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Zoo-Related Organizations Files.

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Minnesota Zoo

FAX Transmission

From: Kathryn Roberts
To: Dave Wildt
Company:

Date: Dec. 14, 1995
Time: 9:44 AM
FAX #:

Message: I have the sneaky suspicion I am being put in the middle of something with Judi. She is calling here to get details about the agenda for the January 5th meeting.

I really prefer to stay out of it. We have told her we don't know anything other than you asking us to hold the date. I understand she's called Charlie Hoessle to invite him. I had thought from our conversation we thought it was inappropriate for him to attend. I still feel that way if the agenda is to get down and dirty about finances.

Do you want this meeting to be held in my office? If you let me know how many people are coming, we will make arrangements to meet somewhere on the zoo site rather than the CBSG offices.

VOICE: 612-431-9299 FAX: 612-431-9336

13000 Zoo Boulevard, Apple Valley, MN 55124



Conservation Breeding Specialist Group

Species Survival Commission
IUCN -- The World Conservation Union

U.S. Seal, CBSG Chairman

1 December 1995

Kathryn Roberts, Ph.D
Minnesota Zoological Garden
13000 Zoo Boulevard,
Apple Valley, MN 55124-8199
USA

Dear Kathryn:

The activities of the IUCN/SSC Conservation Breeding Specialist Group continue to grow at a rapid rate; enclosed please find a copy of the annual activity report for 1995. Highlights of 1995 include: realizing nearly all goals set out in the 1993 Futures Search workshop, with a second Futures Search scheduled for 1996; holding the second PHVA Facilitator's Training Workshop, with 28 people from 15 countries participating; undertaking a fund raising initiative to provide for the long-term financial stability of CBSG; beginning development of additional regional CBSG offices in Mexico, Indonesia, and Costa Rica; developing a "paperless" filing system on CD-ROM to make all relevant materials available to all staff; and expanding our work in Latin America and Asia. The series of workshops that we have undertaken this year include nine CAMPs and eight PHVAs. This year's annual meeting was held in Dublin, Ireland and was a great success, attended by 130 people.

CBSG is deeply grateful for support from the zoo community, which for the past five years has allowed us to maintain the CBSG office with a small staff. This support has been the backbone of CBSG, our programs, and products.

The \$12,500 contributed by the Minnesota Zoological Gardens each year has been vital to CBSG's activities, and I extend my personal thanks for your commitment to us. Attached is an invoice listing your current pledge.

Thank you again for your continued support.

Sincerely,

Ulysses S. Seal, Chairman



Conservation Breeding Specialist Group

Species Survival Commission
IUCN -- The World Conservation Union

U.S. Seal, CBSG Chairman

SUMMARY OF ACTIVITIES CONSERVATION BREEDING SPECIALIST GROUP (CBSG) January - November 1995

Membership.

CBSG invited or reinvited 736 members for the 1994-1996 triennium.

Funding Base.

CBSG is now supported by 152 donor institutions, organizations and individuals comprising the CBSG Institutional Conservation Council. Thirty-three of these institutions joined the Council by contributing in 1994 and 1995. This past year, when asked to consider increasing their annual pledges, 50 institutions responded positively. Contributions range from \$25 to approximately \$20,000 per year for a total annual donor funding base of \$325,000.

Newsletter.

Along with this activity report, you have received the third edition of *CBSG Donor News* highlighting CBSG, India. The second edition of the donor newsletter focused on our host institution, The Minnesota Zoo, and was published in April 1995. The next issue of the regular CBSG Newsletter will be printed in December 1995 thanks to a donation from the Exxon Corporation.

Products.

A total of 48 documents have been produced by CBSG since 1 January 1995. These are listed in Appendix I.

Workshops and Meetings.

CBSG conducted and/or participated in 44 workshops/meetings between January and September 1995 including 9 Population and Habitat Viability Assessment (PHVA) workshops, 8 Conservation Assessment and Management Plan (CAMP) workshops, 7 Regional Zoo Association Meetings, and 20 Special Interest Meetings. These workshops/meetings are listed in Appendix II.

Futures Search Workshop, 1996.

The current strategic plan outlined directions, activities and responsibilities for CBSG for the 10 years following its development in 1993. We have made significant progress on the goals established at that meeting and it is time to reevaluate our direction and the future of CBSG. A Futures Search Workshop will be held in June 1996 to develop a revised strategic plan.

PHVA Facilitators' Training Workshops.

The strategic plan identified a projected need for several thousand PHVA workshops globally over the next 10 years. To meet this need, PHVA Facilitator's Training Workshops are being conducted to train additional workshop facilitators and population biologists. Twenty-eight people from 15 countries participated in the second PHVA Facilitator's Training Workshop which was hosted by Jersey Wildlife Preservation Trust in Jersey, Channel Islands. This brings to 59 the number of people who have completed the training course. Based upon strong requests, we are working on expanding the scope of this training process to include Asian and Latin American countries. Offers to assist in local logistics have been received from Indonesia, India, Thailand, Brazil, and Costa Rica. Initial discussion also have begun with Chinese biologists. CBSG's network is already broad in these countries, with past participation by many individuals in PHVA workshops. This training will have a "ripple" effect, assisting in the wide application of these tools for conservation management throughout these countries.

Regional CBSG Satellites.

CBSG India has been a successful regional CBSG satellite for the past 5 years thanks to the tireless efforts of Sally Walker and her staff. CBSG members from several other regions have expressed interest in the development of similar programs for regions. Jansen Manansang in Indonesia, Yolanda Matamoras in Costa Rica, Amy Camacho in Mexico and Atef Kamel in Egypt have been invited to begin development of CBSG networks in their regions. A working group was convened at this year's CBSG Annual Meeting to discuss this exciting new expansion of CBSG throughout the world.

Genome Resource Banking.

A workshop was held in August 1995 to discuss aspects related to the development of a GRB database management system for cataloging the banked materials and the reproductive information related to the quality of the sample.

Paperless Filing System.

We have established a computer database with the objectives of making relevant materials easily accessible to all staff members and reducing the time and space requirements for filing. It is intended to store materials as either images or text files that can be placed in a database and indexed for retrieval. The databases and their indexes have been placed on CD-ROM disks and given to each staff member for their use in CBSG activities. They are not intended for general distribution. We are using Paper Filer for the image databases and ZyIndex for the content databases.

Staff.

Three program staff (Susie Ellis, Onnie Byers and Phil Miller) and three support staff (Judi Mikolai, Shelly O'Brien and Andy Schrah) continue to keep up with the increasingly fast pace of the CBSG office.

APPENDIX I.

PUBLICATIONS

January - November 1995

- Aranda, M., J. Bernal Stopen, A. Camacho de Gabriel, R. Cudney Bueno, D. Brousset, S. Ellis, C. L. Sánchez-Aldana, E. McCance and E. Yarto Jaramillo (eds.). 1995. *Conservation Assessment and Management Plan for the Felids of Mexico. Draft Report.* Apple Valley, MN: IUCN/SSC Conservation Breeding Specialist Group.
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- Byers, O., S. Hedges and U. Seal (eds.). 1995. *Asian Wild Cattle Conservation Assessment and Management Plan Working Document.* Apple Valley, MN: IUCN/SSC Conservation Breeding Specialist Group.
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- Cancino J., J. Stoopen, P. Miller and J. Lewis (eds.). 1995. *Population and Habitat Viability Assessment for the Peninsular Pronghorn (Antilocapra americana peninsularis), Draft Report*. Apple Valley, MN: IUCN/SSC Conservation Breeding Specialist Group.
- Ellis, S. (ed.). 1995. *Falconiformes Conservation and Management Plan Workbook*. Apple Valley, MN: IUCN/SSC Conservation Breeding Specialist Group.
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- Ellis, S. 1995. *CBSG Programs and Progress*. Proceedings of the IUDZG-World Zoo Organization Annual Meeting. Apple Valley, MN: IUDZG-WZO Secretariat.
- Ellis, S. and M. Donnelly (eds.). 1995. *Conservation Assessment and Management Plan and population and Habitat Viability Assessment for Marine turtles of Indonesia, Briefing Book*. Apple Valley, MN: IUCN/SSC Conservation Breeding Specialist Group.
- Ellis, S. and A. Arteaga (eds.). 1995. *Population and Habitat Viability Assessment for the Orinoco Crocodile (Crocodylus intermediatus) Briefing Book*. Apple Valley, MN: IUCN/SSC Conservation Breeding Specialist Group.
- Ellis, S. and O. Byers. 1995. *Conservation Breeding Specialist Group Report*. SPECIES 24. Chicago, IL: IUCN Species Survival Commission.
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- Miller, P.S. (ed.). 1995. *Population and Habitat Viability Assessment for the European bison (Bison bonasus) Briefing Book*. Apple Valley, MN: IUCN/SSC Conservation Breeding Specialist Group.
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- Pucek, Z., U.S. Seal and P.S. Miller (eds.). 1995. *Population and Habitat Viability Assessment for the European bison (Bison bonasus). Draft Report.* Apple Valley, MN: IUCN/SSC Conservation Breeding Specialist Group.
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- Rao, R.J., D. Basu, S.M. Hasan, S. Molur and S. Walker (eds.). 1995. *Indian Gharial Population and Habitat Viability Assessment Report.* Apple Valley, MN: IUCN/SSC Conservation Breeding Specialist Group.
- Read R., D. Morris, N. Loskutoff, O. Byers, and S. Ellis (eds.). 1995. *Preparatory Document for the Bovid Conservation Assessment and Management Plan. Working Document.* Apple Valley, MN: IUCN/SSC Conservation Breeding Specialist Group.
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- Tilson, R., S. Dumnui, K. Traylor-Holzer, D. Armstrong, S. Kamolnorrnanarth, W. Wichasilpa and V. Arsaithamkul (eds.). 1995. *Indochinese Tiger Masterplan for Thailand.* Apple Valley, MN: IUCN/SSC Conservation Breeding Specialist Group.
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APPENDIX II.

WORKSHOPS AND MEETINGS CONDUCTED/PARTICIPATED IN BY CBSG STAFF JANUARY - NOVEMBER 1995

PHVA Workshops

Gharial (<i>Gavialis gangeticus</i>)	15-18 January 1995
Mantled Howler Monkey (<i>Alouatta palliata mexicana</i>)	2-4 March 1995
Masked Bobwhite (<i>Colinus virginianus ridgwayi</i>)	24 April-2 May 1995
Costa Rican Squirrel Monkey (<i>Saimiri oerstedii citrinellus</i>)	1-8 June 1995
European Bison (<i>Bison bonasus</i>)	25-30 June 1995
Barasingha (<i>Cervus duvauceli</i>)	1-6 July 1995
Golden-Cheeked Warbler (<i>Dendroica chrysoparia</i>)	21-24 August 1995
Black-Capped Vireo (<i>Vireo atricapillus</i>)	18-21 September 1995
Clouded Leopard (<i>Neofelis nebulosa</i>)	12-15 October 1995

CAMP and CAMP Review Workshops

Medicinal Plants of India	20-27 February 1995
Mexican Felids	27 February-1 March 1995
Mexican Primates	27 February-1 March 1995
Falconiformes Review	17-22 April 1995
Asian Wild Cattle	21-24 July 1995
Storks, Ibises, and Spoonbills	26-29 July 1995
Neotropical Falconiformes Review	8-10 August 1995
North American Falconiformes Review	31 October-4 November 1995

CBSG Regional Meetings

ARAZPA	31 March-7 April 1995
EEP	1-3 July 1995
AZA	15-19 September 1995
SEAZA	16-20 October 1995
CAZG	22-28 October 1995
SSCJ	4-8 November 1995
ALPZA	6-10 November 1995

Special Interest Meetings

International Aviculture Society Conference	10-17 January 1995
Sumatran Tiger Masterplanning Meeting	26 January-12 February 1995
Columbia River Salmon Recovery Project Workshop	31 January-2 February 1995
PHVA Facilitator's Training Workshop	10-18 March 1995
AZA Felid TAG	21-26 March 1995
Holarctic Birds of Prey Conference	17-22 April 1995
South China Tiger Masterplanning Meeting	21-30 April 1995
National Zoo's NOAHS Days	7-9 May 1995
IUDZG Futures Search Workshop	8-15 May 1995
SSC Steering Committee	11-16 May 1995
AZA Small Population Management (SPMAG) Advisory Group	10-13 June 1995
PHVA Training Workshop (India)	7-14 July 1995

Columbus, OH: Committing to Conservation	13-16 July 1995
Indochinese Tiger Masterplanning Meeting	17-20 July 1995
Mexican Wolf SSP/Captive Management Committee	27-30 July 1995
Neotropical Ornithological Congress	5-11 August 1995
Database Aspects for Genome Resource Banking	9 August 1995
Colloquium on Fragmented Populations	16-22 October 1995
EEP Amur Tiger Meeting	31 October-3 November
International Symposium and Workshop on Conservation Biology	19-23 November 1995



CBSG DONOR News

Volume 1
Number 3
December 1995

*The Newsletter
for the Donors of the
Conservation Breeding
Specialist Group,
Species Survival Commission,
IUCN --
The World Conservation
Union
(CBSG/SSC/IUCN)*

CBSG Developments

We have been very grateful for the resounding support CBSG has received from the zoo community since our first pledge drive in 1989. As the scope of our programs and products expand and develop, CBSG has recognized the need to search for additional benefactors to fund the broadened agenda. We are pleased to report a \$20,000 grant annually from the Exxon Corporation to publish and distribute our newsletter, *CBSG News*. Also, we have begun a major development campaign to fund the added activities and provide a sound financial base to respond to continuously evolving operating needs. As this fundraising campaign addresses the one remaining objective from the 1993 *Futures Search* Workshop, we will undertake *Futures Search II* in June 1996 to set new goals and to guide our course into the 21st century.

To illustrate some of CBSG's program development, we are featuring Zoo Outreach Organisation in this newsletter. They have enthusiastically endorsed and implemented many CBSG programs, including a small population biology training course. Zoo Outreach Organisation, based in Coimbatore, India, has the distinction of having organized the first regional CBSG satellite: CBSG, India. Because of the success of this regional satellite, additional regional CBSG satellites are now being formed in Indonesia, Costa Rica, and Mexico.

With this newsletter, you will receive a copy of the annual activity report, the CBSG schedule, and an invoice for your institution's annual contribution. We sincerely thank each of the organizations whose generous contributions allow CBSG to carry out its vital conservation programs and activities.

Zoo Outreach Organisation



Zoo Outreach Organisation, based in Coimbatore, India, was founded to help zoos in India realize their full potential. ZOO's aim is to be a neutral link between individuals, organizations, and institutions involved in wildlife and zoo conservation activities placed them in contact with Dr. Ulysses Seal and CBSG years ago.

In 1991, inspired by participants of the Wildlife Institute of India Zoo Management Course who were interested in CBSG, Sally Walker of Zoo Outreach approached Dr. Seal with the idea of regional CBSG satellites to better reach more people locally and to broadcast more information regionally. CBSG, India was given permission to develop its own mode of operation, a logo

with Indian species, and invite its own members.

The following PHVAs have been held in India:

Manipur brow-antlered deer (*Cervus eldi eldi*) PHVA held 11-14 October 1992 in Mysore

The Lion-tailed macaque (*Macaca silenus*) PHVA held 11-14 October 1993 in Madras

Asiatic lion (*Panthera leo persica*) PHVA held 18-21 October 1993 in Baroda, Gujarat

Indian rhinoceros (*Rhinoceros unicornis*) PHVA held 6-10 December 1993 in Jaldapara Wildlife Sanctuary, West Bengal

Indian gharial (*Gavialis gangeticus*) PHVA held 16-18 January 1995 in Gwalior, M. P.

Barasingha (*Cervus dvauvanceli*) PHVA held 3-6 July 1995 in Dehra Dun

important role of zoos to improve funding and reduce bureaucracy.

CBSG, India was an instant success, with 400 members in its first few months. In five years CBSG, India has grown to include members from all Indian states, 95% of whom are from the forest, wildlife, university and zoo communities. Special Interest Groups (SIGs) designations help

CBSG, India organize the interests of their diverse membership and serve as an information gathering and dissemination tool. Under the auspices of some of these Special Interest Groups, in cooperation with diverse international partners and sponsors, numerous CBSG programs have been conducted including six Population Habitat Viability Assessments/Workshops (PHVAs) incorporating VORTEX (population modeling software), a Conservation Assessment and Management Plan (CAMP) and a CBSG small population biology training program for national wildlife scientists.

CBSG, India's experience and expertise in conducting PHVAs have led to the following tools that enhance the PHVA Process in India:

- * CBSG, India follows up with the implementing governmental and non-governmental agencies to remind them of the PHVA recommendations.
- * Educational materials on the species reviewed by PHVAs are provided and furnished to zoos in the range states, including information on the PHVA workshop and resulting recommendations.
- * A complete list of initiatives undertaken as a result of all of the CBSG, India PHVA workshops held to date is in preparation.



Future CBSG, India workshops include a follow-up Medicinal Plants CAMP planned for February 1996, a Facilitators' Training Workshop in 1996, an Invertebrate Action Plan Workshop scheduled for late 1996 or early 1997, and all-India invertebrate and amphibian surveys which will result in India regional CAMPS.

CAMP Workshops in India

The Southern Indian Medicinal Plants CAMP was held 23-25 February 1995 in Bangalore, India. Thirty-six species of plants used for medicinal purposes in southern India were evaluated and classified according to the new IUCN Red List categories. Botanical specialists in taxonomy, genetics, population biology and reproductive biology from three southern Indian states participated. A second Medicinal Plants CAMP is scheduled for February 1996.

Zoo Outreach fills information gaps and serves as a liaison between different wildlife and forestry agencies and institutions. In addition to other benefits, CBSG, India members receive the two monthly magazines Zoo Outreach publishes: ZOO'S PRINT and ZOO ZEN. ZOO'S PRINT offers up-to-date information on a variety of Indian zoo and wildlife related topics, including reports of CBSG and CBSG, India activities. ZOO ZEN provides an affordable source of published and unpublished data focused on a single topic such as Nutrition, Enclosure Design, or Small Population Biology. These magazines are distributed to policy makers, planning and finance officers, forestry departments, universities and veterinary colleges, in addition to zoo personnel and conservation enthusiasts.



CBSG, India staff

Population & Habitat Viability Assessment
Workshop, Mysore, 11-13 October 1992

Manipur brow-antlered deer (*Cervus eldi eldi*) Sangra

REPORT



The partnership of Zoo Outreach and CBSG has been so successful that Zoo Outreach now works with more than ten other international conservation, wildlife, and educational organizations. A noteworthy skill of Zoo Outreach Organisation has not only been to obtain programmatic cooperation from numerous organizations, but financial contributions as well. The 11 talented and enterprising staff have found workshop sponsors to provide airline tickets, printing, computers, t-shirts, and stickers. Sally Walker and her crew, in addition to the CBSG, India program activities featured here, conduct many other successful activities; contact Zoo Outreach Organisation, Box 1683, Peelamedu, Coimbatore, Tamil Nadu 641 004, INDIA, 91-422-571087 (phone), 91-422-573-269 (fax), sally@friht.ernet.in (e-mail) directly for further information.

The success of CBSG, India has prompted requests from people in other parts of the world to form additional CBSG regional networks. Plans are progressing for CBSG Indonesia, CBSG Mexico, and CBSG Costa Rica. Look for more information in future CBSG News and CBSG Donor News.

CBSG Futures Search II: Our Adventure into the 21st Century

To address issues of CBSG's future directions, a strategic planning workshop was held in February 1993, in Jamaica. The *CBSG Futures Search* launched CBSG on an expanded and greatly deepened vision of our role in global conservation into the next century, identifying our strengths as well as how these could be built upon to meet the ever-growing challenges facing the world's biodiversity. The workshop, and its subsequent *CBSG Futures Search* report, were the first steps in a continuing process of futures scenario-building for CBSG and in developing responses to the very rapid changes occurring globally in science, communication technology, and social and political responses to a growing human population.

As we review our progress toward the goals made in the 1993 Futures Search, we find that we have already met most of the goals in the short, three-year period since the Jamaica workshop. The only area still needing attention is the long-term financial stability of the organization. This has been a priority for 1995.

In June 1996, CBSG will conduct a *Futures Search II* workshop to chart its adventure into the 21st century. This workshop will again be led by Harrie Vredenburg and Frances Westley, management science professionals who have worked closely with CBSG for several years and led the first *Futures Search*.

