentorship program cycle and some participants have already begun to independently facilitate planning workshops.

The successes of our courses and PDP program affirm that CPSG is making strides towards increasing global capacity for conservation planning. We are dedicated to continuing to develop more opportunities for conservation planners to hone their skills and increase the number and breadth of effective species conservation action plans produced. With so many talented conservation planners eager to build upon their skill sets, expanding conservation planning capacity to the extent that is needed doesn't seem so intimidating now.



“Over the past year I have been very lucky to work with Jamie Copsy and CPSG in creating and supporting the CPSG Facilitating Species Conservation Planning online training course. Using www.conservationtraining.org we have created an online, interactive training space for students to learn how to conduct planning workshops and also a place for students to learn from each other and from experts around the globe.”

*Gillian A. Silvertand
The Nature Conservancy*



PHVA & Species Conservation Planning Workshops & Sponsors

Using CPSG's structured tools for issue formulation and problem solving, stakeholders collaborate to develop effective recommendations for species conservation action, including the identification of personal responsibilities and timelines to ensure that the recommendations become reality. Our Population and Habitat Viability Assessment (PHVA) process combines this approach with traditional population viability analysis (PVA) methodologies to enhance both the process and product of the species conservation planning workshop. CPSG also assists with planning for intensively managed populations, including ex situ masterplans.

AZA Tiger Species Survival Plan (SSP) Masterplan Meeting, USA

GCN/CPSG; Minnesota Zoo Foundation

Banteng, Anoa, Babirusa and Sumatran Tiger Global Species Management Plan Meeting, Indonesia

Copenhagen Zoo; GCN/CPSG; ZSL

Brazilian Merganser Action Plan - SDM Workshop, Brazil

Programa das Nações Unidas para o Desenvolvimento

Cavia Intermedia Action Plan Planning Meeting, Brazil

Fundação Boticário

CAZG Masterplanning for Golden Snub-Nosed Monkeys and Northern White-Cheeked Gibbons, China

Chinese Association of Zoological Gardens (CAZG)

Columbian White-Tailed Deer Conservation Planning, USA

Washington State Department of Fish and Wildlife

Conservation Strategy for the Central American Tapir, Guatemala

Houston Zoo; US Fish and Wildlife Service

Developing Ecological Monitoring Methods for Pangolins Workshop, UK

GCN/CPSG

EAZA Asian Songbird Regional Collection Plan and Integrated Collection Assessment and Planning Workshop, Hungary

EAZA; GCN/CPSG

Endangered Atlantic Forest Birds Action Plan Monitoring Meeting, Brazil

Programa das Nações Unidas para o Desenvolvimento

Ex Situ Options for Cetacean Conservation, Germany

Nuremberg Zoo; Ocean Park Hong Kong; Yaqu Pacha

Florida Grasshopper Sparrow Disease Risk Analysis, Florida

White Oak Conservation Foundation

Formosan Native Species ICAP Workshop, Taiwan

Taipei Zoo

Giant Panda Annual Conference and Technical Meeting, China

CAZG; Chengdu Research Base for Giant Panda Breeding

Greater Bilby Meta-Population Planning Meeting, Australia

Australian Federal Government

Harpy Eagle Integrated Conservation Workshop, Brazil

Beauval Nature; Cataratas SA; Itaipu Binacional; Macuco Safari; Parque das Aves

International Symposium on Pangolin Care and Conservation, USA

Chicago Zoological Society; Pangolin Consortium

Javan Leopard Model Development Workshop II, Indonesia

Copenhagen Zoo; Indonesian Ministry of Forestry; Taman Safari Indonesia; Tierpark Berlin

Javan Leopard PHVA Workshop, Indonesia

Copenhagen Zoo; Indonesian Ministry of Forestry; Taman Safari Indonesia; Tierpark Berlin

Parrots Ex Situ Conservation Assessment Workshop, Brazil

GCN/CPSG; Parque das Aves

Population Viability of Másafuera Rayadito and Másafuera Cinclodes

Island Conservation

Primates Endemic to Mentawai Islands in Siberut National Park Conservation Workshop, Indonesia