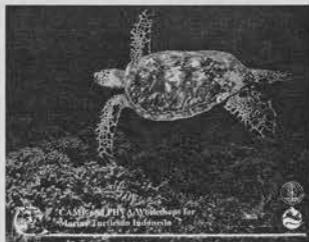
CBSG Development Efforts

One of the primary recommendations of the 1993 *CBSG Futures Search* Workshop was to develop a sound financial base. This has been a difficult objective to achieve. CBSG continues to survive largely on zoo-based contributions. Although this has allowed CBSG to carry out its work, CBSG continues to operate on the edge of a financial cliff. The Chairman does not take a salary; there are constant concerns about meeting the demand for salaries, travel, and supplies. In addition, we have been unable to meet the requests for *CBSG News* distribution. The time is also right for a CBSG fundraising initiative because the fundraising team can benefit from the enthusiasm and charisma of Ulie Seal. Our achievements and commitments make it imperative that we develop and maintain a dependable funding base. Generating a solid financial base will ensure that CBSG and its programs will live long into the future.

To meet this last *Futures Search* Workshop objective, a committee was created at the CBSG Steering Committee Meeting in May 1995 in Cologne, Germany. With the

approval of the CBSG Chairman, the committee selected professional fundraisers Marilyn Lyons and Associates and launched a campaign to raise funds. Immediate results were impressive; the following organizations and people committed funds to the process:

Fossil Rim Wildlife Center, Jim Jackson
Omaha's Henry Dooley Zoo, Lee Simmons
Marwell Zoo, John Knowles
St. Louis Zoo, Charles Hoessle
National Zoological Park of South Africa, Willie Labuschagne
Antwerp Zoo, Fred Daman
African Safari, Amy Camacho
Metro Washington Park Zoo, Y. Sherry Sheng
Brookfield Zoo, George Rabb
Zoo Atlanta, Terry Maple
Copenhagen Zoo, Lars Andersen
Burgers Zoo and Safari, A.J.J.M. van Hooff
Zoological Board of Victoria, Chris Larcombe
Thailand Zoological Parks Organization, Khun Usum Nimmanheminda
Columbus Zoo, Gerry Borin



Over the next year, Marilyn Lyons and Associates will organize the development program/campaign for CBSG. They see CBSG as a core group of seven individuals, supported by a vast volunteer network, who are changing the face of global conservation through their world linkages and facilitation talents. Marilyn Lyons and Associates recommend a \$1,000,000 campaign directed at corporations and foundations. Assuming we are successful \$600,000 of this will be placed in an operating reserve that would allow CBSG to survive and thrive in a changing world. Remaining monies would be used to support ongoing programs and processes.

Photo credit: Center for Marine Conservation

The CBSG fundraising effort will focus on: creating a fundraising "look" for CBSG, organizing a realistic fundraising campaign that includes endowment, program, and general operating support with prioritized prospects; seeking corporate sponsors for marketing partnerships; working with CBSG and its Steering Committee to set a realistic goal and time line for the fundraising effort; and creating a post-campaign plan to guide CBSG's long-term development efforts.

All of those contributing to the hiring campaign believe the investment will be returned exponentially. If you would like to join your colleagues in supporting this development campaign, please contact the CBSG office. We are hopeful that this effort will be the first of many steps to provide for the long-term financial stability of CBSG, its programs and its mission.

WORKSHOP ANNOUNCEMENT

CBSG Facilitators' Training Course 1 - 7 October 1996 Mahoney State Park, Omaha, Nebraska

This interactive, week-long CBSG Facilitators' Training Course is designed to guide the development of skills needed to more effectively conduct meetings and workshops and to train others in the application of small population biology principles for conservation management. This training will enable you to facilitate a conservation management workshop, for during this workshop you will learn and practice the specific skills of: conflict management, cross-cultural sensitivity, assertiveness, active listening and consensus building. In addition, two days will be devoted to intensive population biology instruction including the use of VORTEX, a computer population modelling program.

We are offering this unique course for \$2,500/participant. This price includes room and board, books, a population biology slide set and other training materials. For more information, or to register for the workshop, please contact the CBSG office.

11 More Institutions Join the CBSG Conservation Council

Welcome to the following institutions who joined the CBSG Conservation Council April-November 1995 by making their first contribution to CBSG:

African Safari*
Allwetterzoo Münster
Bighorn Institute
Burgers' Zoo and Safari*
Fort Worth Zoo
Houston Zoological Gardens
National Birds of Prey Centre
San Antonio Zoo
Tautphaus Park Zoo
Zoological Park Organization of Thailand*
Zoological Parks Board of Victoria*

*These institutions designated their contributions for the Development Fund (see story on page 4).



Saraca asoca (Roxb.) Willd

17 Institutions Increase Their CBSG Fund Pledges

Our sincere thanks to these following institutions who increased their annual pledge April-November 1995:

Calgary Zoo
Camperdown Wildlife Centre
Chester Zoo
Claws 'n' Paws Wild Animal Park
Copenhagen Zoo
Dutch Federation of Zoological Gardens
Emporia Zoo
Federation of Zoos of Great Britain & Ireland
Fota Wildlife Park
Japanese Association of Zoological Gardens (JAZGA)
Metro Washington Park Zoo
Odense Zoo
Sedgewick County Zoo
Thrigby Hall Wildlife Gardens
Tropical Bird Gardens
Welsh Mt. Zoo / Zoological Society of Wales
Yong-in-Farmland

Thank you for joining the CBSG Donor Conservation Council, increasing your pledges, and for your annual sponsorship!
THANKS SO MUCH!!

CBSG Workshops

Your financial contributions helped support these meetings:

South China Tiger Studbook Analyses and Masterplan Meeting

China: April 1995

Host: Chinese Association of Zoological Gardens (CAZG), National Fish & Wildlife Foundation & CAZG

A team of international tiger zoo specialists spent two weeks touring Chinese zoos evaluating South China tigers. Extensive work was completed on the studbook, tripling the records and greatly improving the content and accuracy of the international studbook. Current population of living animals is 50 in 18 zoos with the bulk of the population and breeding in 3-4 zoos; this population was derived from 6 founders with loss of about 21% of heterozygosity. Goals set include increasing the population to 110 within ten years.

Holarctic Birds of Prey Conference and Falconiform CAMP

Badajoz, Spain: April 1995

Host: World Working Group on Birds of Prey & Owls Sponsor: CBSG

This workshop was the result of discussions and an MOU signed in 1993 with ten raptor conservation organizations cooperating to develop an Action Plan for the world's Falconiformes. The goal is to provide an integrated approach to Falconiform conservation management, including guidance for the application of intensive management techniques that are increasingly required for survival and recovery of threatened taxa. This project, to be completed in one year, will set a standard for collaborative conservation efforts involving expert networks worldwide.



credit: Freddy Avias

Masked Bob-White Quail PHVA

Arizona, USA: April 1995

Host & Sponsor: USFWS

The two disjunct populations in which the species exists were modeled: south-central Sonora, the last remaining wild population; and the Buenos Aires National Wildlife Refuge population, composed exclusively of reintroduced birds from captive stock. Both populations were found to be quite unstable and at considerable risk of extinction within 20 years. Populations were found also to be extremely sensitive to severe summer droughts and to the proportion of adult females successfully fledging chicks. The decision was made to take steps to improve captive propagation techniques & to intensively manage a 1000-acre area in the Refuge to generate some optimal quail habitat.

CBSG Steering Committee Meeting

Cologne, Germany: May 1995

Host: Cologne Zoological Garden

Twenty-three participants from 14 countries attended; topics discussed included CBSG finance and program development; strategic planning meeting scheduling, facilitators training workshops, regional CBSG meetings, global tiger genome resource banking progress, document translation into Spanish, Vietnamese, Chinese, and Bahasa Indonesian, and document distribution on CD-ROM.

Species Survival Commission (SSC) Steering Committee Meeting

Chicago, Illinois, USA: May 1995

Host: Brookfield Zoological Society

The meeting focused on further refinement of the SSC Strategic Plan which has been developed over the past two years. The Director General of IUCN, Dr. David MacDowall, addressed the group on the decentralization of IUCN, asking them to identify conservation goals within the IUCN's capacity, to identify the shifting needs at a regional, national, and local level, and to move toward decentralization to meet those needs. CBSG's work is central to the SSC. CBSG activities comprise more than half of the SSC schedule; CAMP, PHVA, and facilitator's training workshops also comprise an important part of SSC activity emphasis. Better representation of CBSG in the formal SSC work plan and better inclusion of CBSG's publications were discussed.

Costa Rican Squirrel Monkey PHVA

Costa Rica: June 95

Host: Simon Bolivar Zoo & Manuel Antonio National Park

The Manuel Antonio National Park population of *Samaria sciurius orstedii*, thought to number about 250 individuals, was assessed and further management recommendations were made.

The work of the Conservation Breeding Specialist Group is made possible by generous contributions from the following members of the CBSG Institutional Conservation Council

Conservators (\$10,000 and above)

Australasian Species Management Program.
Chicago Zoological Society
Columbus Zoological Gardens
Denver Zoological Gardens
Exxon Corporation
Fossil Rim Wildlife Center
Friends of Zoo Atlanta
Greater Los Angeles Zoo Association
International Union of Directors of Zoological Gardens
Metropolitan Toronto Zoo
Minnesota Zoological Garden
Omaha's Henry Doorly Zoo
Saint Louis Zoo
Sea World, Inc.
White Oak Conservation Center
Wildlife Conservation Society - NY
Zoological Society of Cincinnati
Zoological Society of San Diego

Guardians (\$5,000-\$9,999)

Cleveland Zoological Society
John G. Shedd Aquarium
Loro Parque
Lubec Foundation
North Carolina Zoological Park
Toledo Zoological Society
Zoological Parks Board of New South Wales

Protectors (\$1,000-\$4,999)

Allwetter Zoo Munster
African Safari
Audubon Institute
Bristol Zoo
Burgers' Zoo
Caldwell Zoo
Calgary Zoo
Cologne Zoo
Copenhagen Zoo
Detroit Zoological Park
El Paso Zoo
Federation of Zoological Gardens of Great Britain and Ireland
Africa
Fort Wayne Zoological Society
Fort Worth Zoo
Gladys Porter Zoo
Houston Zoological Garden
Indianapolis Zoological Society
International Aviculturists Society
Japanese Association of Zoological Parks & Aquariums
Jersey Wildlife Preservation Trust
Living Desert
Marwell Zoological Park
Milwaukee County Zoo
NOAHS Center
North of England Zoological Society,

Chester Zoo
Oklahoma City Zoo
Paington Zoological & Botanical Gardens
Parco Natura Viva Garda
Zoological Park
Pensacola Wildlife Park
Philadelphia Zoological Garden
Phoenix Zoo
Pittsburgh Zoo
Royal Zoological Society of Antwerp
Royal Zoological Society of Scotland
San Antonio Zoo
San Francisco Zoo
Schoenbrunner Tiergarten
Sedgwick County Zoo
Sunset Zoo (10 year commitment)
Taipei Zoo
The WILDS
The Zoo, Gulf Breeze, FL
Urban Council of Hong Kong
Union of German Zoo Directors
Washington Park Zoo
Wassenaar Wildlife Breeding Centre
Wilhelms Zoological Garden
Woodland Park Zoo
Yong-In Farmland
Zoological Parks Board of Victoria
Zoological Park Organization
Zoological Society of London
Zurich Zoological Garden

Stewards (\$500-\$999)

Aalborg Zoo
Arizona-Sonora Desert Museum
Banham Zoo
Camperdown Wildlife Center
Cotswold Wildlife Park
Dutch Federation of Zoological Gardens
Erie Zoological Park
Fota Wildlife Park
Givskud Zoo
Granby Zoological Society
International Zoo Veterinary Group
Knoxville Zoo
Lincoln Park Zoo
National Geographic Magazine
National Zoological Gardens of South Africa
Odense Zoo
Orana Park Wildlife Trust
Paradise Park
Perth Zoological Gardens
Porter Charitable Trust
Riverbank Zoological Park
Rolling Hills Ranch (5 year commitment)
Rostock Zoo
Royal Zoological Society of Southern Australia
Rotterdam Zoo
Thrigby Hall Wildlife Gardens
Tierpark Rheine

Twycross Zoo
Wellington Zoo
World Parrot Trust
Zoo de la Casa de Campo-Madrid
Welsh Mt. Zoo/Zool. Society of Wales
Zoologischer Garten Frankfurt

Curators (\$250-\$499)

Emporia Zoo
Edward D. Plotka
Racine Zoological Society
Roger Williams Zoo
Topeka Zoological Park
Tropical Bird Garden

Sponsors (\$50-\$249)

African Safari
Apenheul Zoo
Belize Zoo
Claws 'n' Paws
Darmstadt Zoo
Dreher Park Zoo
Fota Wildlife Park
Great Plains Zoo
Hancock House Publisher
Kew Royal Botanic Gardens
Lisbon Zoo
Miller Park Zoo
National Audubon Society-Research Ranch Sanctuary
National Aviary in Pittsburgh
National Birds of Prey Centre
Jean H. Nudell
Ocean World Taipei Incorporation
PAAZAB
Parco Faunistico "La Torbiera"
Potter Park Zoo
Shigeharu Asakura, Ph.D.
Tenerife Zoo
Tokyo Zoological Park
Touros Parc-France

Supporters (\$25-\$49)

Alameda Park Zoo
American Lorine Conservancy
Bighorn Institute
Brandywine Zoo
DGHF Arbeitsgruppe Amiren
Folsom Children's Zoo & Botanical Garden
International Crane Foundation
Jardin aux Oiseaux
Lee Richardson Zoo
Natal Parks Board
Ogleby's Good Children's Zoo
Speedwell Bird Sanctuary
Tausphaus Park Zoo

1 December 1995



Species Survival Commission
IUCN - The World Conservation Union
U. S. Seal, CBSG Chairman

CONSERVATION BREEDING SPECIALIST GROUP

NEW VORTEX VERSION 7

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Enclosed please find the new VORTEX Version 7 Users Manual and disk. Additional copies of this software can be obtained from the CBSG Office, the official distributors of Vortex, for a cost of \$35.00 in US funds. Any questions and comments regarding the software should be referred directly to Dr. Robert Lacy at the Chicago Zoological Park, Brookfield, Illinois 60513 USA. Telephone 1-708-485-0263; fax 1-708-485-3532 OR Dr. Philip Miller at the CBSG office 612-431-9355.

THANK YOU FOR YOUR ORDER!

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Conservation Breeding Specialist Group

Species Survival Commission
IUCN - The World Conservation Union
U.S. Seal, CBSG Chairman

CBSG Schedule - 1995-1998
1 December 1995

This schedule changes constantly; contact the CBSG Office for an update before final scheduling.
CBSG Staff Attending: (S)=Ulysses Seal, (E)=Susie Ellis, (B)=Onnie Byers, (M)=Phil Miller

1995	1995	1995	1995	1995	1995	1995	1995	1995	1995	1995	1995	1995	1995	
December	1 - 9	Indonesia: Komodo dragon PHVA (S)	3 - 9	Honolulu, Hawaii, USA: NMFSS Sea turtle Recovery Mtg (M)	10 - 17	Indonesia: Sea turtle PHVA (M,S,E)								
1996	1996	1996	1996	1996	1996	1996	1996	1996	1996	1996	1996	1996	1996	
?	?	Argentina: Endemic Plant CAMP (E,S or B)	?	Argentina: Fox PHVA (M,S)	?	Budapest, Hungary: Zoo Collection Planning	?	Canary Islands: Canary Islands CAMP (B,S, or E)	?	Morocco: Barbary apes PHVA				
January	10 - 14	Orlando, Florida, USA: IAS (S)	11 - 16	Mexico City, Mexico: Volcano Rabbit PHVA (E,M)	?late Jan/early Feb	Columbia: Columbian primates CAMP; Mt Tapir PHVA (E,S or M)								
February	7 - 19	Otjibamba Lodge near Windhoek, Namibia: Cheetah PHVA (E,S)	19 - M1	Namibia: GRB Training Courses (E,?)	9 - 16	Bangalore, India: Medicinal Plants CAMP II (M)	20 - 23	Oregon, USA: American Fisheries Society Oregon Chapter Annual Mtg (S, M)	23 - M1	Jersey, Channel Islands, UK: Facilitators Training Workshop (B,M,E?,S)				
March	5 - 13	Havana, Cuba: Cuban Endemics CAMP (S)	15 - 17	Esciondido, CA, USA: Felid TAG (B,S)	16 - 17	Bond U. Gold Coast, Australia: SSC Steering Committee (S)	17 - 23	Philippines: Tamaraw PHVA (S)	?end Mar	Venezuela: Orinoco Crocodile PHVA (S,E)	?late M/early A	Spain: Iberian Lynx PHVA (E,S or M)		
	?	Puebla, Mexico: Marine Mammal CAMP & Cactus CAMP & PHVA (E,S)	?	Jersey, UK: Facilitator Training workshop (S,E,B,M)	?	Washington, DC, USA: Save the Tiger Council Mtg (S)	April	14 - 19	Healesville Sanctuary, Victoria, Australia: ARAZPA & PHVA (S,M?)	28 - 1M	Front Royal, VA, USA: NOAHS Days (E,B)	May	4 - 7	Pretoria?, South Africa: Cape Hunting Dog PHVA; African Felid CAMP (B,S)
	8 - 10	Tygerberg, Cape Town, South Africa: PAAZAB (S,B)												

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	?	Toronto, Canada: Genome Resource Banking Mtg (S,B)								
June	2 - 6	White Oak, FL, USA: CBSG Futures Workshop (S,E,B,M,A,O,J)								
	7 - 9?	Havana, Cuba: Havana Zoo visit (S)								
	10 - 30?	vacation: (S)								
	20 - 24	Doué la Fontaine, France: EEP								
	23 - 27	Tokyo, Japan: International Aquarium Congress (S?)								
	?	Costa Rica: Mesoamerican Felid CAMP Review, Costa Rican Endemic Plants (B,S)								
July	15 - 31	Sulewasi, Indonesia: Babirusa/Anoa PHVA (M,S)								
August	11 - 16	Madison, Wisconsin, USA: International Primatological Society (E)								
	23 - 25	Denver, CO, USA: CBSG Annual Mtg (S,A,E,M,A,O,J)								
	26 - 29	Denver, CO, USA: IUDZG								
September	2 - 10	Capetown, South Africa: Third Internat'l Penguin Conference & Penguin CAMP Review (E)								
	17 - 21	Honolulu, Hawaii, USA: AZA								
	?	Turkmenistan: Kulan PHVA								
October	1 - 7	Omaha, Nebraska, USA: Facilitator Training Workshop (B,S)								
	11 - 17	Montreal, Canada: SSC Steering Committee & IUCN General Assembly (S,E)								
	12 - 15	Malaysia: PHVA?								
	17 - 19	Malaysia: CBSG/SEAZA Workshop								
	20 - 24	Malaysia: SEAZA								
	28 - 31	Mexico: Risk, disease & releases Workshop (S,M,)								
November	11 - 12	Chiba, Japan: JAZGA (S)								
	13 - 14?	Yokohama, Japan (S) or 9-10 November								
	11 - 16	Costa Rica: ALPZA								
	?	Thailand: CBSG Meeting								
	full week	? Vietnam: Delacours langur (right before or after China)								
	?	Thailand: Eastern sarus crane PHVA (S)								
December	7 - 14	China: Masterplanning Workshop (S)								
	?	Brazil: Brazilian primate CAMP; 2 Muriqui PHVAs (S)								
<u>1997</u>	<u>1997</u>	<u>1997</u>	<u>1997</u>	<u>1997</u>	<u>1997</u>	<u>1997</u>	<u>1997</u>	<u>1997</u>	<u>1997</u>	<u>1997</u>
January	2 wks	mid-month	Antananarivo, Madagascar: Madagascar ProsalCAMP & PHVAs (E,S,M)							
September	?	Berlin, Germany: CBSG Annual Mtg								
		Berlin, Germany: IUDZG								
<u>1998</u>	<u>1998</u>	<u>1998</u>	<u>1998</u>	<u>1998</u>	<u>1998</u>	<u>1998</u>	<u>1998</u>	<u>1998</u>	<u>1998</u>	<u>1998</u>
October	5 - 7	Yokohama, Japan: Oriental White Stork PHVA?								
	8	Yokohama, Japan: CBSG Steering Committee Meeting								
	9 - 11	Yokohama, Japan: CBSG Annual Meeting								
	12 - 15?	Nagoya, Japan: IUDZG								

European Bison PHVA

Miedzzydroje, Poland: June 1995

Host: Poznan Zoo and Bialowieza National Park

Sponsor: CBSG

The second PHVA in Europe; 26 participants divided into three groups: genetics, modelling, and distribution/status, to model the Polish component of the Bialowieza bison population, the largest herd at about 250. Important information was collected on the recent introduction of a disease that effectively sterilizes infected males, posing a significant threat to the species.

Barasingha PHVA

Dehra Dun, India: July 1995

Host: Wildlife Institute of India

Sponsor: Central Zoo Authority

Assessment of all three populations of Barasingha, the swamp deer, was organized by Zoo Outreach Organisation (ZOO). Inbreeding was a special concern as virtually all animals in captivity in India likely descended from one pair of founders. Working groups included modelling, distribution, and captive animals.

CBSG Processes & Small Population Biology Training

Dehra Dun, India: July 1995

Host: Central Zoo Authority

Sponsor: Wildlife Institute of India

Organized by Zoo Outreach Organization (ZOO) & CBSG, India.

Indochinese Tiger Masterplan Meeting

Thailand: July 1995

Host: Khao Kheow Open Zoo (KKOZ) & Zoological Parks Organization (ZPO)

Sponsor: Save the Tiger Fund, Exxon Corporation and the National Fish & Wildlife Foundation

Draft Indochinese Tiger Masterplan for Thailand was developed. The Global Tiger Genome Resource Banking (GRB) Action Plan was presented. Management demonstrations included tiger immobilizations and electroejaculation. Participants from 12 countries included representatives from all range countries.

Asian Wild Cattle CAMP

Thailand: July 1995

Host: Khao Kheow Open Zoo (KKOZ) & Zoological Parks Organization (ZPO)

Sponsor: Columbus Zoo, Omaha's Henry Doorly Zoo, St. Louis Zoo, White Oak Conservation Center, Sir Peter Scott Fund

Forty-three experts from 16 countries participated in the Asian Wild Cattle CAMP in which new IUCN categories were assigned to each taxon. In addition, special topic

reports were prepared on taxonomy and nomenclature, census, survey and monitoring techniques, disease communication and reproductive techniques. One of the recommendations resulting from this workshop was the need for a PHVA for the Tamaraw. This PHVA has already been arranged and will be conducted in March 1996.



ASIAN WILD CATTLE
Conservation Assessment and Management Plan
Chonburi, Thailand, July 1995

Stork, Spoonbill, & Ibis CAMP

Thailand: July 1995

Host: Khao Kheow Open Zoo (KKOZ) & Zoological Parks Organization (ZPO)

Sponsor: Japanese Association of Zoological Gardens, KKOZ, & ZPO

Forty experts from 12 countries participated in the Stork, Ibis and Spoonbill CAMP. New IUCN Categories of Threat were assigned. Although all stork, ibis and spoonbill taxa were considered during the workshop, the majority of the participants were from Southeast Asian countries. Therefore, the information from that region may be more accurate and complete than for other regions of the world. The information in this report will be reviewed at regional CBSG Meetings and at the Stork, Ibis and Spoonbill CAMP Review sessions in other regions of the world. The document will be revised as new information becomes available.

Fifth Neotropical Ornithological Congress & Neotropical Falconiforms CAMP Review

Asuncion, Paraguay: August 1995

100 neotropical Falconiforms reviewed as part of the year-long Raptor Conservation Assessment & Management review.

CBSG Annual Meeting & Steering Committee Meeting

Dublin, Ireland: September 1995

Host: Dublin Zoo

CBSG held its 1995 annual meeting in Ireland. It was attended by 130 participants from 31 countries. Working groups were conducted for such diverse groups of species as invertebrates, avians, and red pandas. Topical working groups covered important conservation issues including confiscated animals, the development of the REGASP software package and the continued evolution of regional CBSG satellites. According to feedback we have received the meeting was very successful.

Clouded Leopard PHVA

Taipei, Taiwan: October 1995

Host & Sponsor: Taipei Zoo & Agriculture Council

The species is extinct in Taiwan. Recommendations were made for a reintroduction program based upon the development of an adequate captive population.

Colloquium on Fragmented Metapopulation Dynamics

Beauvoir-sur-Niort, France: October 1995

Host: Centre D'Etudes Biologiques de Chize (CEBC)

This three-day meeting was devoted to scientific studies on metapopulation and dispersal dynamics, the modelling of metapopulations, and a meeting of the Equid Specialist Group, which organized the colloquium, presenting current information on the status of and conservation actions for all the equid taxa.

Raptor Research Foundation Meeting and North American Falconiformes CAMP Review

Duluth, Minnesota, USA: November 1995

Host: Raptor Research Foundation

Reviewed North American falconiform species as part of the year-long global Falconiformes Conservation Assessment & Management Plan evaluation.

In addition CBSG staff attended and participated in the following meetings:

NOAH's Days

Front Royal, Virginia, USA: May 1995

ISIS Board of Directors Annual Meeting

Cologne, Germany: May 1995

IUDZG-WZO Strategic Plan Meeting

Cologne, Germany: May 1995

Conservation of Zoos in Mesoamerica

San Jose, Costa Rica: June 1995

AZA Small Population Management Advisory Group Mid-Year Meeting

Fort Collins, Colorado, USA: June 1995



Photo credit: Tom Brakefield

EEP/EAZA Annual Conference

Poznan, Poland: June-July 1995

Columbus Zoo's "Zoos: Committing to Conservation" Columbus, Ohio, USA: July 1995

AZA Mexican Wolf SSP Annual Meeting

Colorado Springs, Colorado, USA: July 1995

USFWS Golden-cheeked Warbler PVA

Austin, Texas, USA: August 1995

Save the Tiger Council

Washington, D.C., USA: September 1995

The American Zoo and Aquarium Association (AZA) Annual Meeting

Seattle, Washington, USA: September 1995

USFWS Black-capped Vireo PVA

Austin, Texas, USA: September 1995

The World Zoo Organization (IUDZG-WZO)

Annual Meeting Dublin, Ireland: October 1995

Southeast Asian Zoo Association (SEAZA) Annual Meeting

Taipei, Taiwan: October 1995

Chinese Association of Zoological Gardens (CAZG)

Annual Meeting Beijing, China: October 1995

USFWS Mexican Wolf Recovery Team Meeting

Alpine, Arizona, USA: November 1995

Special Meeting of the Amur Tiger EEP

Moscow, Russia: November 1995

Species Survival Committees Japan (SSC.J) Annual Meeting

Osaka, Japan: November 1995

Latin American Association of Zoological Parks & Aquariums (ALZPA)

Barquisimeto, Venezuela: November 1995

International Symposium & Workshop on Conservation Biology: Molecular, Biotechnical & Conventional Approaches

Kuching, Sarawak, Malaysia: November 1995

List of Participants in CBSG Meetings April - November 1995

The name and institution of each participant are listed by meeting.

South China Tiger Studbook Analyses and Masterplan Meeting

China: April 1995

Baoding People's Park: Yu Newton

Dehai

Chinese Association of Zoological Gardens: Wang Menghu

Chongqing Zoological Gardens: Liu Jian, Li Yinghong

Conservation Breeding Specialist Group (CBSG): Ulysses Seal

Fuzhou Zoo: Chen Yuanzhi

Guangzhou Zoo: Huang Cuilian

Guylang Qianling Park Zoo: Zhou Quan

Luoyang Wangcheng Park: Zhong Yufan, Pang Hongwei

Ministry of Construction: Zhao Qingqiao, Wang Bingling

Minnesota Zoo: Ronald Tilson, Kathy Traylor-Holzer

Nanjing Normal University: Wu Ping

Nanning Zoo: Deng Jiajiang

Nanping Jiufengshan Park: Yu Likang

Natong People's Park: Lu Chunlin

Shanghai Zoo: Li Zhongkui, Li Kedong

Shijiazhuang Zoo: Lu Jianpin

Suzhou Dong Park: Wu Mingcheng

Suzhou Zoo: Huang Gongqing

Suzhou Parks Department: Cheng Boshou, Zan Yongwei

Taman Safari Indonesia: Jansen Manansang

Tianjin Zoo: Li Baoshong

Zhenzhou Zoo: Wang Jintang

Hawk & Owl Trust: Jane Fenton

Hawk Mountain Sanctuary: Keith Bildestein

Institute Terrestrial Ecology: Ian Newton

Institute of Zoology: Lucia Severinghaus

Laboratory of Ecology, ENS: Jean Marc Thiollay

Los Angeles Zoo: Mike Wallace

Louis Filipe Olivera, Caracas, Portugal

National Birds of Prey Centre: Jermina Parry-Jones

Peregrine Fund: Tom Cade

Saihati Camel Farm & Desert Wildlife Conservation Centre: Abdul-Wahen Al-Saihati

Vladimir Galushin, Moscow, Russia

WWGBP: Bernd Meyburg, Robin Chancellor

Group (CBSG): Philip S. Miller

National Biological Service: Christopher Brand

Patuxent Environmental Science Center: George Gee

TAES La Copita Research Area: David McKown

Texas Tech University: R. S. Lutz

Texas A&M University: Fred S. Guthery

US Fish & Wildlife Service: Jim Lewis, Bruce Palmer, Dick Steinbach, Lorena Wada

McGill University: Frances Westley

Ministry of Environment & Forests: S. C. Sharma

National Foundation for Research in Zoos: Koen Brouwer

National Zoological Gardens

South Africa: Willie Labuschagne

National Zoological Park: David Wildt

St. Louis Zoo: Charlie Hoessle, Bruce Read

SSC: Elizabeth McCance

University of Calgary: Harrie Vredenburg

Thailand Zoological Parks Organization: Usom Nimmanheminda

Zoo Outreach Organisation: Sally Walker



Photo credit: National Zoo, Smithsonian Institution

Masked Bob-White Quail PHVA

USA: April 1995

Arizona Game & Fish Department: Ron Engle-Wilson, Ron Olding

Arizona Cooperative Fish & Wildlife: S.A. DeStefano

Buenos Aires National Wildlife Refuge: Sally Gall, Nina King, William Kuvlesky, Jr., Ken Nolte, Wayne Shifflett, Ann Wittman

Centro Ecologico de Sonora: Mario Ciret-Galan, Teresa Solis H.

Conservation Breeding Specialist Group (CBSG): Ulysses S. Seal

Calgary Zoo: Peter Karsten

Chinese Association of Zoological Gardens: Zheng Shuang

Cologne Zoological Gardens: Gunther Nogge

Fossil Rim Wildlife Centre: Jim Jackson

Frankfurt Zoological Gardens: Christian Schmidt

Indonesian Zoological Parks Association: General Hary Ashari

ISIS: Nate Flesness

Marwell Zoo: John Knowles

Com. Ncnal. Recursos Naturales:
Luis Aib. Chaves Solís
Conservation Breeding Specialist
Group (CBSG): Philip Miller,
Ulysses Seal
Coopesilencio R.L.: Franklin
Jiménez S., José Rafael León
Mora, Miguel Barboza
Fundación Corrobre: Victor
Hugo Chavarría C., Yamileth
Mora Y.
Guía Turistas: Oldemar Venegas
A.
Jardin Zool. de La Habana:
Elsie M. Pérez Dulón
Municipalidad de Aguirre: Yuri
Alonso Ramirez A.
St. Louis Zoo: Karen Bauman
Stefano Tomirotti, Quesos
Universidad de Costa Rica:
Yenon E. Atlas Vega
Universidad Heredia: María
Teresa Fernández
Universidad Nacional: Joel
Sáenz, Enrique Pérez, Luis
Germán Gómez B.
University of Florida: Laura Siro
University of South Alabama:
Lawrence Williams
Zoológico de Guadalajara:
Marcela del C. Hernández

European Bison PHVA
Poland: June 1995
Association "Vojnyles": Orest E.
Korol
Belarusian Institute of
Experimental Veterinary: Petr A.
Krasochko, Aleksandr S.
Shashenko
Belovezhskaya Pushcha State
National Park: Aleksandr N.
Bunevich
Bialowieza National Park:
Zbigniew Krasinski, Jan
Raczynski
Conservation Breeding Specialist
Group (CBSG): Phil Miller,
Ulysses Seal
Institute of Biological
Foundations of Animal Breeding:
Wanda Olech-Piasecka
Institute für Haustierrkunde:
Gunter Hardt
Institute of Zoology BSSR: Petr
G. Kozlo
Katedry Zoologii AR Poznan:
Ryszard Graczyk
Ministerium of Environmental
Protection, Natural Resources, &
Forestry: Barbara Zbigniew
National Foundation for
Research in Zoos: Frank Prince
National Zoo, Terry Roth
Polish Academy of Sciences:
Małgorzata Krasinska, Zdzisław
Pucek
Prioksko-terrasnyj biosfernyj
zapovednik: Irina Belousova
Research Institute for Nature

Conservation and Reserves:
Taras S. Sipko
Royal Zoological Society of
Antwerp: Helga de Bois
Russian Academy of Sciences:
I.G. Udina
Stacja Badawcza PAN: Zbigniew
Jazewski
Stockholm University: Linda
Lalor
Stanleigh Museum of Natural
History: Torbjorn Ehenhard
University of Warsaw: Janusz
Gill
Warsaw Agricultural University:
Ryszard Dzieciolowski
Kristian Wendt: Graz,
AUSTRIA
Zoological Society of London:
Elizabeth Barratt
Terry Roth

Barasingha PHVA
India: July 1995
Alighar Muslim University:
Mohammad Khalid, Mohammed
Khalid Sayeed Pasha
Centre for Cellular and
Molecular Biology: P.
Shankaranarayana
Central Zoo Authority: J.H.
Desai, Sri Pushp Kumar, S.C.
Sharma
Conservation Breeding Specialist
Group (CBSG): Ulysses Seal
Development Alternatives:
Ashwini Pai
Directorate of Forest Survey:
Anand Singh Negi
Dudhwa Tiger Reserve: D.N.S.
Suman
National Park: Rakesh
Tomer
Forest Department of Uttar
Pradesh: Mohammed Ahsan,
A.K. Banerjee, M. C. Ghildial,
H.S. Pabla, Sanjeeva Pandey
Kanha National Park: Sri R.
Sreenivasa Murthy
Kanpur Zoological Park: Anil
Kumar Dutt
Ministry of Environment &
Forests: S.C. Dey, Vinod Rishi
National Zoo: Jon Ballou
S.A.N.C. S.N. Prasad, Ravi
Shankaran
Tiger Reserve, Mndia: Rakesh
Shukla
Wildlife Circle: Atanu Kumar
Raha
Wildlife Institute of India:
Bhupendra S. Adhikari, Rohan
Arthur, N.P.S. Chauhan, Ravi
Chellam, B.C. Choudhury,
Sushant Choudhury, R.S.
Chundawat, Aparajita Datta,
Neel S., Gogate, S.P. Goyal,
Kavita Isvaran, Y.V. Jhala, A.J.T.
Johnsingh, M.S. Madhusudan,
P.K., Mallick, P.K. Mathur, V.B.

Mathur, Charudutt Mishra, Divya
Madupara, S.K. Mukherjee,
Suhel, Qader, Qumar Querishi,
K. Sankar, S. Saunand, Ajai
Saxena, Diwaker Sharma,
Rajeshree, Sharma, Rahul J.
Shrivastava, S.P. Sinha, A. Christy
Williams
Yuvraj College: V.P. Singh
Zoo Outreach Organisation:
Stanley Molar, Sally Walker
Shri N.D. Bakhchit: Dhapa Dun
S.B. Lovalekar: Behral
A.K. Roychoudhery: Calcutta

Indochinese Tiger
Masterplan Meeting
Thailand: July 1995
Chiangmai Zoo: Chatri
Khoohathapharak, Kanchai
Sarwong
Conservation Breeding Specialist
Group (CBSG): Onnie Byers,
Ulysses Seal
Dusit Zoo: Alongkorn
Mahannop, Wisid Wichasilpa,
Visit Arsaithamkul, Chaichana
Satrulee, Butawan Pamoke,
Yongchai Utara
DWWP Malaysia: Zainuddin Bin
Awang Lela
Forest Department, Myanmar:
Khin Than Win
Forestry Departmen, Cambodia:
Sun Han
Hanoi University: Le Vu Khoi
Henry Doorly Zoo: Douglas
Armstrong
Institute of National Resources:
Ma Yiqing
Kasetsart University: Paritap
Ratanakorn
Khao Khewo Open Zoo: Sophon
Dumnuil, Sumate
Kamolnornanarth, Prayuth
Intarapanich, Apidet Singhasei,
Naris Kaewsalannit, Wanchai
Turawatana, Rattapan
Pattanasarangs
London Zoo: Sarah Christie
Minnesota Zoo: Ronald Tilson,
Kathy Traylor-Holzer
Nakornratchasima Zoo:
Thaworn Orason, Wichit
Kamalnornnath, Apidet
Singhasei, Wanchai Turawatana
Mahidol University: Sompuad
Sriksomsawat
Malaysia: Zainuddin Bin Awang
Lela
Nakhonratchasima/ZPO: Wichit
Kongkham, Thaworn Orason
National Zoo: Mitchel Schiewe
Nature & Wildlife Conservation
Division, Myanmar: Khin Than
Win
Omaha's Henry Doorly Zoo:
Douglas Armstrong, Daniel
Morris
Royal Forest Department: Sanan

Tulakom Inter Zoo:
BouchanchPUPH Liongub
Tulakom Inter Zoo: Nuan
Thong Xavongxy
UPLB Campus, College: Ruben
Callo
Wild Animal Rescue Fdn of
Thailand: Tim Redford
Yangon Zoological Gardens: Su
Su Oung
Zoo Melaka: Razem Mazlan
Abdullah
Zoological Park Organization:
Usun Nimmanheminda, Kayoon
Srimung, Chamnarong Sukthon,
Nipat Rattanapan

Asian Wild Catte CAMP
Thailand: July 95
Austalian National University:
Colin Peter Groves
Bombay Natural History Soty
Fort Bombay, India: Divekar
H.K.
Chiang mai Zoo: Kanchai
Sarwong, Chatri
Khoohathapharak
Chulaongkorn University:
Chairamong Lohacit
Conservation Breeding Specialist
Group (CBSG): Onnie Byers,
Ulysses Seal
Department Livestock
Development: Charlie Leelasri,
Yant Sukwongee
Department of Environment &
Natural Resources: Ruben Callo,
Mary June F. Maypa
Dusit Zoo/Zoological Parks
Organization: Yongchai Utara,
Wisid Wichasilpa, Visit
Arsaithamkul, Butawan
Pamoke, Nipat Tattanaapan,
Chamnorong Sukthon
Florida International University:
Joel Heinen
Hanoi University: Le Vu Khoi
Institute of Natural Resources:
Yiqing Ma
Khao Khewo Open
Zoo/Zoological Parks
Organization: Visit
Arsaithamkul, Somchai
Khoohathapharak, Kanchai
Intarapanich, Naris
Kaewsalannit, Sumate
Kamalnornnath, Apidet
Singhasei, Wanchai Turawatana
Rattapanan, Yongchai Utara,
Wisid Wichasilpa
Forest Department, Myanmar:
Khin Than Win
Game Renjar: Zainuddin Bin
Awang Lela
Hanoi University: Le Vu Khoi
Institute of Natural Resources:
May Yiqing
IUCN/SSC Stork, Ibis &

Liangpiboon, Sumalee
Chaitupanich Sawai
Wanghonga, Apichart
Triawatana, Theerapat
Prayurayidhii
Songkhla Zoo: Vivake Sukead
Southampton University, UK:
Martin Tyson
Southampton University,
UK/Wageningen University,
Netherlands: Simon Hedges
Species Survival
Commission/UUCN: Mariano
Gimenez-Dixon
St. Louis Zoological Park: Bruce
Read
The Rhino Foundation for Nature
in NE India: Anwaruddin
Choudhury
Tulakom Zoo: Nuan Thong
Xavongxy, Bouchanch Liongub
University of the Philippines Los
Banos Foundation, Inc.: Cristino
Collado
Wildlife Protection Office
Forestry Department: Sun Han
Yangon Zoological Gardens: Su
Su Oung
Zoo Melaka: Razem Mazlan
Abdullah

Storks, Spoonbills & Ibises
CAMP
Thailand: July 1995
Anhui University: Wang Qishan
Asian Wetland Bureau: Taej
Mundkur
Center of Wildlife &
Ornithology: Asad Rahmani
Central Park Wildlife Center:
Anna Marie Lyles
Chiangmai Zoo: Chatri
Khoohathapharak, Kanchai
Sarwong
Conservation Breeding Specialist
Group (CBSG): Onnie Byers,
Ulysses Seal
Department Environment &
Natural Resources: Mary June
Maypa
Dusit Zoo/Zoological Park:
Organization: Visit
Arsaithamkul, Somchai
Khoohathapharak, Kanchai
Intarapanich, Naris
Kaewsalannit, Sumate
Kamalnornnath, Apidet
Singhasei, Wanchai Turawatana
Rattapanan, Yongchai Utara,
Wisid Wichasilpa
Forest Department, Myanmar:
Khin Than Win
Game Renjar: Zainuddin Bin
Awang Lela
Hanoi University: Le Vu Khoi
Institute of Natural Resources:
May Yiqing
IUCN/SSC Stork, Ibis &