Guangdong Chimelong Flora and Fauna Conservation Foundation; Taman Safari Indonesia

Scottish Wildcat Workshop: Action Plan Review, UK

Scottish National Heritage

Small Felids Action Plan Modeling Meeting, Brazil

Programa das Nações Unidas para o Desenvolvimento

Strategic Plan for the Jaguars of Iguaçu, Brazil

Project Jaguars of Iguaçu

Tamaraw Population and Habitat Viability Assessment, Philippines

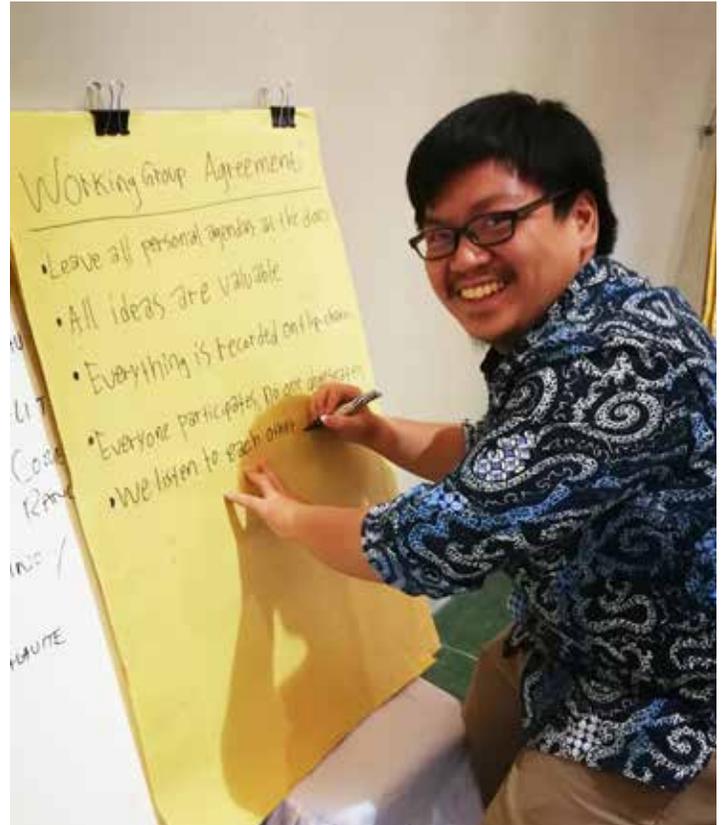
IUCN SSC Asian Wild Cattle Specialist Group

Turtle and Tortoise Integrated Collection Assessment and Planning Workshop, Taiwan

GCN/CPSG; Taipei Zoo

Whooping Crane Conservation Planning Workshop, Canada

Calgary Zoo; US Fish and Wildlife Service



Tool Development Workshops & Sponsors

One of CPSG's most valuable and consistent strengths is in the development and application of a variety of tools designed to help conservation professionals manage biodiversity. These tools can range from quantitative simulation software rooted in the science of population biology and decision analysis, to sophisticated facilitation techniques intended to identify levels of agreement across alternative conservation strategies among diverse stakeholder groups. In addition, collaborating with other conservation organizations gives us access and exposure to new tools that can help us broaden our capabilities and increase our effectiveness.

Adaptation of PMx for Ex Situ Management of Plants Workshop, USA

Chicago Zoological Society; Montgomery Botanical Center; SCTI

Conservation Centers for Species Survival Source Population Alliance Analysis Meeting, USA

Conservation Centers for Species Survival; Smithsonian Conservation Biology Institute

Development of PMx for Genome Resource Banks, USA

Saint Louis Zoo

NSF RCN Metamodeling Project Final Meeting, USA

Chicago Zoological Society; National Science Foundation

Training Workshops & Sponsors

CPSG offers training courses in a variety of skills that build capacity and promote effective conservation. Facilitation courses allow participants to hone their skills in structured decision making, communication, group dynamics, and conflict resolution. Courses in risk assessment and modeling provide an overview of population biology and conservation planning, focusing on the use of simulation methods for evaluating extinction risk under various management strategies. Training is also available in the principles and tools for disease risk assessment and ex situ population management, as well as in the application of the IUCN guidelines for use of ex situ management for conservation. Other types of conservation-related training courses are offered periodically to meet the specific needs of organizations or regions.