Spoonbill Specialist Group:
Malcolm Coulter
Khao Khewo Open
Zoo/Zoological Park
Organization: Prayuth
Intarapanich, Naris
Kaewsalannit, Sumate
Kamalnornnath, Apidet
Singhasei
Nakhonratchasima
Zoo/Zoological Park
Organization: Wichit Kongkham,
Thaworn Orason
National Research in Zoos
Foundation: Koen Brouwer
Royal Forest Department:
Bubphar Amget, Songkrod
Poohong, Apichart Tirawatana,
Siriporn Thong-arce
Songkhla Zoo: Vivake Sukead
The Rhino Foundation for Nature
in NE India: Anwaruddin
Choudhury
Tulakom Inter Zoo: Bouchanch
Liongub, Nuan Thong
Xavongxy
UPLB Campus, College: Ruben
Callo
Wildlife Protection Office
Forestry Department: Sun Han
Yangon Zoological Gardens: Su
Su Oung
Zoo Melaka: Razem Mazlan
Abdullah
Zoological Park Organization:
Chaichana Satrulee, Chamnarong
Kukthon

Neotropical Raptor CAMP
Review
Paraguay: August 1995
American Museum of Natural
History: Carole Griffiths
Asociación Armonía: Miguel
Angel Francois, Nicolas
Renaudin, Arribas Sagot
BirdLife International: Roberto
Phillips Farfan
CDC-Ecuador: Maria Belen
Bibadireno
Colección Ornitológica Phelps:
Miguel Lentino
Conservation Breeding Specialist
Group (CBSG): Susie Ellis
Fundacion Moises Bertoni:
Estela Esquivel
Hawk Mountain Sanctuary: Keith
Bildstein, Jorge Zalles
Montevideo Zoo: Susan Boezio
Museu Historia Natural: Pedro
Scherer Neto
Nancy Hilgert de Benavides,
Guayaquil, Ecuador
National Aviary: Jim Bonner
Rierre Reynaud, Cayenne Cedex,
France

Universidad Nao. de Mar y Plata:
Maria Susana Bo
Universidad Nacional PRMUS-
Heredia: Daniel Hernández
Universidad Nacional de
Asuncion: Gladys Arzamendi de
Montiel

Global Conservation Network
Annual Meeting
USA: September 1995
Conservation Breeding Specialist
Group (CBSG): Onnie Byers,
Susie Ellis, Phil Miller, Ulysses
Seal
International Species Information
System (ISIS): Nate Flessness
Minnesota Zoo: Kathryn Roberts
National Zoo: David Wildt
San Diego Zoo: Doug Myers
The WILDS: Robert Reece
Wildlife Conservation Society:
William Conway
CBSG Annual Meeting &
Steering Committee Meeting
Ireland: September 1995
African Safari: Amy Camacho
de Gabriel
Australian Species Management
Program: Christine Hopkins
Conservation Breeding Specialist
Group (CBSG): Onnie Byers,
Susie Ellis, Phil Miller, Marialise
Seal, Ulysses S. Seal
Cologne Zoological Gardens:
Frankfurt Zoological Gardens:
Christian Schmidt
Indonesian Zoological Parks
Association: General Harry
Ashari
ISIS: Nate Flessness
Japanese Association of Zoos &
Aquariums: Atsushi Komoro
Jersey Wildlife Preservation
Trust: Jeremy Mallinson
McGill University: Frances
Westley
Ministry of Environment &
Forests: S. C. Sharma
Minnesota Zoo: Kathryn Roberts
National Foundation for
Research in Zoos: Koen Brouwer
National Zoological Gardens
South Africa: Willie
Laluschagne
National Zoological Park: David
Wildt
Omaha's Henry Doorly Zoo: Lee
Simmons
Orana Park Wildlife Trust: Paul
Garland
Royal Zoological Society of
Antwerp: Fred Daman
Sea World of Florida: Brad

Andrews
SSC: Elizabeth McConce
University of Calgary: Harrie
Vredenburg
Thailand Zoological
Organization: Usun
Nimmanheminda
Zoo Outreach Organisation: Sally
Walker

Clouded Leopard PHVA
Thailand: October 1995
Chung-hwa Polytech College:
Ming-hwang Liang
Conservation Breeding Specialist
Group (CBSG): Ulysses Seal
Council of Agriculture: Hsiao-yi
Fang
Taiwan Game & Fresh Water
Fish Commission: R. Chris
Belden
Housewife Union: Ya-mai Hu
Ministry of Education: Chung-
ming Lin
National Cancer Institute:
Warren Johnson
National Museum of Natural
Science: Men-shi Chou
National Taipei Teachers'
College: Shun-chi Chen, Pei-jen
Chen
National Taiwan Normal
University: Ying Wang, Cheng-
chang Lai, Ji-yun Chen, Yung-
ting Co, Shun-mei Wang, Hui-
mei Chen
National Taiwan University:
Cheng-yi Fang, Wen-horn Lin
National Zoological Park:
David Wildt
Omaha's Henry Doorly Zoo:
Daniel Morris
Ping ton Technology College:
Liang-chou Hsia
Primitive Association: King-shi
Cho
Taipei City Zoo: Shao-wen Kao,
Ellen C.M. Chin, Kuo-jou Lien,
Yi-ming Chen, Tiger Wang,
Jen-yih Chen, Ming-shieh Chao,
Pao-chung Chen, Chih-wen
Chen, Tina Chen, Vincent Y.C.
Wen, Mei-ting Chen, Jenny
Cheng, Ming-hui Chen
Taiwan Endemic Species
Research Institute: Yuan-san Ho,
Chuen-ji Lin, Guang-jeng Liaw,
Yen-long Chen
Taiwan Forestry Res. Instute:
Jung-ai Chao
Taiwan Forestry Bureau: Tung-
sheng Shia, Shung-fung Lu
Traffic Taipei: Lu Dao-jiyi
Yang-ming Mountain National
Park: Shue-wing Lou

We are grateful for your participation, and therefore, have attempted to list all participants; please inform CBSG of any errors of omission or information.

Workshops Scheduled through May 1996

The schedule outlines the scope and pace of CBSG activities.

- Nov China: South China Tiger project
Nov Japan: Species Survival Committees Japan (SSCJ) Annual Meeting
Nov Kuching, Sarawak, Malaysia: International Symposium & Workshop on Conservation Biology: Molecular, Biotechnical & Conventional Approaches
Dec Bogor, Indonesia: Komodo dragon PHVA
Dec Hawaii, USA: NMFS Sea turtle Recovery Meeting
Dec Bogor, Indonesia: Sea turtle PHVA
Jan Florida, USA: International Aviculturists Society
Jan Mexico City, Mexico: Volcano Rabbit PHVA
Feb Windhoek, Namibia: Cheetah & Lion PHVA
Feb Dehra Dun, India: Medicinal Plants CAMP II
Feb Oregon, USA: American Fisheries Society Oregon Chapter Annual Meeting
Mar Havana, Cuba: Cuban Endemics CAMP
Mar California, USA: AZA Felid TAG
Mar Philippines: Tamaraw PHVA
Mar Venezuela: Orinoco Crocodile PHVA
Apr Healesville Sanctuary, Victoria, Australia: ARAZPA
Apr Virginia, USA: NOAA's Days
May Tygerberg, Cape Town, South Africa: PAAZAB & Wild Dog PHVA

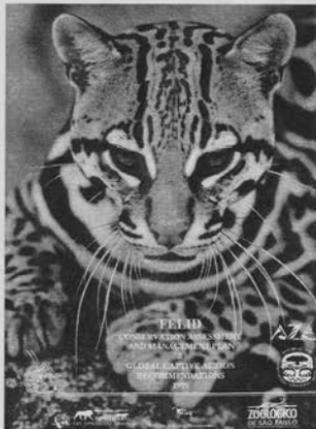


Photo credit: Rick Barongi

CBSG Annual Meeting Schedule

- | | |
|-------------------|------------------------------|
| 23-25 August 1996 | Denver, Colorado, USA |
| September 1997 | Berlin, Germany |
| 9-11 October 1998 | Yokohama, Japan |
| 1999 | Pretoria, South Africa |
| 2000 | Palm Desert, California, USA |

BEST WISHES IN THE NEW YEAR!!
FROM THE CBSG STAFF

CBSG News Update

We are happy to report that we have found a partial sponsor for *CBSG News*. Save the Tiger Fund, Exxon Corporation and the Fish and Wildlife Foundation have given CBSG a \$20,000 to publish and distribute the newsletter. Look for a double issue *CBSG News* arriving at your door early in 1996. It will report on the 1995 CBSG Annual Meeting that was held 29 September-1 October in Dublin, Ireland. The last issues of *CBSG News*, Volume 5, numbers 2 & 3, reporting on the 1994 Sao Paulo Annual CBSG Meeting, dated December 1994, were mailed April 1995. We appreciate Exxon's support and assistance in meeting the demand for *CBSG News*.

CBSG Donor News

A newsletter published by the Conservation Breeding Specialist Group, Species Survival Commission, IUCN —UP The World Conservation Union. *CBSG Donor News* is distributed to all financial institutional and individual contributors to CBSG. We welcome your comments — please address them to:

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Fax: 01-612-432-2757
e-mail: cbgs@epx.cis.umn.edu

Fundación pro Zoológicos

FUNDAZOO

Teléfonos:(506) 33-6701 / 23-1790

Fax: (506) 23-1817

Apartado 11594-1000 San José, Costa Rica

FPZ-516-95

November 16, 1995

Kathryn Roberts
Executive Director
Minnesota Zoo
13000 Zoo Boulevard
Apple Valley, MN 55124
U.S.A.

Dear Kathryn:

For a long time I hared many good things of you and your work. It was real nice to meet you at Dublin.

A couple of weeks ago I had the surprise of receiving Steven Hage at the zoo. We are planning to do some activities together when the child from Minnesota visit Costa Rica next February.

Sincerely,


Yolanda Matamoros

fmz/cc. Arch



MINNESOTA ZOOLOGICAL GARDEN

PURCHASE REQUEST FORM

Vendor Number _____

Delivery Date _____

Today's Date 12-15-95

Department CBS6

Contract # _____

S
U
P
E
R
V
I
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O
R

CBS6

12101 Johnny Lake Ridge Rd
Apple Valley, MN 55124-8151

Quantity	Vendor Stock #	Zoo Stock #	Unit	Description	Unit Price after Discount	Total Price
				Pay ^{1/2} attached		
				invoice of 12,500		6,250
				Balance to be pd 6/96		
				1/2 CBS6 annual		12,500
				fees at		
				Conservation Level		

Account # <u>2030/A33/200</u>	Amount <u>6,250</u>	Account #	Amount
Account #	Amount	Account #	Amount
Account #	Amount	Account #	Amount

Sub-total

6.5 % MN sales tax

Delivery charge

Total

12,500
6,250

Finance Director _____ Date _____

Requested by _____ Date _____

Purchasing _____ Date _____

Supervisor _____ Date _____

General Director H. Roberts Date 12-15-95

Division Director _____ Date _____



Conservation Breeding Specialist Group

Species Survival Commission
IUCN -- The World Conservation Union
U.S. Seal, CBSG Chairman

INVOICE

1 December 1995

Kathryn Roberts, Ph.D
Minnesota Zoological Garden
13000 Zoo Boulevard,
Apple Valley, MN 55124-8199
USA

Att: Kathryn

*pk to pay
1/2 - now,
1/2 6/96*

1996 Annual Contribution for the IUCN/SSC's Conservation Breeding Specialist Group
at the Conservator Level:

Current Pledge/Amount due upon receipt \$12,500.00

6,250 12/95

***PLEASE INCLUDE YOUR NAME TO INSURE PROPER CREDIT!**

Please make checks payable to CBSG.

Funds may be wired to First Bank NA ABA No. 91000022, for credit to CBSG, Account
No. 1100 1210 1736.



Conservation Breeding Specialist Group

Species Survival Commission
IUCN -- The World Conservation Union

U.S. Seal, CBSG Chairman

MEMO

To: CBSG Steering Committee Members
From: Onnie Byers
Subject: Steering Committee Minutes
Date: October 16, 1995

Dear Steering Committee Member:

Please find enclosed a copy of the minutes from the CBSG Steering Committee Meeting held on 28 September 1995. Thanks to your valuable input and participation the meeting proved to be quite successful. We hope to see you at the next Steering Committee Meeting and until then we will keep you abreast of CBSG activities through information packets and other mailings.

Thank you for your continued support of CBSG.

Warm regards,

Onnie Byers
Program Officer



Conservation Breeding Specialist Group

Species Survival Commission
IUCN -- The World Conservation Union

U.S. Seal, CBSG Chairman

CBSG STEERING COMMITTEE MEETING MINUTES 28 September 1995

Present: Andrews, Ashari, Brouwer, Byers, Camacho, Daman, Ellis, Flesness, Garland, Hopkins, Komori, Labuschagne, Mallinson, Matamoros, McCance, Miller, Nimmanheminda, Nogge, Roberts, Schmidt, M. Seal, U. Seal, Sharma, Simmons, Vredenburg, Walker, Westley, Wildt

Introduction of all participants.

Seal: Discussed importance of expanding directions and perspectives among SC members and need to include people that help us expand our vision. Introduced briefing books. Described transition to new technology within CBSG: the office's indexed CD-ROM paperless filing system and the newly-developed CAMP/GCAR/PHVA document disk soon to be available to interested parties.

Byers: Presented activity report to date. (See Section 3, Briefing Book). Asked for input on draft CAMP summary document. Described incorporation of current CAMP information into the REGASP program and its utility for global and regional as well as institutional collection planning. ISIS will update monthly with their distribution. Described progress to date on cooperative GRB agreements.

Seal: Asked for input from SC on the newest draft of the *Global Zoo Directory*. Noted Byers' key involvement in development of GRB cooperative agreements.

Garland/Seal/Flesness: Discussion of incorporation of CAMP recommendations into REGASP. Priorities: captive program or no; level of program; numeric recommendation (need to be examined intensively at species level in terms of PHVA or some other analysis). Noted need for continuous examination of recommendations.

Hopkins: Incorporation of CAMP information has been as open-ended as the processes themselves. Program is used to communicate the CBSG information to the zoo community.

Wildt: Described development thus far of GRB tracking database, obtainment of funding and collaboration with ISIS thus far to develop the database.

Seal: Announced we have reached the majority of the objectives set out in the *Futures Search*. Will hold that workshop in mid-May, facilitated again by Harrie and Frances.

Westley: These types of processes dependent on assembling cross-section of stakeholders with intent of moving the organization forward. CBSG relies on large network of people; asked group to think about convening critical players, who are active core of what makes CBSG work around the world.

Daman: Need key people from universities, key biologists and wildlife representatives as CBSG needs more support from those two areas.

Seal: Human demography also needs to be represented as it will be a key component in the development of more of our processes in the future.

Seal: Described Global Conservation Network, CBSG's 501 (c)3 organization and our separation from the financial umbrella of ISIS.

Ellis: Many things have transpired since the initial 1995 budget was prepared last September. A cash flow crunch in mid-summer prompted a hard re-examination of the budget at the end of the second quarter. We anticipate \$3222,000 in donor contributions and have received 64% of that to date this year. Late last year we asked donors (with the exception of new donors and those contributing at the \$12,500 level) to consider increasing their pledges. This initiative, combined with recruiting of new donors has led to an increase in \$20,000 in donor contributions. We secured a commitment from Exxon for \$20,000 for the newsletter, which was just received. We anticipate \$10,000 in revenue from the annual meeting, based on projections from previous meetings. We have been very busy soliciting workshop contracts and now have raised our projected commitments to ~\$110,000. We continue to re-vamp our projected expenses and looked further into belt-tightening measures.

Our initial salary projections for 1995 included a portion of Onnie's salary in case the grant which paid half her salary in 1993 and 1994 was not funded; we did not receive this funding. The current salaries reflect salaries for 6 full-time staff. We originally had anticipated that we would pay half the fund raisers expenses this year. They instead will bill us in three installments, one-third of the total amount will now be paid out in 1995. Other cost reducing measures we had implemented include the decision not to produce any further newsletters this year apart from the ones currently in production. This is a difficult cutback because we feel that communication is one of our core functions. The end of the year projection is a deficit of \$5,555. I need to emphasize that the deficit will only remain at this level if all of the pledges for contributions are met and all contracts are completed and paid.

Wildt: Fundraising indicated as high priority in *Futures Search*. Ruth Stolk instrumental in connecting Ellis and me with Marilyn Lyons and Associates. Pledges were raised in Cologne to support the initiative because there was no money allocated in the budget to pay for the endeavor.

Roberts: Impression of Marilyn Lyons was that she was extraordinarily competent, understood need for funding as well as driving mission for CBSG. If anyone could raise money for CBSG, she could do it.

Simmons: We now have someone whose business is raising funds and not focused on the other zoo/animal related issues.

Flesness: Very impressed with Marilyn; better shot than anyone at raising this money. Important to underline that deficit this year is based on everything (pledges and contracts) being met. Chance that this effort could fail; important still trying to raise money to keep this process going.

Garland: What are contingencies if the effort fails?

Seal: Staff cuts, short-term loan support. At least 3-4 zoos have provided their contributions early.

Wildt: Some of the pledges made have not been received. As someone close to CBSG I am very aware of close margin. Interested in providing salary to existing Chairman at some point; important to push for this.

Daman: In order to get easier support from outside it is important that we are known. Need to work on improving visibility in press. May have some of staff paid one-third by one zoo, one-third of the salary by another, etc. May be easier for major zoos to carry staff costs than to give money. This is another way of thinking that should be considered.

Seal: Identified by fund raisers that we need to obtain recognition.

Westley/Vredenburg: Some possibility to re-position products; workshops run as tools of conservation but they also offering training (in CAMPs to some extent, and in PHVAs and Facilitator's Training workshops). We are doing high-quality training in wildlife agencies and zoos. Participants come away with personal training in using training; move to Facilitator's Training is also providing management training. When offering these workshops to wildlife agencies etc. underestimating value of what giving organizations by way of training. Re-positioning of products may allow tapping into other budgets (training budgets) in wildlife agencies and governments as well as international trade agencies. There is a shift in agencies to training emphasis, especially for developing world. Proposals generally must be generated within the country. We are prepared to run a couple of Facilitator's Training workshops per year; may consider training a couple of CBSG staff intensively to run workshops by themselves also. At annual meeting going to give presentation describing Facilitator's Workshops, we may consider putting in a comment on the value being underestimated by CBSG, and need to cover overhead costs.

Simmons: My own staff who have attended the workshops are using their skills on everything. Market as a management skill, not as species-related skill.

Seal: Thinking about a base-charge of \$2,000 per person per week.

Sharma: Feel that many people from anti-zoo movement might be considered for invitation to Futures Search workshop.

Ellis: Fund raising update. Marilyn Lyons has almost 30 years of experience in working with non-profits. Her other primary client is 21 Marketing which has a contract to fund and product the events for the 150th birthday celebration for the Smithsonian. She has assembled a dynamic team with one person specializing in foundation support and one specializing in corporate support, with Marilyn's oversight. They are not just going to raise the funds for us; I am spending roughly 30% on my time working on this with them. We are in close contact and I speak with each several times per week. Very impressed with their abilities but need to caution that we're only 3 months into the process. We have made contact with and submitted proposals to numerous foundations and corporations including: Toshiba (for possible computer donations next year); Freeport McMoran; Chevron; Texaco; Abercrombie and Kent; the Delano Foundation; Turner Foundation; Philip Morris; WalMart; Liz Claiborne/Art Ortenburg Foundation and others. They also are working on developing a new fundraising "look" for CBSG/GCN including a logo for the fund raising campaign.

We are committed to managing this process carefully. At this point we are confident that the efforts will pay off. I will be distributing a list of targeted foundations and their board members to see if any of you have contacts on the foundation boards that could be of use to the fund raising effort.

Seal: Asked Miller for update on PHVAs.

Miller: Exciting developments - most notably have had 2 workshops in Mexico and first workshop organized solely with guidance of regional satellites (in India by S. Walker). Recent additions to VORTEX include addition of hermaphroditic breeding systems into model so that it can be applied to a wider variety of species. Eight PHVAs this year with participation in 2 additional workshops through USFWS (providing population biology expertise) but not organized by CBSG. European bison workshop also an exciting development, with participation by numerous European countries. Hopefully will hold a follow-up workshop on disease problem next year. Noted also trying to develop a format for PHVA summary document similar to CAMP document.

Seal: Urgent need for certain kinds of information from European community, with regard to medical problems, which currently is not being met for bison; also need to determine taxonomic status. Evidence currently available does not support separating the two taxa; critical to support molecular genetic studies because of their tremendous implications. May want to form a working group at this meeting to discuss these issues further. Five European population biologists participated in the PHVA.

Daman: New veterinary regulations and rules coming into effect all the time; difficult to have them transferred from one country to the other. In the future have to deal with this issue too. For bison, will be difficult to transfer animals because of a number of diseases.

Seal: Hopefully see reproductive technology contributing to a lot of the solutions especially with gene flow.

Westley: Any use of the work carried out in Jersey with respect to the preliminary modeling exercises?

Miller: Operating in forum in which a lot of concern over whether going to get anything done. Working in 3 languages. Did not use any of the numeric simulations from Jersey at the workshop.

Walker: Would like to mention that gharial PHVA also funded entirely by Indian Ministry of the Environment. Becoming a team effort of the important agencies of India and the Central Zoo Authority. Comment on PHVA summaries; have developed brief summaries of PHVAs that include only the color cover and the executive summary. This format has been very useful for us in India.

Seal: All workshops designed to be self-sustaining as much as possible. Number of people here who have played vital role in development of these workshops, providing funding and logistical support: 1) India (Sharma, S. Walker); 2) Indonesia; 3) Thailand (Usum Nimmanheminda) - CAMPs Storks, Ibises and Spoonbills, CAMP for Wild Cattle, Tiger Captive Breeding Workshop. Also a short meeting of the Asian Wild Cattle SG which had not met in 10 years. New AWCSG Chair from Thailand selected. Thanked Usum and Komori for JAZGA's contribution; 4) PAAZAB (W. Labuschagne) - Wild dog PHVA, Cheetah PHVA in Namibia, Madagascar workshops on Lemurs and Herps, also a need for workshops in Zanzibar (duiker, colobus); 5) Marine issues (B. Andrews) - supported baiji PHVA workshop in China and for Greek population of Mediterranean monk seal PHVA, and tentative commitment for support for marine turtle PHVA in Indonesia; 6) Facilitator's Training Workshop in Jersey (Mallinson); 7) Thailand and Taiwan workshops (L. Simmons); 7) Mexico (A. Camacho); 8) Costa Rica (Y. Matamoros); 9) Minnesota Zoo's support of office and in-kind contribution of staff time (K. Roberts); 10) Europe - European bison workshop and support; 11) Australasia (P. Garland/C. Hopkins) - support of all our processes; 12) F. Westley and H. Vredenburg - Facilitator's training and Futures Search.

Going to be doing PHVA on Orinoco crocodile in Venezuela in November with support from Cleveland Zoo. Indonesian marine turtle PHVA tentatively supported by Sea World. Clouded leopard in Taiwan, supported by Taiwanese next week. Planning for South China tiger underway with recent meeting, the report is being produced in Chinese and English. Chinese also have agreed to working group process with management/handling process; Byers CBSG representative as reproductive biologist.

BREAK

Seal: Showed tiger poster from Exxon and National Fish and Wildlife Foundation. To provide a brief history, we were approached by Dutch stockholder in Exxon systematically exploring possibility of securing participation of Exxon in major tiger conservation program. He visited Minnesota office, attended tiger GASP workshop in Edinburgh; presented information to Exxon and invited Exxon participants to Sumatran tiger PHVA in Indonesia. Chairman of Exxon pursued support of field study in Russia (via Hornocker/Quigley); also wanted to put together a unified program incorporating *in situ* and *ex situ* work. An exploratory meeting was held in Texas to discuss; emerged from that a working relationship to begin supporting programs in individual countries, with Ron Tilson emerging as major coordinator. Exxon has moved to committing resources for a partnership in tiger conservation in the range countries. Invited me to attend meeting in Texas, where we spent an extended amount of time discussing design and direction of a program. Emerged a series of developments, culminating with request that I serve on council that provides independent review of tiger conservation proposals, under the umbrella of the National Fish and Wildlife Foundation in Washington, D.C. Also wanted a group review process to provide independent but highly qualified review of proposals for funding under this program; Exxon has made a commitment of \$1 million per year up to 5 years. Additionally, it involves public fund raising initiative via

articles in their magazine (circulation ~70,000) and solicitation for direct contributions via the magazine and credit card customer mailings. They also have hired a public relations firm in New York to develop brochures and promotional materials.

Council that serves as independent advisory group includes 8 people (Mhd. Khan from Malaysia, Syd Butler from AZA, Lee Simmons from Omaha Zoo, Marshall Jones from USFWS Office of International Affairs, Edward Ahnert who serves as Chairman of the Exxon Education Foundation, Amos Eno from National Fish & Wildlife Foundation, John Seidensticker from the U.S. National Zoo, with U. Seal selected as Chairman for the first year). Has been conflict and challenges and concerns about this effort, in particular there is concern that there is undue emphasis on zoo community and indeed overall. Concerns become more vigorously expressed the more money involved. Official, formal announcement of entire program occurring today at the National Zoo in Washington, D.C.

From point of view of CBSG, my chairmanship is an important recognition of CBSG and its contributions to tiger conservation as well as a testimonial to our credibility in the conservation community. I will be involved with them as chair for next year; significant amount of funding already committed to R. Tilson at MN Zoo, related to developing captive management programs in local zoos in the range countries. In Indonesia this has already included a PHVA, captive management program workshop, systematic training programs, establishment of a GRB site, molecular genetic work, disease analyses, surveys, and a whole series of emerging activities. One need prevalent throughout all of the range countries are tools for systematic monitoring of dynamics of tiger populations. Methods for assessing tiger status to date have typically been highly controversial.

This presents CBSG with challenge. We are continuing to be stereotyped with respect to the kinds of roles the captive breeding community can play in conservation. I passed out a commentary that recently came out of the WCMC that was not complimentary to the role that zoos play in conservation. Nate and Christine will lead a working group and prepare a draft paper for eventual publication in a journal like *Bioscience* that will provide single source information for people who hold views that are outdated concerning roles and capabilities of captive community. We are keenly sensitive as to how to continue to develop public awareness of zoo and captive breeding community activities.

This raises another issue - the notion of turf and the notion that somehow a species, program, or problem is owned by any one person or organization. There will be groups that see a particular species or its problems as their property. In case of tiger this has had a profound effect on philosophy that has been expressed; have been told we are treading on someone else's turf. Incredibly shortsighted; need to be complimentary and synergistic. Have come to realization that sometimes we have to respond to some of these issues. I am not copying SC on all correspondence. I do consult with a small group of people before send out commentaries. A number of these commentaries are in the SC book - those that do not tread into personal conflicts. Do not want to engage in personal conflicts but prefer to deal with them as problem areas to be addressed. Want advice of SC with respect to best way to proceed.

Daman: Is the opposition from the side of the SSC, wildlife community or academic community?

Seal: Comments, opposition, challenges that give the greatest personal distress come from within the SSC. Fortunate that CBSG's offices have a strong trust relationship. Thought we had worked to maintain that trust with the SSC, and we have good working relationships with most of the SSC groups. The challenges in university community we can take as philosophical or scientific and we respond on the level that is appropriate. We are getting 1-3 offers per seminar presented from academics ready, willing, and able to work with CBSG.

Mallinson: Impressed with Exxon's commitment; wonder why chairman of Cat SG not on the list of council members?

Seal: First, Cat SG is involved, Seidensticker, Tilson, Khan are members and involved. Chairman of Cat SG has

chosen to take strong position of strong advocacy; some involving direct challenges to Exxon with statements difficult to support scientifically. Faced with difficulty within SSC that they are dependent on commitment of Chairpersons; most have a tremendous self-involvement. This depth of involvement on occasion has been difficult for chairs to deal with because CBSG steps into areas that they may see as their own. Try to recognize these human characteristics and try to overcome it. Not going to stop activities because SSC SG Chairs not happy or feel we're stepping on their turf. Going to hear more on tiger issue inevitably. Decision was made not to include Cat SG Chair on the council because of some of these issues. It is going to be important to determine how to gain recognition of fact that members of SG who participate are representing the SG. Many chairs take position that if they not personally involved then the group does not participate.

Daman: Members of IUCN can play role by influencing policy at regional meetings. Can see that play positive role; that all SSC groups work together.

Seal: Need to try to reduce conflict, but CBSG is probably the most communicative of all the SGs. There are issues about not having involved deeply enough some of the groups and gone the way they wanted to go with respect to particular issues. Couple of instances where we have been seriously sabotaged; I try not to be sabotaged twice. Good relationships with Marine Turtle, Cervid, Primate, Crocodylian and many other SGs. Want to be certain that we reduce and minimize conflict; but I will assert that reducing conflict is not going to take precedent over relationships with the wildlife agencies in the countries in which we are working and/or their invitations to carry out workshops.

Ellis: Often build in expenses for members of other Specialist Groups in our workshop proposals; this has not been reciprocated to date.

Flesness: CBSG would never go to press and say that another SG should not receive funding. The Cat SG has done so in *Business Week* with respect to CBSG's involvement with the Exxon project.

Andrews: CBSG has good working relationships with other groups. If huge funding available, these relationships may be affected. It's been my experience philosophically and personally, people say that these are "my" animals. It's a big sandbox and everybody has to play in it. Don't leave it; stay there until you figure it out.

Seal: Appreciate metaphor. Want SC's input on all this.

Seal: Move to giant pandas. In discussions with Chinese over the years, many topics have been discussed. Ministry of Construction and Ministry of Forestry requested discussion of working relationship of CAZA with CBSG; spent 4 hours in discussion in Hong Kong. They are very interested and feel that they are developing their programs. The Chinese zoo organization is beginning to function and they want to participate as collaborators and peers in conservation programs internationally. Base for discussion began at Baiji workshop, VORTEX now being taught in universities, etc. The Chinese came to table in Hong Kong wanting to discuss relationship with CBSG and in particular a program with CBSG on giant panda. Asked if CBSG interested and Chairman said no. Chinese all broke out laughing and said Seal was first westerner not wanting to work with them on pandas.

Several dozen species in China are in need of work, the South China tiger among them. Have turned them down 5 times before Hong Kong. Agreed on workshop for captive management program on South China tiger, with provision that Chinese pay all in-country expenses for the workshop for all CBSG participants and workshop participants, and they did so. They brought to table people from 18 of the 19 zoos that have ever held South China tigers in China; most could understand English and all brought data from their zoos to be entered into SPARKS. Increased size of studbook with this data by three-fold.

Some skepticism on part of Chinese with respect to process; gave us projections for outcome of workshop before the workshop (which was construction of \$1 million breeding center). Agreed to discuss during workshop but we indicated that the outcome was not determined before the workshop. Calculations of resources at the workshop

indicated that the existing facilities were adequate to handle all the needs indicated by the program. Final report includes recommendation not to build the breeding center. Will be followed by 3-week workshop/working group session.

In Cologne, Chinese indicated that they were so pleased with outcome from South China tiger workshop want to apply same process to pandas to develop captive management program. Seal reluctantly agreed with specific conditions, including workshop not to include anyone currently negotiating to obtain pandas and with no participants from outside China except for facilitators. Must also involve Ministry of Forestry and the Ministry of Construction and not be linked to international workshop. Will discuss further here in Dublin and also at the SEAZA meeting and at the CAZA meeting later in the year.

AZA currently negotiating for pandas and there are independent negotiations by other institutions. Chinese have revoked permits that these organizations thought they had obtained. Most recent discussions with Director of Atlanta Zoo, Chinese indicated pleased with direction the planning process is going. Out of that has come the question of the American zoo community exploring re-negotiation of permits. Will see some of these people at the WZO meetings; I have been asked by these organizations to facilitate meeting between these organizations and the Chinese. Will undertake only if the Chinese request it also. Any successful program for the giant panda will have to be Chinese-organized, managed, and owned.

This may be mine-field, but if we determine a set of conditions that meet the same criteria that we set out for the tigers then we have to be willing to tackle the controversy.

Sharma: Word "captive" still a problem in India with respect to breeding of tigers, use of resources, etc.

Seal: Believe that group is being extremely unfair; captive programs based on animals already held. Continuous surplus that the wildlife agency has to manage. Approach of Cat SG has been one that moves attention away from the central problem by setting up an artificial scapegoat. That is why I wrote the letter to Mr. Dey. We may have to respond to these as being dramatically unfair and inappropriate.

LUNCH

Seal: Want to note for all of you that we are negotiating a contract with the National Marine Fisheries Service (NMFS) to carry out a series of workshops on Sacramento River salmon for approximately \$200,000 for next year. Time and commitment for this effort tremendous; will build in the development of tools and processes to incorporate human demography further into workshops. Difficult project, and it is one that cannot be solved; will be a continuing work process to accommodate the interests and needs of the interested stakeholders and users. In talking with people, very clear that have not carried out any thinking with regard to stochasticity nor have they projected patterns of increasing usage of water by humans in that area. Want to tell you about it so that if it does happen, you are aware it will take up at least 50% of Miller's time next year and a good portion of my time. Human demography, hydrology, fisheries representatives all will be involved, as will Westley and Vredenburg. Many interests will need to be represented to work with the problem. Unusual project, not obviously related to zoo constituency.

Daman: Goal of project?

Seal: To prevent extinction of wild salmon in that river.

Flesness: Also a need to support a \$70 million fishery effort sustainably.

Seal: The salmon are a fairly distinct population genetically and in many other ways. Salmon fisheries on west coast are a major source of conflict, e.g., tribal rights and many other issues involved. Possibility that CBSG processes may be a way to approach these problems on a continuing basis. Want to reflect to you in context of

money, I feel we have to be careful with CBSG and the kinds of projects we undertake and not be trapped into taking projects just because they represent a lot of money. Don't want to become just another group of consultants that eventually would not represent your interests. We will develop tools in conjunction with the project. Do not want CBSG to become a fisheries organization, a training organization, or whatever. Want to remain relevant to this broader community. Believe that for the long term, the zoos of the world are the only social institutions on this planet with the continuity to provide the kinds of conservation work that needs to be done. Unique capabilities and staff expertise (in this community) is present that is not available in any wildlife agency, university or institution. Debate over role of captive vs. field community is specious. Secondly, if read books such as Lester Brown's *Who Will Feed China?* we see that all densely-populated countries eventually are using crop lands for other functions and eventually are unable to feed their populations. Impacts in China are overwhelming; in general as it has industrialized croplands (decreased by 50% or more) and this leads to inability to maintain themselves at level they had before. Wheat, for example, being used more to make beer than it is being utilized for food.

Pressures on wildlife resources cannot help but to increase in intensity with decreased habitat. There is tremendous pressure to remove habitat and convert to cropland. Impacts on land and its use will continue to grow; wildlife habitat and resources available for wildlife will continue to decline with a projected loss of >50% over the next 35 years. GRB will become increasingly more important. Sole group, across the planet, that has the ability to organize this kind of expertise is the captive breeding institutions in the world. Need to stand up strongly for what we're doing.

Daman: That is the story we tell for the justification of the work we do. I can only support the thought process that you have just shared. Have to be careful that it is not misinterpreted that we work for industry.

Flesness: One of the reasons fisheries people have approached CBSG is that there has been a recent worldwide review of fisheries management, which has failed. Don't have a process for problem solving or a way to deal with conflicting parties. Those two things are what has been missing from management of fisheries worldwide. Not a small thing; process has put CBSG way ahead. Economic impact damaged by lack of these two things by fisheries. Other modeling tools are available, certainly, but this group ahead of fisheries in terms of animal management.

Seal: Important for me to discuss these things with you in order to keep my focus. Have been distracted by importance of training; don't want to become CEO of training organization. Not why I'm here. Possibly could be a spin-off or a product shed by CBSG in the future.

Have discussed the need over the past years for CBSG meetings that could involve a larger constituency. Firmly believe that joint meetings with WZO have been instrumental to our development. Want to discuss additional meetings like this, while continuing the WZO connection, that could be held to allow for broader participation. Khun Usum has made offer to host an additional annual meeting in Thailand. Ask him to speak to it.

Nimmanheminda: We propose that it would be a good idea to have CBSG meeting in Thailand next year. CBSG has helped us to make a masterplan for our zoos and has held workshops there this year. Next year will be king's coronation/anniversary and some of the zoos will be open. We would invite CBSG to have a meeting in Korat (XX); many good hotels and a good meeting facility available to us. We have come along way and hope to host a CBSG meeting to celebrate our collaboration.

Seal: Unless objections, we will organize and target people in that region to participate. Have friends in all of the countries in that region. Remind all of you that our meetings now are largely attended by zoo directors, this kind of meeting will have great impact in Asia as well.

Garland: Still an issue with zoo people is the cost of getting to the international zoo meetings. Tend to filter down so that attendance is only by people with strong funding bases. I applaud the effort to get to other areas

where costs could be reduced.

Ellis: Also need to take advantage of alternative sites even if IUDZG-WZO is in a big city; could utilize facilities such as universities or camp facilities. This would help keep lodging costs down, at the very least.

Seal: Don't want meetings to be exclusionary; want to include directors and other players so that larger numbers can be accommodated.

Ashari: We will hold SEAZA meeting next year in Molucca in Malaysia. Suggest that meeting in Thailand may not be too close in time.

Roberts: Curious if when start doing regional meetings, will you try to tailor content? If did regional meetings still also do annual meeting?

Seal: Yes, tailor and also continue to hold annual meeting.

Nogge: Still hold meeting with WZO and also a general meeting then?

Seal: Yes.

Camacho: How many?

Seal: At least one. Will depend on the experiment next year; also interested in trying an experiment in Latin America. For Latin America need to sort out location, cost factor, etc.

Ashari: We have to watch that we do not pre-empt the SEAZA meeting afterwards.

Seal: I feel a strong personal commitment to Thailand.

Sharma: One meeting should be kept far away from where the annual meeting is. Plan regional meetings in regions where annual meeting not taking place. Message goes to all members. Can link with one of the regional association meetings, perhaps. Thailand commitment is okay. Need to increase global participation.

Seal: We can explore that.

Daman: Will discuss in the WZO a projected meeting schedule that we gather from all the regional associations; we can use that to schedule CBSG meeting as well.

Flesness: Useful to assemble a listing of the regional meetings; our experience has been that there has been little response to our efforts to do so thus far.

Seal: I would like to discuss one more workshop we're planning: next fall we have organized a workshop with veterinarians for risk assessment for putting animals into the wild, whether reintroduction, translocation, confiscated animals, etc. Veterinarians have been faced with demand that they guarantee a zero-risk process which makes reintroductions basically impossible. Have worked through an agreement to hold a workshop before the AAZV meeting in Guadalajara next year. This will be a three-day workshop, with 3 parts: 1) how to assess and make decisions on the amount of acceptable risk with respect to disease; 2) evaluating risk with regards to undertaking a reintroduction program with regards to its probable success; 3) need for the release program in terms of the population status in the wild. Many programs for return of confiscated animals consists of simply finding a place where the animals exist and then dumping the animals there. Setting aside disease, many populations gain nothing from the return of these animals. For example, there is no merit in returning captive orangutans to wild populations, as demonstrated in the Orangutan PHVA.

Need to develop these tools further to allow an integrated approach to these problems. The above three pieces have been recognized as needs but not a part of an integrated program anywhere on the planet. The question of confiscated animals rises consistently in PHVA workshops; local zoos often seen as being responsible for their disposition. Confiscated animals policy is in existence for IUCN but not particularly workable. There is not a set of systematic tools that can be applied to solve this set of problems. Want to bring in modelers to help us design these decision-making tools. Got a good start on this at the Disease workshop in Oakland; need for tools recognized there. Pressures so great for CBSG to respond that we have started that process in organizing that workshop next fall. CBSG can provide an important service by catalyzing the development of these tools. Will need about \$15,000 to cover our expenses; if any SC members interested in contributing or having their staff participate please let me know.

Sharma: In most parts of the world, the directors of the zoos are the most affected by having to make these decisions. Difficult to win. Policy-makers also need to be educated with respect to these issues.

Seal: I agree.

Need to discuss the Zoos in Distress issues, contained in Section 7 of the Briefing Book. I was not aware of the efforts of WZO, EAZA, PAZAAB, etc. when I initially corresponded on this.

Labuschagne: Clear that this is a major problem. Africa not to be excluded. Can't say whether this is a role for CBSG or for WZO. There are many zoos in distress and there is great need for training. Not only relates to financial constraints but also related to proper training programs. Believe that any organization that can put forward proposals to deal with this problem should be considered; anyone who can contribute to solving this problem should be encouraged to do so.

Roberts: Interested in ways to support zoos in distress other than financially. Need to look at what else we could provide besides cash. Training may be just one possibility.

Seal: We receive at least once a month from IUCN requests of this sort; we have never responded to them effectively. We have not developed a mechanism for response from the zoo community; needs to be developed so that these problems can be addressed, for us especially in terms of IUCN.

Labuschagne: Luanda Zoo issue came from an emotional basis. Zoo now closed down. Judging from material it may have been a better zoo than many around the world. Now has evolved into a political issue; National Zoo is trying to help with in situ efforts, especially with Giant Sable. Officials want to know when animals are coming back to zoo.

Daman: Answer needs to come from WZO, and be one that is responsive to the particular situation.

Seal: Need to have something to take back to IUCN so that they know there is a process in place.

Nogge: At least WZO should get notice about it from IUCN, since they are members of IUCN.

Seal: Identify in a letter to IUCN that WZO has a mechanism in place. In cases where CBSG may have a role, then WZO can turn to us.

Nogge: Whenever the WZO gets any complaints, then we react, answering the questions and if we see a problem we try to help on a case-by-case basis. A few years ago for example we had a program to help the zoos in war-torn Yugoslavia.