An Introduction to Facilitating Species Conservation Planning, Thailand

GCN/CPSG

Communication and Facilitation Skills for Conservation Managers, USA

George Mason University, Smithsonian-Mason School of Conservation

Ex Situ Guidelines Training, Brazil

Associação de Zoológicos e Aquários do Brasil; GCN/CPSG; Parque das Aves; Zoo Brasília

Facilitating Species Conservation Planning Processes, Brazil (PR)

CAPES; ESALQ-SP; Parque das Aves

Facilitating Species Conservation Planning Processes, Brazil (SP)

CAPES; ESALQ-SP; Parque das Aves

Facilitating Species Conservation Planning Processes, Online

GCN/CPSG; The Nature Conservancy

Facilitating Species Conservation Planning Processes, South Africa

GCN/CPSG; Mabula Ground Hornbill Project

Facilitating Species Conservation Planning Processes, United Kingdom

Chester Zoo; GCN/CPSG

Freshwater Mussel Disease Risk Workshop, USA

Freshwater Mollusk Conservation Society; GCN/CPSG

Human Dimensions Course, Brazil

Onças do Iguazu Project

Planning Translocation Programs, USA

GCN/CPSG; Lincoln Park Zoo

SEAZA Post-Conference Training: IUCN Ex Situ Guidelines and ICAP, Thailand

GCN/CPSG; Zoological Parks Organization Thailand

Training on the Application of the IUCN Guidelines for Ex Situ Management for Conservation, Taiwan

Taipei Zoo

ZAA New Zealand Captive Population Management Training, New Zealand

Auckland Zoo; ZAA New Zealand Committee

“One of the more useful takeaways for me was being able to reflect on previous facilitation experiences and feel more confident now about how to manage multi-stake holder meetings and different group situations.”

Facilitating Species Conservation Planning Processes course participant



Conferences & Sponsors

Botanical Bridges, Cuba
CPSG Mesoamerica

Brazilian Society of Zoos and Aquariums Annual Conference, Brazil
GCN/CPSG; Zoo Brasilia

Conservation Centers for Species Survival Annual Meeting, USA
Conservation Centers for Species Survival

Conservation Coaches Network Rally, Australia
GCN/CPSG

CPSG Annual Meeting, Thailand
GCN/CPSG; Zoological Parks Organization Thailand

Credit Suisse Retreat, Switzerland
Credit Suisse Group

Emerging Wildlife Conservation Leaders Board Meeting, USA
Emerging Wildlife Conservation Leaders; White Oak Conservation Foundation

Feral Cat Illumination Forum, USA
National Council on Pet Population Study and Policy

Joint Taxon Advisory Group Chairs Meeting, Hungary
EAZA; GCN/CPSG

International Zoo Educators Annual Conference, UAE
Al Ain Zoo; International Zoo Educators Association; GCN/CPSG

Red Wolf Science Meeting, USA
GCN/CPSG; Smithsonian Conservation Biology Institute

SEAZA Annual Conference, Thailand
GCN/CPSG; Zoological Parks Organization Thailand

Species360 Annual Board Meeting, Thailand
GCN/CPSG

Species360 Annual Board Meeting, USA
GCN/CPSG

SSC Steering Committee Meeting, Thailand
IUCN SSC

SwissQuant Meeting, Switzerland
Credit Suisse Group; SwissQuant

WAZA Annual Conference, Thailand
GCN/CPSG

Zoos and Aquariums Committing to Conservation (ZACC) Conference, USA
GCN/CPSG



Planning for Conservation Organizations Workshops & Sponsors

CPSG works with conservation organizations, including wildlife agencies, zoological parks, and associations of conservation professionals, to develop plans for conservation action. From strategic planning for national wildlife refuges to developing zoo conservation masterplans, CPSG leads stakeholders from the establishment of a vision through the exploration of issues and the development of goals to cultivate a conservation culture and to guide future actions.

Amphibian Ark Strategic Planning, USA
Amphibian Ark; Zoo Atlanta

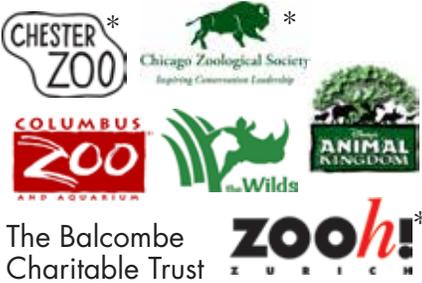
Emerging Wildlife Conservation Leaders Rhino Conservation Forum, USA
Emerging Wildlife Conservation Leaders; White Oak Conservation Foundation

IUCN SSC Specialist Group Meeting: Review and Comments of CPSG Strategic Plan, UK
GCN/CPSG

Saint Louis Zoo's WildCare Institute Strategic Planning Meeting, USA
Saint Louis Zoo

SEAZA Conservation Committee, Singapore
GCN/CPSG; Zoological Parks Organization of Thailand

2018 CPSG Donors

<p>\$190,000 and above</p> <p>The Estate of George Rabb</p>	<p>\$25,000 and above</p> 	<p>\$20,000 and above</p> 	<p>\$15,000 and above</p>  <p>The Balcombe Charitable Trust</p>
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\$10,000 and above

Alice Andrews*
 Auckland Zoological Park
 Dallas World Aquarium*
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 Wildlife Conservation Society
 Zoo Leipzig*

\$5,000 and above

Al Ain Wildlife Park & Resort
 Association of Zoos & Aquariums (AZA)
 Anne Baker & Robert Lacy
 British and Irish Association of Zoos & Aquariums (BIAZA)
 Dallas Zoo
 Detroit Zoological Society
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 Ocean Park Conservation Foundation, Hong Kong*
 Point Defiance Zoo & Aquarium
 Schönbrunner Tiergarten – Zoo Vienna*
 Smithsonian National Zoological Park
 Taronga Conservation Society Australia
 Zoologischer Garten Rostock

\$2,000 and above

Allwetterzoo Münster
 Association of Zoological Gardens (VdZ)
 Borås Djurpark*
 Bristol Zoo Gardens
 Cincinnati Zoo & Botanical Garden, CREW
 Cleveland Metroparks Zoo
 Dickerson Park Zoo

Dublin Zoo
 European Association of Zoos & Aquaria (EAZA)
 Fort Wayne Children's Zoo
 Fundación Parques Reunidos
 Givskud Zoo
 Gladys Porter Zoo
 Japanese Association of Zoos & Aquariums (JAZA)
 Kansas City Zoo
 Laurie Bingaman Lackey
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 Milwaukee County Zoo
 North Carolina Zoological Park
 Oregon Zoo
 Paignton Zoo
 Royal Zoological Society of Antwerp
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 Twycross Zoo
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 Zoo Frankfurt
 Zoological Society of Wales, Welsh Mountain Zoo
 Zoologischer Garten Köln
 Zoos South Australia

\$1,000 and above

Aalborg Zoo
 Abilene Zoological Gardens
 Akron Zoological Park
 Mark Barone
 Cameron Park Zoo
 Central Zoo Authority, India
 Everland Zoological Gardens
 Friends of the Rosamond Gifford Zoo
 Jacksonville Zoo & Gardens

Lincoln Park Zoo
 Little Rock Zoo
 Los Angeles Zoo
 Prudence P. Perry
 Perth Zoo
 Philadelphia Zoo
 Phoenix Zoo
 Riverbanks Zoo & Garden
 Lee & Marie Simmons
 Taipei Zoo
 Thrigby Hall Wildlife Gardens
 White Oak Conservation Center
 Wildlife World Zoo & Aquarium
 Zoo and Aquarium Association (ZAA)