Labuschagne: Need to make distinction between zoo in distress and just badly-managed zoo. One zoo in Mozambique received very bad press, and we have been involved in training programs there to try to improve

management. The zoo that is badly managed should close down.

Seal: I would like to discuss Satellite CBSG offices: Sally has prepared materials for a working group at this meeting. This is all in a developmental, experimental phase. These networks will include people sharing a common interest but the networking not being accomplished by other mechanisms available in country.

Walker: Only a few people interested in starting satellites, if others interested in contributing to discussions, all are welcome. No two satellites will be alike.

Camacho: Our satellite has logos under development, which I will pass around. We already have had a meeting, with participation by Mexican wildlife authorities, NGOs and universities and they are very interested. Since we had the three workshops clear that most important role is to host workshops but also to implement the recommendations of the workshops and ensure follow-through. Also working on a newsletter, hopefully will have first issue out next month which will include a little of CBSG's history, what it is, etc. We do need to have an office; one person staff right now.

Seal: Already working on a cactus CAMP for next year.

Camacho: Also interested in Volcano rabbit, tapir, and marine mammals.

Matamoros: In Costa Rica, the Board of Directors of the Zoo's foundation approved the operation of a satellite office in the zoo. We are in the process of starting up the group.

Daman: In those regions where no species programs, certainly these offices will play a major role. The EEP office, for example, plays the role of implementing the recommendations. I wonder, for Europe, for example, if there is interest in having a specific satellite operation for CBSG.

Camacho: Role of EEP and CBSG different.

Nogge: Real problem is that there are no people in Europe that want to develop a CBSG Europe.

Walker: Part of role of satellite can be to give CBSG a profile and let people know importance of captive breeding and the kinds of management that can be done. In Europe if had one or two people it could be used to promote CBSG.

Ellis: It's important to note that the captive recommendations and components are only a part of the outcome of all of our workshop processes. Important not to focus so much on the captive side when the recommendations and strategies coming out of the workshops for the most part focus on *in situ* research and management activities.

Garland: Establishing a local CBSG presence important; have tried hard to establish regional CBSG meetings. When set time aside for CBSG in regional meetings, usually find that's the day for the zoo visit and get a very small group. Maybe we can revisit on basis of being a CBSG information dissemination point.

M. Seal: Not quite time for CBSG to be that closely associated with zoo associations. Should be separate from zoos and work with them as closely as we have.

Hopkins: If I was going to have subtitle under ARAZPA, the subtitle would be WZO.

Matamoros: In Mesoamerica, people don't have many opportunities to see these new ideas. I think it is important to provide the information to them. Not only people who work in zoos but people in other organizations.

Sharma: CBSG and regional zoo associations are two different roads. If they become the same then it will not

function as separate entities.

Ashari: In Southeast Asia, we want CBSG's participation in our annual conference and we appreciate greatly those contributions.

Seal: Just as important to change name to Conservation from Captive, also important to acknowledge that our only significant support is from the captive community. Valuable for the zoo organizations to see CBSG as an extension of their conservation activities.

Walker: CBSG describes itself as a catalyst and coordinator. If CBSG India were not separate it could not catalyze and have the objectivity that it does.

Seal: General Ashari has distributed a draft resolution that we need to discuss.

Ashari: Want to be sure on the preparation for the SEAZA conference. Want a guarantee from the WZO also that they will be represented. I have distributed the draft resolution. Began in Singapore in 1991 when we adopted a joint resolution in preparation of the Rio Earth Summit; this was followed by another resolution in Vancouver (save the wildlife decade resolution); in Sao Paulo we had another joint resolution as a follow up. After Brazil, we put forth a resolution to urge the signatory parties to ratify the convention because without ratification they cannot start the conference of the parties. In November 1994 the Conference of the Parties was held in the Bahamas and there they decided to have the second COP in Djarkta. Think it would do no harm and possibly be good if at these joint meetings we adopted a joint resolution for the adoption of the Convention on Biodiversity. We have a strong commitment with the WZCS document to try to prevent the disappearance of the world's biodiversity. Would like to introduce this resolution in the plenary session of the CBSG.

Seal: Will put before the general session tomorrow and ask for comments and then put it to a vote on the second or third day.

Daman: Have to use full titles of organizations.

Labuschagne: Was Sao Paulo resolution sent out?

Ashari: All participants in Sao Paulo should have urged respective governments to ratify the Convention. Once it has been adopted then all the participants have that responsibility.

Seal: We have not tracked it but we will submit to the SSC for further consideration and promotion within IUCN.

McCance: Jeff McNeely in the IUCN Biodiversity program has been the most involved. MOU in Ecuador to help that country meet its obligations under the Convention.

Daman: Agenda 21 still the big issue; countries need to look after their adherence and participation.

Meeting adjourned approximately 4:15 p.m.

1995 ANNUAL MEETING OF THE
CONSERVATION BREEDING SPECIALIST GROUP
Dublin, Ireland - September 28/October 1, 1995
LIST OF DELEGATES

NAME	INST	CITY
** AUSTRALIA		
Hopkins Christine	Australasian Species	Mosman
Johnson Kevin	Australasian Species Mgmt Program	Mosman
Larcombe Chris	Zoological Board of Victoria	Parkville
** BELGIUM		
Daman Frederic	Royal Zoological Soc of Antwerp	Antwerp
** CANADA		
Blankstein Gordon	Mountain View Farms	Langeev
** CHANNEL ISLANDS		
Mallinson Jeremy	Jersey Wildlife Preservation Trust	Jersey
** CHINA		
Feng Youqian	Beijing Zoo	Beijing
He Guangxin	Chengdu Zoo	Chengdu
Liu Shanghua	Chinese Assoc of Zoological Gardens	Beijing
Lu Baoquan	Tianjin Zoo	Tianjin
Shi Zinquan	Shanghai Zoo	Shanghai
Tong Fusheng	Guangzhou Zoo	Guangzhou
Yao Minda	Chongqing Zoological Gardens	Chongqing
Zhao Qingguo	Chinese Assoc of Zoological Gardens	Beijing
** CZECH REPUBLIC		
Tomasova Kristina	Zoological Garden	Dvur Kralove
** DENMARK		
Hjordt-Carlsen Frands	Copenhagen Zoo	Frederiksberg
Holst Bengt	Copenhagen Zoo	Frederiksberg
** ENGLAND		
Assink Han	World Pheasant Association	Shepperton
Barratt Elizabeth	Inst of Zoology	London
Bemment Neil	Paignton Zoo	Devon
Bircher Peter	Marwell Zoological Park	Winchester
Boardman Suzanne	Wildlife Information Network	Camden Town
Bolton Duncan	Bristol Zoo	Briston
Burlingham-Johnson Ajay	London Zoo	London
Carroll Brian	Bristol Zoo	Bristol
Christie Sarah	London Zoo	London

1995 ANNUAL MEETING OF THE
CONSERVATION BREEDING SPECIALIST GROUP
Dublin, Ireland - September 28/October 1, 1995
LIST OF DELEGATES

NAME	INST	CITY
Dixon Alexandra	Zoological Society of London	London
Gipps Jonathan	London Zoo	London
Greenwood Andrew	Intl Zoo Veterinary Group	Keighley
Lees Caroline	British Zoo Federation	London
Mace Georgina	Inst of Zoology	London
Olney Peter	Federation of Zoos	London
Pearce-Kelly Paul	Zoological Soc of London	London
Poole Trevor	Intl Academy of Animal Welfare Sci	Hertfordshire
Reid Gordon	North of England Zoological Society	Cheshire
Robbins Gary	World Pheasant Association	Shepperton
Stevens Peter	Paignton Zoo	Devon
Tonge Simon	Zoological Soc of London	London
Waters Sian	Bristol Zoo Gardens	Bristol
** FINLAND		
Blomquist Leif	Nordic Art & Helsinki Zoo	Helsinki
Turunen Seppo	Helsinki Zoo	Helsinki
** FRANCE		
Berthier Jean-Luc	Menagerie du Jardin des Plantes	Paris
** GERMANY		
Adler H Jorg	Allwetterzoo Münster	Münster
Grummt Wolfgang	Tierpark Berlin-Friedrichsfelde	Berlin
Müller Peter	Zoologischer Garten Leipsig	Leipzig
Nogge Gunther	Cologne Zoo	Köln
Schmidt Christian	Frankfurt Zoo	Frankfurt
Zimmerman Waltraut	Cologne Zoo	Cologne
** INDIA		
Bahuguna Naseem	Padmaja Naidu Himalayan Zoo	West Bengal
Dutta Sushil	Utkal Univ	Bhubaneswar
Patnaik Saroj Kumar	Species Coordinator, Bengal Tiger	Bhubaneswar
Sharma S C	Central Zoo Authority	New Delhi
Walker Sally	Zoo Ootreach Org	Coimbatore
** INDONESIA		
Ashari Danudirdjo	President of SEAZA	Jakarta
** IRELAND		
Guthrie Andrew	Dept of Agriculture	Dublin 2

1995 ANNUAL MEETING OF THE
CONSERVATION BREEDING SPECIALIST GROUP
Dublin, Ireland - September 28/October 1, 1995
LIST OF DELEGATES

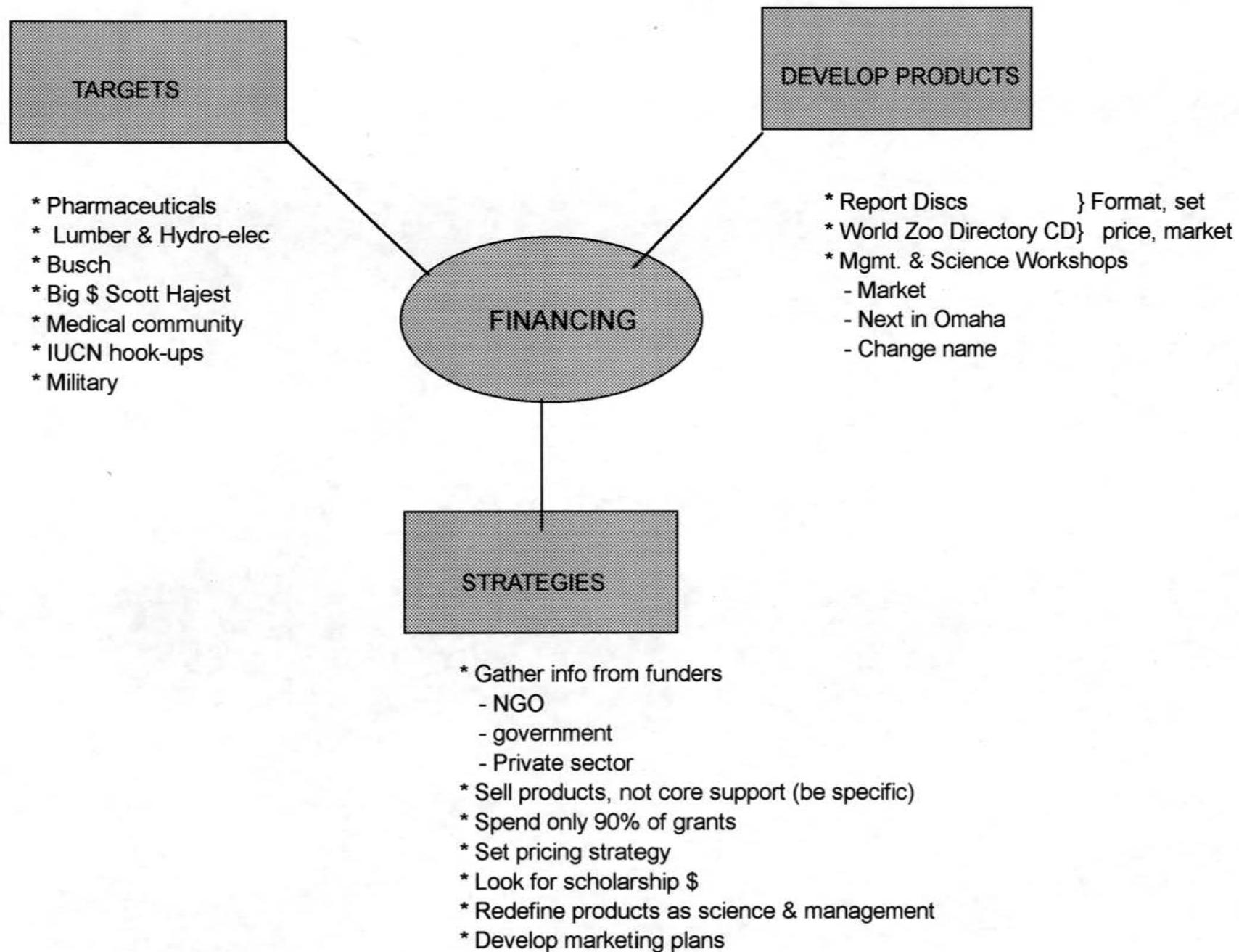
NAME	INST	CITY
McKeown Sean	Fota Wildlife Park	Cork
Willis Ronald	Zoological Society of Ireland	Dublin 8
Wilson Peter	Dublin Zoo	Dublin 8
** ITALY		
Diverio Silvana	Physiology Institute	Perugia
** JAPAN		
Hori Hiroshi	Yokohama City	Tokyo
Ito Katsumi	Yokohama New Municipal Zoo	Yokohama
Komori Atsushi	Japanese Assoc of Zoological	Taito-ku
Miyake Takashi	Shizuoka Municipal	Shizuoka-shi
Nakayama Tsunesuke	Tama Zoological Park	Tokyo
Ohsaka Yutaka	Nogeyama Zoological Gardens	Yokohama
Takaki Yoshihiko	Saitama Children's Zoo	Higashimatuyama
** MALAYSIA		
Abdul Malik Idris	Malaysian Zoological Society	Ampang
** MEXICO		
Camacho Amy Louise		Puebla
** NEW ZEALAND		
Garland Paul	Orana Park Wildlife Trust	Christchurch
** PAPUA NEW GUINEA		
Clark Peter	The Rainforest Habitat	Unitech
** POLAND		
Smielowski Jan	Agri Univ of Poznan	Poznan
Tyrala Pawel	Kampinoski National Park	Izabelin
** SAUDI ARABIA		
Al-Saihati Abdul-Wahed	Saihati Camel Farm	Saihat
** SAUDIA ARABIA		
Kichenside Terence	King Khalid Wildlife Res Ctr	Riyadh
** SCOTLAND		
Stevenson Miranda	Royal Zoological Soc of Scotland	Edinburgh
Wheater Roger	Royal Zoological Soc of Scotland	Edinburgh

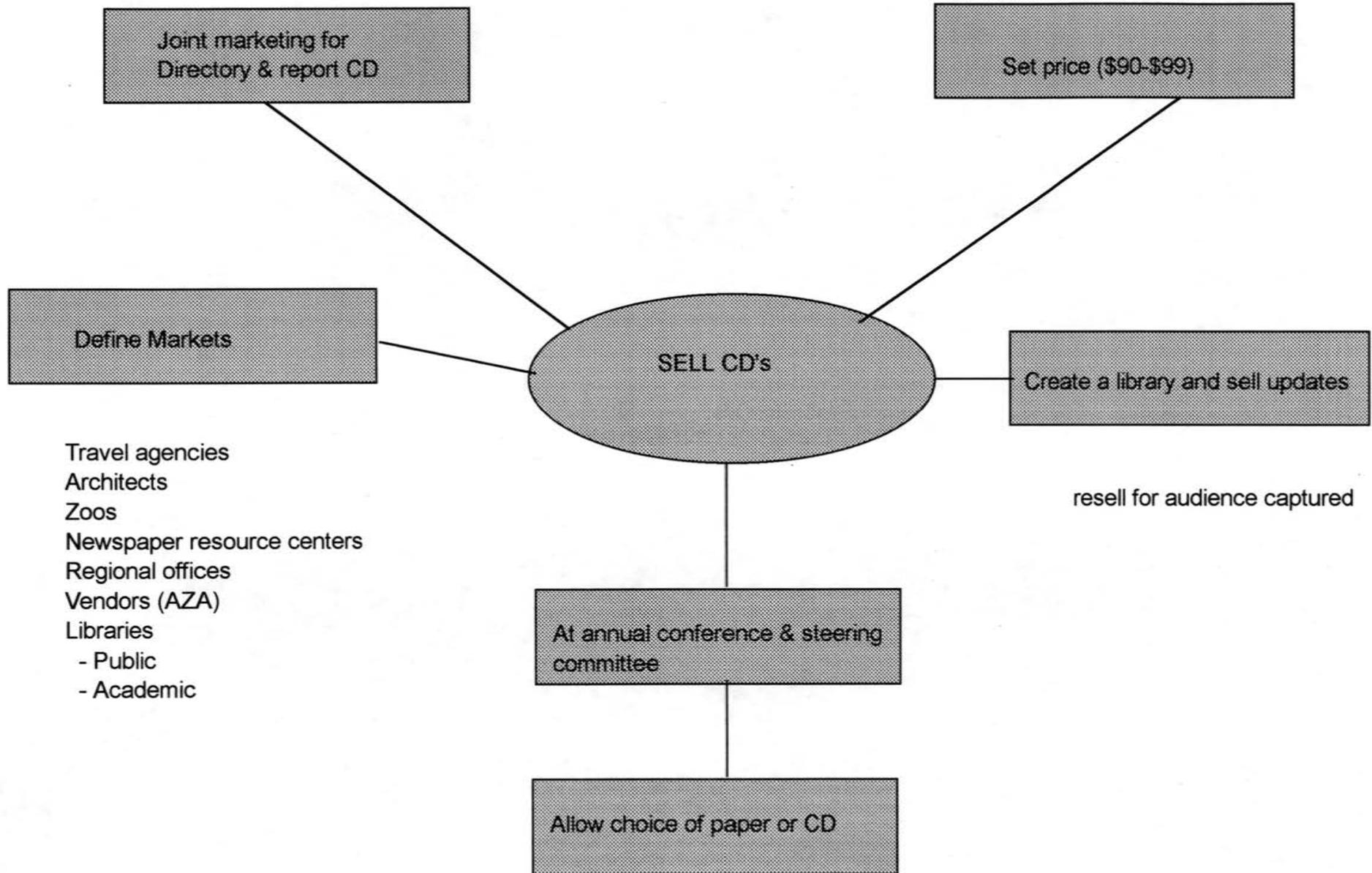
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CONSERVATION BREEDING SPECIALIST GROUP
Dublin, Ireland - September 28/October 1, 1995
LIST OF DELEGATES