\$500 and above

Apenheul Primate Park
 Banham Zoo
 Chris Byers & Kathy Vila
 Cotswold Wildlife Park
 David Traylor Zoo of Emporia
 Den Blaa Planet – Danmarks Akvarium
 GaiaPark – Kerkrade Zoo
 Kattegatcentret
 Lisbon Zoo
 Odense Zoo
 Katey & Mike Pelican
 Ed & Marie Plotka
 Racine Zoological Society
 Safari de Peaugres
 Tokyo Zoological Park Society
 Wellington Zoo
 Zoo de la Palmyre

\$250 and above

African Safari, France
 Arizona-Sonora Desert Museum
 Lee Richardson Zoo

Lion Country Safari
 Vicky Meretsky
 Roger Williams Park Zoo
 Rolling Hills Wildlife Adventure
 Sacramento Zoo
 Steinhart Aquarium
 Zoo Heidelberg

\$100 and above

Alpenzoo Innsbruck
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 Kathryn Rodriguez-Clark
 Jacqueline & Nick Vlietstra

\$25 and above

Jodi Marie Mullin

*Denotes CPSG Chair sponsor

CPSG Regional Resource Center Hosts

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 Copenhagen Zoo
 Japan Wildlife Research Center
 Pan-African Association of Zoos & Aquaria (PAAZA)
 Parque das Aves
 Royal Zoological Society of Scotland
 Saint Louis Zoo
 Taman Safari Indonesia
 Wildlife Reserves Singapore
 Zoo Outreach Organisation & WILD
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Society

Simon Tonge
Paignton Zoo

About CPSG



The Conservation Planning Specialist Group (CPSG) is a global volunteer network of 280 conservation professionals, coordinated by a headquarters staff of eight and assisted by 11 Regional Resource Centers on six continents. CPSG is dedicated to saving threatened species through effective conservation planning. CPSG is recognized and respected for its use of innovative, scientifically sound, collaborative processes that bring together people with diverse perspectives and knowledge to catalyze positive conservation change. CPSG is a Specialist Group of the Species Survival Commission of the International Union for Conservation of Nature, and is supported by a non-profit organization incorporated under the name Global Conservation Network.

www.cpsg.org



History

Since its inception in 1979, CPSG has assisted in the development of conservation plans involving over 545 species through more than 830 workshops held in 75 countries. CPSG has collaborated with more than 200 zoos and aquariums, 180 conservation non-governmental organizations (NGOs), 65 universities, 55 SSC Specialist Groups, 50 government agencies, and 35 corporations. By applying unique conservation tools and training others in their use, CPSG contributes to the long-term sustainability of endangered species and ecosystems around the globe.

Our Approach

CPSG's One Plan Approach (OPA) to species conservation planning is the joint development of management strategies and conservation actions by all responsible parties for all populations of a species. We strive to ensure that a broad range of stakeholders is represented at each workshop, resulting in one comprehensive conservation plan for the species that helps bridge the gap between *in situ* and *ex situ* population management. Our interactive, participatory conservation planning workshops provide an objective environment, expert knowledge, and thoughtful group facilitation designed to systematically analyze problems and develop focused solutions using sound scientific principles. This process enables workshop participants to produce meaningful and practical management recommendations that generate political and social support for conservation action on all levels, from local communities to national political authorities. Rapid dissemination of these recommendations allows them to be used almost immediately to influence stakeholders and decision-makers, and maintains the momentum generated at the workshop.



The International Union for Conservation of Nature (IUCN) brings together states, government agencies, and a diverse range of non-governmental organizations in a unique world partnership that seeks to influence, encourage, and assist societies throughout the world in conserving the integrity and diversity of nature and to ensure that any use of natural resources is equitable and ecologically sustainable.

www.iucn.org.



The Species Survival Commission is the largest of IUCN's six volunteer Commissions, with a global membership of more than 7,500 volunteer experts. The 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.

<https://www.iucn.org/species/about/species-survival-commission>



Support CPSG

When you support CPSG, you become part of a conservation partnership that achieves results that go beyond what individuals and institutions can do on their own. Your support enables us to plan a future for wildlife, and without it we could not continue our work to save threatened species by increasing the effectiveness of conservation efforts worldwide.

You can support CPSG by visiting our website at <http://www.cpsg.org/support-cpsg> or by mailing your contribution to our office:

Conservation Planning Specialist Group
12101 Johnny Cake Ridge Road
Apple Valley, MN 55124
United States of America

Connect

Join the conversation! Discover new ways you and your organization can learn about species conservation planning and the amazing work of CPSG.



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For other inquiries, you can email us at office@cpsg.org.

2018 CPSG Strategic Committee

Brad Andrews

Humane Conservation, USA

Anne Baker

Amphibian Ark, USA

Jonathan Ballou

Smithsonian Conservation
Biology Institute, USA

Jeffrey Bonner

Saint Louis Zoo, USA

Kevin Buley

Auckland Zoo, New Zealand

Amy Camacho

Africam Safari, Mexico

Luis Carrillo

Zoofari, Mexico

William Conway

Wildlife Conservation
Society, USA

Mark Craig

Al Ain Wildlife Park &
Resort, UAE

Danny de Man

European Association of
Zoos and Aquaria,
Netherlands

Rachel Daneault

Disney's Animal Kingdom,
USA

Arnaud Desbiez

Royal Zoological Society of
Scotland, Brazil

Candice Dorsey

Association of Zoos and
Aquariums, USA

Lee Ehmke

Houston Zoo, USA

Susie Ellis

International Rhino
Foundation, USA

Nathan Flesness

Species360, USA

Suzanne Gendron

Ocean Park Conservation
Foundation, Hong Kong

Jo Gipps

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Alejandro Grajal

Woodland Park Zoo, USA

Myfanwy Griffith

European Association of
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Netherlands

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Leibniz-Institut für Zoo und
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IUCN Species Survival
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Copenhagen Zoo, Denmark

Richard Jakob-Hoff

Auckland Zoo, New Zealand

Mike Jordan

Chester Zoo, UK

Robert Lacy

Chicago Zoological Society,
USA

Caroline Lees

IUCN SSC Conservation
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New Zealand

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Gardens, Singapore

Jansen Manansang

Taman Safari Indonesia,
Indonesia

Yolanda Matamoros

Simón Bolívar Zoo,
Costa Rica

Michael Maunder

Eden Project, UK

Phil McGowan

New Castle University, UK

Lance Miller

Chicago Zoological Society,
USA

Jo-Elle Mogerman

Shedd Aquarium, USA

Sanjay Molur

Zoo Outreach Organisation,
India

Theo Pagel

Zoologischer Garten Köln,
Germany

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London, UK

Mark Pilgrim

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Prague Zoo, Czech Republic

Alex Rübel

Zoo Zürich, Switzerland

Lee Simmons

Omaha Zoo Foundation,
USA

Stuart Strahl

Chicago Zoological Society,
USA

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JAZA/Osaka Municipal
Tennoji Zoological Garden,
Japan

Pat Thomas

Wildlife Conservation
Society, USA

Robert Wiese

San Diego Zoo Global, USA

Jonathan Wilcken

Auckland Zoo, New Zealand

David Wildt

Smithsonian Conservation
Biology Institute, USA

Kumiko Yoneda

Japan Wildlife Research
Center, Japan

Martin Zordan

WAZA, Spain



Financial Report

Statement of Activities and Changes in Net Asset for the Year Ending December 31, 2018

	Unrestricted	Temporarily Restricted	Total
Support and Revenue:			
Contributions	US\$756,793	US\$101,477	US\$858,270
Workshops and Contracts	160,312	–	160,312
Other Income	11,813	–	11,813
Investment Income	(25,822)	–	(25,822)
Net Assets Released from Restrictions:			
Satisfaction of Program Restrictions	31,760	(31,760)	–
Satisfaction of Time Restrictions	30,920	(30,920)	–
Total Support and Revenue	965,776	38,797	1,004,573
Expense:			
Program Services	770,226	–	770,226
Support Services:			
Management and General	138,653	–	138,653
Fundraising	48,508	–	48,508
Total Support Services	187,161	–	187,161
Total Expenses	957,387	–	957,387
Changes in Net Assets	8,389	38,797	47,186
Net Assets - Beginning of Year	1,422,873	137,680	1,560,553
Net Assets - End of Year	\$1,431,262	US\$176,477	US\$1,607,739