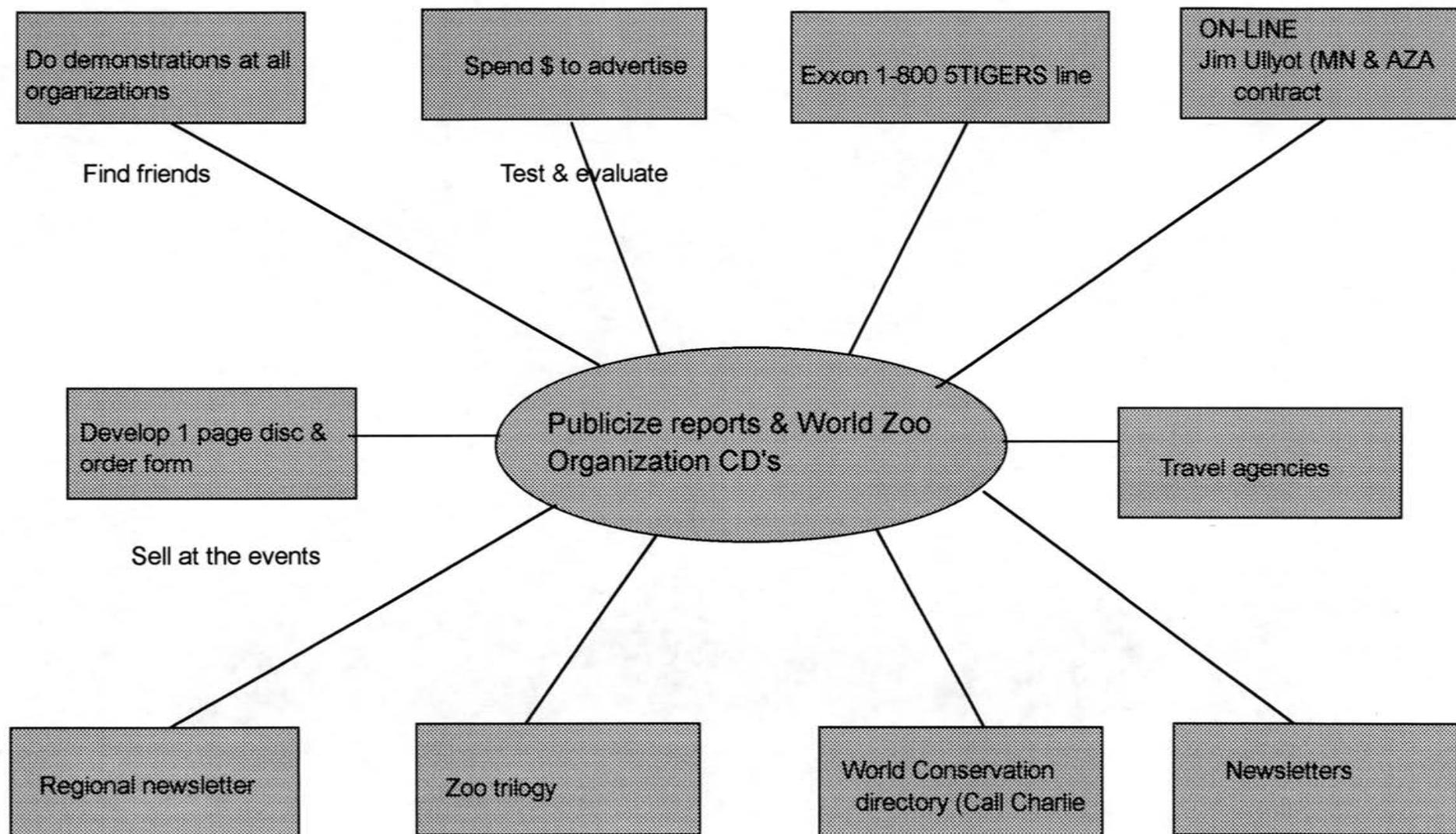
NAME	INST	CITY
** SOUTH AFRICA		
Bartels Paul	Wildlife Breeding Research Ctr	Groenkloof
De Villiers Marienne	Univ of Pretoria	Pretoria
Labuschagne Willie	Nat Zoological Grds	Pretoria
** SWEDEN		
Ebenhard Torbjörn	Swedish Museum of Natural History	Stockholm
Laikre Linda	Div of Population Genetics	Stockholm
** SWITZERLAND		
Rübel Alex	Zoo Zürich	Zürich
** THE NETHERLANDS		
Browner Koen	EEP/EAZA Executive Office	Amsterdam
Glatston Angela	Rotterdam Zoo	Rotterdam
Louwman Jan	Wassenaar Wildlife Breeding Ctr	Wassenaar
Princée Frank	EEP/EAZA Executive Office	Amsterdam
de Jong Fred	Van Hall Instituut	Groningen
** USA		
Andrews Brad	Sea World Inc	Orlando
Baker Dayton	Nat Aviary in Pittsburgh Inc.	Pittsburgh
Borin Gerald	The Columbus Zoo	Powell
Burks Kyle	Zoo Atlanta	Atlanta
Byers Onnie	CBSG	Apple Valley
Dolan James	Zoological Soc of San Diego	San Diego
Ellis Susie	CBSG	Apple Valley
Flesness Nate	ISIS	Apple Valley
Giezendanner Toni	Zoological Soc of San Diego	San Diego
Haagenson Roger	Lubee Foundation Inc	Fort Lauderdale
Hastings Kim	ISIS	Apple Valley
Hoessle Charles	St Louis Zoo	St Louis
Hutchins Michael	American Zoo & Aquarium Assoc	Bettesda
Killmar Lawrence	Zoological Soc of San Diego	San Diego
Klemm Robert	Sunset Zoological Park	Manhattan
Kramer Lynn	Columbus Zoo	Powell
Maple Terry	Zoo Atlanta	Atlanta
McCance Elizabeth	SSC	Brookfield
Miller Philip	CBSG	Apple Valley
Myers Douglas	Zoological Soc of San Diego	San Diego
O'Brien Stephen	National Cancer Inst	Frederick

1995 ANNUAL MEETING OF THE
CONSERVATION BREEDING SPECIALIST GROUP
Dublin, Ireland - September 28/October 1, 1995
LIST OF DELEGATES

NAME	INST	CITY
Olson Donald	Houston Zoological Gardens	Houston
Perkins Lori	Zoo Atlanta	Atlanta
Plasse Rochelle	Houston Zoological Gardens	Houston
Plotka Edward	Marshfield Medical Res Foundation	Marshfield
Roberts Kathryn	Minnesota Zoological Gardens	Apple Valley
Ryder Oliver	Zoological Soc of San Diego	San Diego
Sausman Karen	The Living Desert	Palm Desert
Scobie Paul	ISIS	Apple Valley
Seal Marialice	CBSG	Apple Valley
Seal Ulysses	CBSG	Apple Valley
Simmons Lee	Omaha's Henry Doorly Zoo	Omaha
Wildt David	Conservation & Research Ctr	Front Royal
Wortman John	Denver Zoological Gardens	Denver
Wylie Stephen	Oklahoma City Zoological Pk	Oklahoma City







CBSG
WZO
Vets
ISIS
Librarians
Etc.



Conservation Breeding Specialist Group

Species Survival Commission
IUCN -- The World Conservation Union

U.S. Seal, CBSG Chairman

Date: 14 June 1995

To: GCN Board of Directors

From: Susie Ellis

Re: Minutes of Action

Attached please find revised GCN Minutes of Action which supercede the ones that you already have in your files. Please replace with these Minutes.

Thanks.

Best regards,

Susie Ellis
Senior Program Officer

Reply to Virginia office: 138 Strasburg Reservoir Rd., Strasburg, VA 22657
Tel/fax 1-703-465-9589 E-mail 76105.111@compuserve.com
12101 Johnny Cake Ridge Road, Apple Valley, MN 55124-8151, USA
tel: 1-612-431-9325 fax: 1-612-432-2757 e-mail: cbsg@epx.cis.umn.edu

MINUTES OF ACTION OF
BOARD OF DIRECTORS
GLOBAL CONSERVATION NETWORK

The undersigned, being all of the members of the Board of Directors of the Global Captive Conservation Network, a Minnesota non-profit corporation, acting together as the Board of Directors pursuant to the provisions of Minnesota Statutes, Section 317A.239 do hereby consent to the adoption of and do hereby adopt the following resolutions, as of May 10, 1995:

Approval of Minutes

RESOLVED, that the attached minutes from the following meetings be approved:

September 16, 1991 Minutes of Action
May 19, 1994 Board of Directors Meeting, Cologne, Germany
September 17, 1994 Board of Directors Meeting, Atlanta, Georgia, USA
September 17, 1994 Minutes of Action

Election of Directors

RESOLVED, that William G. Conway, Nathan R. Flesness, James R. Jackson, John M. Knowles, Doug G. Myers, Robert W. Reece, Kathryn R. Roberts, Ulysses S. Seal, Lee S. Simmons, and David E. Wildt are hereby elected as directors, to serve until the next annual meeting of the Board of Directors of the corporation.

Election of Officers

RESOLVED, that the following persons are hereby elected to the offices set forth opposite their respective names, to serve until the next annual meeting of the Board of Directors of the corporation or until their successors have been duly elected and qualified:

Ulysses S. Seal - Chairman, President and Chief Executive Officer
Nathan R. Flesness - Secretary
Kathryn R. Roberts - Treasurer

Designation of Committees

RESOLVED, that Ulysses S. Seal, Nathan R. Flesness, and Kathryn R. Roberts are hereby elected to the Executive Committee of this corporation, which shall have and exercise the authority of the Board in the management of the business of the corporation between meetings of the Board; provided, that the Executive Committee shall at all times be subject to the control and direction of the Board and shall report its actions to the Board of Directors at the next Board meeting.

FURTHER RESOLVED, that Kathryn R. Roberts, James R. Jackson, and John M. Knowles are hereby elected as members of the Nominating Committee, which shall nominate candidates for director and officer positions whose term shall expire at the next annual Board meeting, in accord with the nomination procedures contained in the Bylaws.

Appointment of Accountants

RESOLVED, that the corporation appoints the firm of Carpenter, Evert and Associates, Ltd. as its accountants.

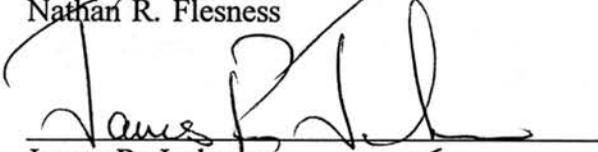
Treasurer's Report

The attached audit of the corporations books for the 1994 fiscal year ending 31 December 1994 was completed by the accounting firm of Carpenter, Evert and Associates, Ltd.

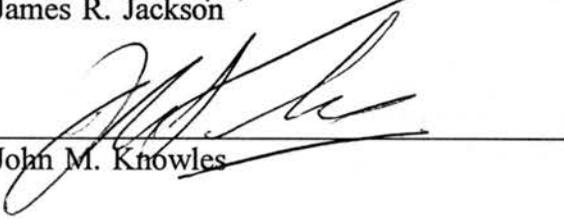
William G. Conway



Nathan R. Flesness



James R. Jackson

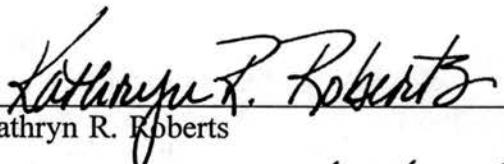


John M. Knowles

Terry Maple

Doug G. Myers

Robert W. Reece

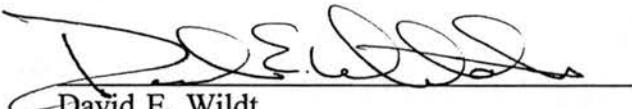


Kathryn R. Roberts



Ulysses S. Seal

Lee S. Simmons



David E. Wildt



Conservation Breeding Specialist Group

Species Survival Commission
IUCN -- The World Conservation Union

U.S. Seal, CBSG Chairman

INVOICE

19 May 1995

Kathryn Roberts
Minnesota Zoological Garden
13000 Zoo Boulevard
Apple Valley, MN 55124-8199

*Judi -
We are not going
to do this for next year
Dore Ann needed
Shopped
TCH
KMK*

Quantity	Description	Amount US dollars please
----------	-------------	-----------------------------

For the IUCN/SSC's Captive Breeding Specialist Group Annual Publication Subscription for the year of 1995

TOTAL \$1,800.00

Make checks payable to: CBSG

Send wire transfers to: First Bank NA ABA No. 091000022
for credit to CBSG Account No. 1100-1210-1736



Conservation Breeding Specialist Group

Species Survival Commission
IUCN -- The World Conservation Union

U.S. Seal, CBSG Chairman

28 March 1995

Kathryn Roberts, Ph.D.
Minnesota Zoological Gardens
13000 Zoo Boulevard
Apple Valley, MN 55124
USA

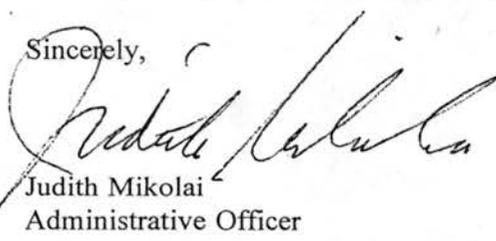
Dear Kathryn,

We are in the process of our annual audit for the year ended 31 December 1994. As part of that audit, we would like to ask you to confirm directly to our auditors the contribution you made to us during the last year as follows:

Total Contribution Amount: \$14,300
Payments Made During Year: 1
Restrictions On Use of Contribution: none on \$12,500, \$1,800 for '94 publication subscription
Future Payment Amounts and Dates _____

If the above information is correct, please indicate so at the bottom of this page. If the above information is not correct, please note any differences in the space provided below. In either case, please sign, date and return this letter directly to our auditors, Carpenter, Evert & Associates, Ltd., 6800 France Avenue South, Suite 450, Edina, Minnesota 55435, in the envelope provided. Thank you for your cooperation.

Sincerely,


Judith Mikolai
Administrative Officer

To: Carpenter, Evert & Associates, Ltd.:

The above information is is not (please indicate) correct.
Differences Noted: _____

Signed: _____

Date: 4-7-95



Conservation Breeding Specialist Group

Species Survival Commission
IUCN -- The World Conservation Union

U.S. Seal, CBSG Chairman

Date: 10 February 1995

To: Ulysses Seal and GCN Board of Directors

From: Susie Ellis, Senior Program Officer

Re: 1994 Financial Report for the Global Conservation Network

The attached 1994 income statement shows that as of December 31, 1994 we had received \$357,774 in core support. This includes \$35,750 pre-paid by donors for 1995 contributions. We also received \$66,065 in workshop support (61% of expected income from workshops). Major donors we still expect 1994 contributions from in 1995 are San Diego (\$12,500) and Zoo Atlanta (between \$2,000 and \$5,000). Outstanding contracts and grants for 1994 as of 31 December included: Baiji dolphin (\$6,100); Kirtland's warbler (\$10,000); Panama CAMP & PHVA (\$3,500 balance remaining). We were unable to recover \$10,000 in costs from the USFWS for the Attwater's prairie chicken PHVA.

The bottom line with respect to revenue for 1994 is that we received \$423,839 in contributions and contracts, which was 95% of the expected \$448,044 revenue figure resulting from our budget revision in May 1994.

We worked very hard to keep expenses down this year. We were \$18,781 below the total 1994 revised budgeted expenses. Total expenses for 1994 were \$441,037 or 96% of the \$459,818 revised figure. We were able to keep expenses below the budgeted amount for core expenses, publications, and workshops but were slightly over (\$534) expenses for communications, which were difficult to reduce any further. We also repaid Ulie an additional \$5,000 in November.

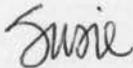
Many donors pre-paid for 1995, which allowed us to finish out the year with good cash flow. As mentioned in the Third Quarter Financial Report, we anticipated that only if all the pledges are met and all contract commitments were honored would we meet our anticipated year end deficit of \$11,774. As it was, the pledges and contracts for 1994 that were not received amounted to \$34,100, which with respect to year-end cash flow was offset by the \$35,750 pre-paid contributions.

For 1995, we have approximately \$80,000 in tentative workshop funding including: \$25,000 for salmon; \$15,000 Mountain tapir PHVA; \$30,000 for various China and SE Asian workshops; and approximately \$10,000 for the South African Wild Dog PHVA. Many donors have responded positively to our request for increased pledges in 1995. Ulie and I will be finalizing the 1995 budget soon and we will send you a copy within the next few weeks.

We continue to work on fundraising. Ulie has secured a tentative commitment of \$20,000 in support for *CBSG News* from a corporate sponsor, and we have submitted several other "mini" proposals for workshop support for their consideration. I am working with Marilyn Lyons, a fundraiser in the Washington D.C. area on fundraising feasibility. Kathryn Roberts and I are working on the GCN/CBSG Steering Committee fundraising challenge letters and will have them out early in April.

Please do not hesitate to contact me if you should have any questions. I can be reached at: 138 Strasburg Reservoir Road, Strasburg, VA 22657 USA Tel/fax 1-703-465-9589. Note this address is slightly different than the last one I provided (the city we live in just changed postal routes to actual street addresses).

Warm regards,



Susie Ellis
Senior Program Officer

Updated: 26 Jan 1995

BD4-94

CBSG Income Statement

Period Covered: January - December 1994

REVENUE

CORE	ORIGINAL	REVISED	ACTUAL		Percentage
	BUDGET 94	BUDGET 94	Year-To-Date	Remainder	Budget
CBSG Fund	335,000	312,039	323,603	(11,564)	104%
Publications	18,600	18,600	16,127	2,473	87%
Newsletter	3000	3000	2155	845	72%
VORTEX	5000	4706	3030	1,676	64%
Other	5000	1220	12859	(11,639)	1054%
SUBTOTAL CORE	366,600	339,565	357,774	(18,209)	105%
WORKSHOPS					
Annual Meeting	18,000	7,410	5,470	1,940	74%
Other Workshops	161,500	101,069	60,595	40,474	60%
SUBTOTAL WORKSHOPS	179,500	108,479	66,065	42,414	61%
TOTAL REVENUE	546,100	448,044	423,839	24,205	95%

EXPENSES

CORE					
Salaries/Benefits	190,786	181,540	173,708	7,832	96%
Administration	16,000	16,000	17,091	(1,091)	107%
Computers	40,000	29,240	28,093	1,147	96%
Supplies	12,000	9,054	9,326	(272)	103%
Other	5,000	12,386	11,073	1,313	89%
SUBTOTAL CORE	263,786	248,220	239,291	8,929	96%
COMMUNICATIONS					
Phone/Fax	6,000	6,000	6,283	(283)	105%
Postage	13,000	11,436	11,687	(251)	102%
SUBTOTAL COMMUN	19,000	17,436	17,970	(534)	103%
PUBLICATIONS					
Newsletter	56,000	27,284	26,115	1,169	96%
VORTEX	3,600	1,699	910	789	54%
Publications	10,000	10,000	6,709	3,291	67%
SUBTOTAL PUBLIC	69,600	38,983	33,734	5,249	87%
Total Core Expenses	352,386	304,639	290,995	13,644	96%
WORKSHOPS					
Annual Meeting	18,000	16,011	3,775	12,236	24%
Publications	37,000	39,705	40,598	(893)	102%
Travel	90,000	69,659	72,521	(2,862)	104%
Other	3,500	11,804	11,148	656	94%
SUBTOTAL WKSPS	148,500	137,179	128,042	9,137	93%
OTHER					
ISIS Sales Tax Due	19,000	4,000	3,000	1,000	75%
U.S.Seal repayment	25,000	14,000	19,000	(5,000)	136%
SUBTOTAL OTHER	44,000	18,000	22,000	(4,000)	122%
TOTAL EXPENSES	544,886	459,818	441,037	18,781	96%
Net Excess / (Deficit)	\$1,214	(\$11,774)	(\$17,198)	5,424	

Kathryn



Conservation Breeding Specialist Group

Species Survival Commission
IUCN -- The World Conservation Union

U.S. Seal, CBSG Chairman

Date: 23 September 1994

To: W. Conway, N. Flesness, J. Jackson, J. Knowles, T. Maple, D. Myers, R. Reece, K. Roberts, L. Simmons, D. Wildt

From: Susie Ellis, CBSG

RE: Minutes, Global Conservation Network Meeting of 17 September 1994

Enclosed please find a copy of the minutes from the GCN meeting held in Atlanta on 17 September 1994. We will forward the minutes of action from May's Cologne meeting and the amendment to the articles of incorporation (regarding the name change) once all the necessary signatures have been obtained.

Our next scheduled meeting will take place in Cologne on 27 April 1995.

With best regards,

Susie Ellis
Senior Program Officer

MINUTES, GLOBAL CAPTIVE CONSERVATION NETWORK
BOARD OF DIRECTORS MEETING
17 SEPTEMBER 1994
ATLANTA, GA

Present: Jackson, Seal, Reece, Conway, Wildt, Simmons, Roberts

Observers: S. Ellis, M. Seal

Seal: Discussed name change to Conservation Breeding Specialist Group and proposed change to Global Conservation Network from Global Captive Conservation Network. Went over inserts to SC materials.

Jackson made a motion to approve the name change, seconded by Conway. Passed unanimously; all present signed document.

Discussion of minutes of action from Cologne meeting. Conway made a motion to approve the minutes of action, seconded by Reece. Passed unanimously; all present signed document.

Ellis explained budget for the rest of 1994. Budget sheets are still reflecting an \$11,000 shortfall, although some of this has already been made up via: 1) \$4,000 larger payment than budgeted for from the Thai zoo project; 2) early payment by at least two zoos. The year-end net deficit will still be several thousand dollars, providing that all donors pay their 1994 pledges by year end and all contract obligations are met and paid.

Ellis also reported favorable response from many donor on the letters asking for pledge increases; at least two zoos have increased their pledges and already paid for 1995.

The revised budget for 1995 was discussed. Total expected revenue is \$533,100 and expenses are \$569,100. This \$36,000 shortfall is accounted for by Seal's salary to begin in 1995) and the possibility that half of Byers' salary will not be funded. Staff salaries/benefits include a cost-of-living increase for 1995. The 1995 budget provides for full repayment of the \$15,800 owed to Seal and the \$15,000 owed to ISIS.

Intensive discussion on relationship with AZA. Meeting to be set up by Kathryn Roberts with Butler, Conway, Simmons, Jackson, Wildt, and Roberts to discuss while in Atlanta. Consensus that problems need to be addressed immediately.

Seal discussed development plans and strategies; went over outline included in briefing materials.

Follow up with Disney suggested with respect to possible contribution to newsletter printing costs or in-kind donation of printing. Seal to meet Lamb if possible at this meeting.

Discussed list of non-contributing North American Zoos included in briefing materials. GCN Board members will contact directors of listed institutions and report back to Seal on progress. Ellis to send letter to potential contributors outlining budget needs etc. with activity summary and other inserts 30 days following this meeting.

Discussion of Bass family involvement in CBSG/GCN. Question of a species in which the family is interested; Fossil Rim is willing to host a PHVA (perhaps Texas ocelot).

Meeting adjourned.