Statement of Financial Position at December 31, 2018

ASSETS

Current Assets:

Cash & Cash Equivalents	US\$1,002,716
Grants Receivable	44,660
Pledges Receivable	90,000
Due from Affiliated Organization	12,509
Prepaid Expenses	7,660
Total Current Assets	1,157,545

Investments	416,604
Pledges Receivable	90,000
Property - Net	3,434

Total Assets US\$1,667,583

LIABILITIES & NET ASSETS

Current Liabilities:

Accounts Payable	\$1,058
Accrued Salaries	7,104
Accrued Vacation	12,834
Funds Held for Others	38,848
Total Current Liabilities	59,844

Net Assets:

Unrestricted	1,431,262
Temporarily Restricted	176,477
Total Net Assets	1,607,739
Total Liabilities & Net Assets	US\$1,667,583

Notes to 2018 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 surplus from operations of US \$47,186 for the year in 2018. Our unrestricted activity (general operations) accounted for US \$8,389 of this, in addition to US \$38,797 related to temporarily restricted activity. As of December 31, 2018, we had an unrestricted net asset reserve of US \$1,431,262 or approximately 21 months of operating expenses. The temporarily restricted net asset reserve at year end of US\$176,477 is for future years' commitments. The information on this page was taken from the 2018 audit. Copies of the full audit can be obtained by contacting the CPSG office.

CPSG Headquarters



Onnie Byers
Chair

Philip Miller
Senior Program Officer

Kathy Traylor-Holzer
Senior Program Officer

Caroline Lees
Program Officer

Jamie Copsey
Director of Training

Claudine Gibson
Multi-Species Planning
Program Assistant

Elizabeth Townsend
Finance Officer/Executive
Assistant

Sofia Bilkadi
Communications Officer

Regional Resource Centers

Our Regional Resource Centers take CPSG tools and principles deep into the local institutions of a region or country, allowing stakeholders to adapt our proven conservation techniques to meet their own unique needs. We believe that this freedom to shape a Center according to the needs of the culture, society, and services of the individual country is a requirement for successfully addressing the sheer magnitude of the problem of biodiversity loss. Regional Resource Centers acknowledge and appreciate the diversity in environment, culture and social systems, economic conditions, policy and governance, and philosophy in different countries and regions. CPSG Regional Resource Center team members organize activities locally and assist with other CPSG activities globally.

RRC Convenor(s)

CPSG Australasia

Caroline Lees
CPSG
Richard Jakob-Hoff
Auckland Zoo

CPSG Brasil

Arnaud Desbiez
Royal Zoological Society
of Scotland

CPSG Europe

Bengt Holst
Copenhagen Zoo

CPSG Indonesia

Esther Manansang
Taman Safari Indonesia

CPSG Japan

Kumiko Yoneda
Japan Wildlife Research
Center

CPSG Mesoamerica

Yolanda Matamoros
Simón Bolívar Zoo

CPSG Mexico

Luis Carrillo
Zoofari

CPSG North America

Anne Baker
Amphibian Ark

CPSG South Asia

Sanjay Molur
Zoo Outreach
Organisation

CPSG Southeast Asia

Roopali Raghavan
Wildlife Reserves
Singapore
Sonja Luz
Wildlife Reserves
Singapore

CPSG Southern Africa

John Werth
PAAZA



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Special Acknowledgements

Linda Malek is a strategic planning, business development, and marketing specialist based in southern California. She currently donates her expertise to CPSG as we enhance stakeholder communication and increase targeted development efforts, and has directed EDG in the design of this Annual Report and other marketing and development tools.

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