Personal and Confidential

PERTH ZOO
WESTERN AUSTRALIA

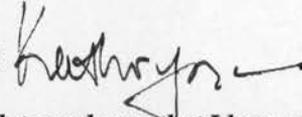
16th February 1995

Dr Kathryn Roberts
Director
Minnesota Zoological Garden
13000 Zoo Boulevard
Apple Valley MN 55124-8199
USA

20 Labouchere Road
South Perth
PO Box 489 South Perth
Western Australia 6151
Telephone (09) 367 7988
Facsimile (09) 367 3921

INTERNET
zoo@yarrow.wt.uwa.edu.au.

Director: John DeJose

Dear Colleague 

I am writing to let you know that I have recently made a strategic career change. After 10 rewarding years as Director of Perth Zoo, the time is right for me to explore new ways in which I can contribute to conservation. I have resigned to establish my own business but will continue my involvement as Executive Director of the Zoo Society, half-time.

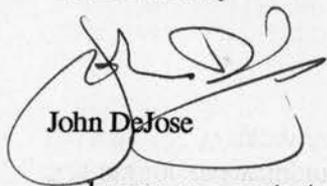
This arrangement is designed to facilitate my participation in Zoo and Conservation work in a voluntary capacity through CBSG and the like as well as allowing me to develop an international Zoo and Conservation consultancy business. In this way, I will be involved in a wide range of projects that will generate positive conservation outcomes as well as continuing to contribute to the ongoing development of Perth Zoo.

The Zoo Society is an independent association dedicated to increasing community awareness of conservation and supporting the work of the Zoo. We will be assisting the Zoo to implement a \$24 million redevelopment plan which I brought to completion in the last year. In approving the plan, the Western Australian State Government has already committed half the required capital. The Society will be raising a further \$12 million.

Zoos have a unique and important role in conserving our planet's biological diversity. I am looking forward to assisting Zoo colleagues in turning this vision into reality. The challenge of working directly with business and other yet-to-be-converted organisations in doing something positive for conservation is also particularly exciting for me.

My work for Zoos and conservation in IUDZG, CBSG and ISIS has been most rewarding and I have made many friends along the way for which I am grateful. I look forward to being of service to your institution and the Zoo profession in the future.

Yours sincerely


John DeJose

enclosure: new contact details



Member IUDZG, The World Zoo Organisation
Member ARAZPA, The Australasian Regional Association of Zoological Parks and Aquaria



NEW CONTACT DETAILS

JOHN DEJOSE

**Director
HumaNature, Pty, Ltd.
4 Deane Street
Cottesloe 6011
Western Australia**

Tel/fax: 619 383 2005

**Mobile Tel: 041 99 04035
International: 61 41 99 04035**

**Executive Director
Perth Zoo Society
P O Box 879
South Perth 6151
Western Australia**

**Tel: 619 474 4166
Fax: 619 474 4113**

Personal and Confidential

PERTH ZOO
WESTERN AUSTRALIA

9th February 1995

Dr Kathryn Roberts
Minnesota Zoological Garden
13000 Zoo Blvd
Apple Valley, MN 55124-8199
USA

20 Labouchere Road
South Perth
PO Box 489 South Perth
Western Australia 6151
Telephone (09) 367 7988
Facsimile (09) 367 3921

INTERNET
zoo@yarrow.wt.uwa.edu.au.

Director: John DeJose

Dear Kathryn -

I am writing to let you know that I have recently made a strategic career change. After 10 rewarding years as Director of Perth Zoo, the time is right for me to explore new ways in which I can contribute to conservation. I have resigned to establish my own business but will continue my involvement as Executive Director of the Zoo Society, half-time.

This arrangement is designed to facilitate my participation in Zoo and Conservation work in a voluntary capacity through CBSG and the like as well as allowing me to develop an international Zoo and Conservation consultancy business. In this way, I will be involved in a wide range of projects that will generate positive conservation outcomes as well as continuing to contribute to the ongoing development of Perth Zoo.

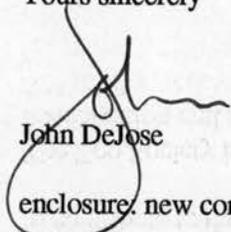
The Zoo Society is an independent association dedicated to increasing community awareness of conservation and supporting the work of the Zoo. We will be assisting the Zoo to implement a \$24 million redevelopment plan which I brought to completion in the last year. In approving the plan, the Western Australian State Government has already committed half the required capital. The Society will be raising a further \$12 million.

Zoos have a unique and important role in conserving our planet's biological diversity. I am looking forward to assisting Zoo colleagues in turning this vision into reality. The challenge of working directly with business and other yet-to-be-converted organisations in doing something positive for conservation is also particularly exciting for me.

My work for Zoos and conservation in ARAZPA, ASMP, IUDZG, CBSG and ISIS has been most rewarding and I have made many friends along the way for which I am grateful. I look forward to being of service to your institution and the Zoo profession in the future.

Unfortunately, I will not be eligible to serve on the Council of IUDZG or the ISIS Board any longer but I am planning to attend the mid year meetings in Cologne. Hope to see you there. !

Yours sincerely


John DeJose

enclosure, new contact details



Member IUDZG, The World Zoo Organisation
Member ARAZPA, The Australasian Regional Association of Zoological Parks and Aquaria



NEW CONTACT DETAILS

JOHN DEJOSE

**Director
HumaNature, Pty, Ltd.
4 Deane Street
Cottesloe 6011
Western Australia**

Tel/fax: 619 383 2005

**Mobile Tel: 041 99 04035
International: 61 41 99 04035**

**Executive Director
Perth Zoo Society
P O Box 879
South Perth 6151
Western Australia**

**Tel: 619 474 4166
Fax: 619 474 4113**



Conservation Breeding Specialist Group

Species Survival Commission
IUCN – The World Conservation Union
U.S. Seal, CBSG Chairman

CBSG Personnel Policy 31 January 1995

1. An annual job performance evaluation shall be performed by the chairman and documented in writing.
2. You are eligible for the following benefits:

Vacation: See attached schedule. Current rate of accrual is 4 hours vacation/pay period, unless otherwise agreed with the Chairman. Use of vacation time in the year it is earned is encouraged; but up to 15 days (120 hours) may be carried over. In the event that a person leaves CBSG after six months of employment, he/she will be paid for accrued vacation.

Sick leave: See attached schedule. Current rate of accrual is 4 hours sick leave/pay period. Sick leave may be used for illness, accident, maternity/paternity, or care of a sick child, parent, grandparent, or in-law. May be accumulated up to 60 days (480 hours). Unused sick leave will not be paid when an employee leaves CBSG.

Bereavement leave: Two days paid leave is allowed in the case of death of an immediate family member (which includes spouse and the employee or spouse's parents, grandparents, siblings, children and children's spouses). Sick leave may be used if additional leave is desired.

Holidays: The following days are holidays for CBSG:
New Years Day
Martin Luther King Day
Presidents Day
Memorial Day
The Fourth of July
Labor Day
Veteran's Day
Thanksgiving (2 days)
Christmas Day
1 floating holiday (to be determined by the employee)

Staff have the option of working a holiday and deferring the equivalent time off.

Vacation, sick and holiday hour benefits shall be prorated for non full-time salaried employees. (See attached schedules.)

Compensation time: For non-program (full and part time) staff, comp time may be earned on a straight 1:1 basis (e.g. 1 hour comp time is earned for each hour of overtime) if overtime is worked. Comp time is not earned during international travel. Program staff are not eligible for straight 1:1 comp time.

Travel:

Reports: Each staff member is expected to submit a detailed trip report within one week of returning from a workshop, meeting, or conference. Expense reports, with receipts, also are to be turned in within one week of return.

Telephone: When travelling, staff are allowed one 5-minute telephone call to their spouse or children each day. This 5 minutes per day can be used on a daily basis or used cumulatively during the trip. If staff calls to their spouse or children exceed 5 minutes per day of travel, the employee will reimburse excess costs to CBSG. All long-distance calls are to be charged to ATT calling cards only. If the ATT-Direct line is not available on international trips, CBSG will not pay for these telephone calls (i.e., those calls made directly from hotel rooms).

Medical Insurance: Medica (formerly called PHP), effective 30 days following permanent employment. CBSG employees are required to pay 20% of their health insurance premium, 50% of the health insurance premium for dependent children, and 100% for participating spouses.

Considerations at the discretion of the Chairman are: Participation in other policies, yet paid by CBSG, or participation for spouses and dependents if they are not covered by other insurance to be paid by CBSG, or participation for spouses and dependents on the CBSG policy and reimbursed by the spouse's employer.

Pre-tax Plan: CBSG participates in a pre-tax plan so that the cost to the employee for health insurance premiums or for daycare expenses can be deducted from the employee's paycheck.

Dental Insurance: Delta Dental, effective 30 days following permanent employment.
Considerations: same as medical

Life Insurance: Each employee is covered by an individual whole life policy equivalent to one times salary, rounded to the next highest \$1,000.

Retirement: CBSG employees are not eligible for retirement benefits until they have worked for CBSG one full year; employees are then eligible at the following schedule:

year 1	not eligible
years 2, 3, 4, 5	4% of salary

years 6, 7, 8, 9 7% of salary
years 10 and above 10% of salary

Maternity/paternity/parental care: Employees are eligible for up to 6 weeks unpaid leave in connection with the birth or adoption of a child or the care of a parent. Paid leave is at the discretion of the Chairman.

Leaves of absncc: Shall be granted upon discretion of the chairman.

Frequent flyer miles: They belong to the individual.

personnel.j31



Conservation Breeding Specialist Group

Species Survival Commission
IUCN -- The World Conservation Union

U.S. Seal, CBSG Chairman

Date: 19 January 1995

To: W. Conway, N. Flesness, J. Jackson, J. Knowles, T. Maple, D. Myers,
R. Reece, K. Roberts, L. Simmons, D. Wildt

From: Susie Ellis, CBSG

RE: GCCN meeting in Cologne

This is to notify you that we will hold a GCN Board of Directors meeting in Cologne, Germany on May 11, 1995, following the CBSG Steering Committee meeting on May 10 and 11.

As most of you know, I have moved from Minnesota to Virginia but will continue working full-time for CBSG, retaining responsibility for financial reporting to the GCN Board as well as many of my previous responsibilities. I am currently working on the fundraising challenge letters to each of the Steering Committee members and hope to have those in the mail by the end of the month. We also hope to have the year-end report out soon.

We sincerely hope that you will be able to attend the Cologne meeting. I will send you more information on the venue, a tentative agenda and other materials as the time for the meeting comes closer.

If you should have questions, I can be reached either through the Minnesota office or at the temporary address below (until February 13). After that my permanent address will be Route 1, Box 97, Strasburg, VA 22657 USA Tel/fax 703-465-9589.

See you in Cologne!

With best regards,

Susie Ellis, Ph.D.
Senior Program Officer

temporary office: 3040 Creek Road, Front Royal, VA 22630 USA Tel/fax 1-703-635-9324



Conservation Breeding Specialist Group

Species Survival Commission
IUCN -- The World Conservation Union

U.S. Seal, CBSG Chairman

Date: 19 January 1995

To: CBSG Steering Committee: Andrews, Ashari, Brouwer, Conway, Daman, deBoer, de Jose, Flesness, Garland, Hopkins, Jackson, Knowles, Labuschagne, Mallinson, Maple, Matamoros, Maunder, McCance, Myers, Nogge, Rabb, Reece, Roberts, Schmidt, Simmons, Stuart, Nimmanheminda, Walker, Wildt

cc: Vredenburg, Westley

From: Susie Ellis

We would like to inform you that there will be a meeting of the CBSG Steering Committee in Cologne, Germany, May 10 and 11, 1995. We do not yet have specific information regarding hotels, but as soon as it is available we will send it to you. We also will send out a tentative agenda and other materials as the time for the meeting approaches. If there are specific issues you wish to discuss at the meeting, please let us know and we will make sure that they are placed on the agenda.

As most of you know, I have moved from Minnesota to Virginia but continue working full-time for CBSG from a home office, retaining many of my previous responsibilities as well as some new ones. If you should have any questions concerning the meeting in Cologne or other specific questions, please do not hesitate to contact either me or Dr. Onnie Byers at the Minnesota office. I can be reached at the temporary address below (until February 13). After that my permanent address will be Route 1, Box 97, Strasburg, VA 22657 USA Tel/fax 703-465-9589.

See you in Cologne!

Best regards,

Susie Ellis, Ph.D.
Senior Program Officer

temporary address: 3040 Creek Road, Front Royal, VA 22630 USA Tel/fax 1-703-635-9324
12101 Johnny Cake Ridge Road, Apple Valley, MN 55124-8151, USA
tel: 1-612-431-9325 fax: 1-612-432-2757 e-mail: cbsg@epx.cis.umn.edu



Conservation Breeding Specialist Group

Species Survival Commission
IUCN -- The World Conservation Union

U.S. Seal, CBSG Chairman

6 January 1995

Kathryn Roberts, Ph.D
Minnesota Zoological Garden
13000 Zoo Boulevard
Apple Valley, MN 55124-8199

Dear Kathryn:

I am writing to express my personal thanks to you and to the Minnesota Zoological Garden for the 1995 annual contribution of \$12,500 to the CBSG. We are deeply grateful for your efforts to support our mission and work.

We have just conducted a very successful CAMP for endemic bird and mammal species of Panama, and a PHVA for the Baird's tapir. Our network in Central and South America continues to expand, with 1995 workshops scheduled in Costa Rica, Paraguay, Colombia, and Venezuela. As CBSG's work expands, we recognize the need to train people all over the world to assist in conducting workshops. Our second Facilitator's Training Workshop will be held in Jersey, Channel Islands in March; later in 1995, Facilitator's Training Workshops are scheduled for Brazil and India.

CBSG's activities - past, present, and future - are possible and successful only because of financial support we have received from institutions like the Minnesota Zoo. With your help, we will continue to build bridges in international conservation in the years to come.

Thank you again for your support!

Sincerely,

Ulysses S. Seal, Chairman



CBSG DONOR News

Volume 1
Number 1
December 1994

Introducing: The CBSG Donor Newsletter

First and foremost, we wish to say "thank you." CBSG depends completely upon your voluntary contributions for our continued ability to fulfill our shared conservation mission. Recognizing your participation and special interest in our activities, in addition to our regular newsletter, CBSG donors will now periodically receive a special newsletter containing current information, updated schedules, and highlights of particular supporting institutions. This newsletter is designed to keep you informed of the scope and progress of CBSG activities.

Many of you have requested information about CBSG for distribution to your board members or for publication in your Zoo Society newsletters. This first edition of the Donor Newsletter is just that: a short why, what, where, how and who of CBSG. We hope you will find it suits your needs. You can reprint these materials at any time. In fact, at your request we can provide you with a DOS disk copy and color photographs.

This CBSG informational piece kicks off a series of promotional materials we will be developing. Your feedback and comments are vital; please direct them to Judi Mikolai at the CBSG Office.

Along with this first Donor Newsletter you will find a copy of our latest schedule and publication list.

We hope you enjoy the new Donor Newsletter! Feel free to let us know if there is something you would like to see in a future issue.

Season's Greetings from all of us at CBSG!

*The Newsletter
to the Donors of the
Conservation Breeding
Specialist Group,
Species Survival Commission,
IUCN --
The World Conservation Union
(CBSG/SSC/IUCN)*

Ornie
Swire
Wile
Andy
Judi
Phil
Shelley

The Story of the Conservation Breeding Specialist Group

The mission of the Conservation Breeding Specialist Group is "to conserve and establish populations of threatened species through captive breeding programs and through intensive protection and management of these plant and animal populations in the wild."

Rapidly expanding human populations, in their drive to utilize the earth's resources, are destroying and fragmenting many of the world's ecosystems. Consequently, our planet's biodiversity -- the global variety of life forms and the habitats and ecosystems they occupy -- is being eroded at a devastating rate.

In Rio de Janeiro in 1992, The United Nations Convention on Biological Diversity recognized and addressed this alarming trend. Among the many points agreed upon by the 120 signatory nations is that worldwide coordination of conservation efforts is critical to successful biodiversity management. Only through concerted development and implementation of local management actions can this global conservation strategy succeed.

What does the Conservation Breeding Specialist Group do?

Wildlife and governmental officials invite the Conservation Breeding Specialist Group (CBSG) to help with their conservation efforts. CBSG uses numerous processes and tools it has developed to carry out its globally recognized program.

Population and Habitat Viability Assessments (PHVAs)

Trying to save the all the world's biodiversity at one time is impossible.

A more realistic approach, however, is to save a single threatened species and its corresponding habitat. Population and Habitat Viability Assessment Workshops attempt to bring together biologists and other professionals with relevant expertise in a collaborative effort to assess the extinction risk and develop better management strategies for particular endangered species. Computer modelling tools, using all available data for the species in question, are utilized for this process. These workshops are held in the countries which the plants and animals inhabit. Moreover, decisions are made by the corresponding country's wildlife officials allowing practical and expedient implementation of the resulting management plan.

Conservation Assessment Management Plans (CAMPs)

For most regions of the world, detailed lists of threatened species and habitats are not available. The Conservation Assessment and Management Plan process is designed to assess and compile the status and degree of threat of a group of taxa or the taxa of a particular region so that management actions can be developed for species in need. Numerous criteria are examined and presented in this survey and review -- species' status in the wild and captivity, their degree of endangerment, and the need for research or PHVAs. These reports support setting global resource-allocation priorities, as well as management recommendations.

Global Captive Action Recommendations (GCARs)

Zoos now play a significant role in saving endangered species. They encourage public interest and awareness of the threats to biodiversity at home and in remote corners of the world. They are experts in breeding animals and in providing space for endangered animals until safe, wild habitats are again available. Global Captive Action Recommendations summarize the captive status and captive breeding priorities for recommended animals, based on data collected during the CAMP process. As a result, a zoo might decide to replace a common species in their collection with one deemed to be of higher conservation priority.



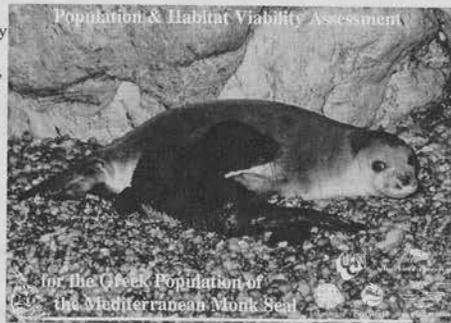
Whooping Crane
Conservation Viability
Assessment

Global Animal Survival Plans (GASPs)

If we are going to prevent the extinction of critically endangered animals and plants, it is essential that zoos cooperate effectively, not only with each other, but also with field biologists and wildlife managers. Global Animal Survival Plans are part of a collaborative process for managing species at an international level. Global management plans emphasize the linkage of captive programs to the conservation of wild populations.

Genome Resource Banking (GRBs)

An alternative to preserving all live animals and plants reads like a science fiction novel -- Genome Resource Banking freezes genetic material until a safer world exists in which to breed and release the animals. This "frozen ark" allows scientists to increase the odds of preserving genetic variation in both wild and captive animals. Samples are catalogued and stored systematically -- future geneticists may be able to access genetic material much like we access library books! The technology developed for this genetic bank of tomorrow expands the management options for endangered species today. It is hard work, not to mention risky and impractical to fly animals all over the world to mate them with an unrelated individual. Transporting eggs and sperm to the proposed mate is easier, cheaper, and safer.



Population & Habitat Viability Assessment

for the GASP Population of
the Mediterranean Monk Seal

Training

As word of CBSG's successful work has spread, so has the demand for its services. To meet this growing demand, CBSG has begun to train scientists worldwide in the use of these processes and tools. The goal is to share knowledge thus permitting ongoing evaluation of the conservation status of plants and animals in each country where CBSG has served as an advisor.

Communication

Endangered species around the world are going extinct even as their fate is being discussed! CBSG has earned a reputation for its production of timely scientific information. For each of the workshops it conducts, CBSG produces reports detailing the plight of the species and documenting plans and procedures for recovery. These reports are regarded as the most current sources of information on threat and conservation priorities in a world where information can mean the difference between extinction and survival.

CBSG has also earned a reputation as a conservation information clearinghouse. Wildlife scientists around the globe keep CBSG apprised of newsworthy international conservation happenings. CBSG in turn shares the amassed information with individuals such as National Park guards in Indonesia, zoo keepers in India, and wildlife researchers in Panama. To keep these groups up to date on conservation efforts worldwide is no small feat. One method of sharing information is through *CBSG News*, the quarterly newsletter CBSG produces and sends to more than 7000 scientists and researchers in virtually every country of the world.

CBSG holds annual meetings with wildlife experts and scientists from around the world. Recent meetings have been in Brazil, Belgium, and Canada. To increase accessibility, CBSG participates in annual regional meetings in Africa, Australasia, Central America, Europe, India, Japan, North America and Southeast Asia.



CBSG Chairman, Ulysses S. Seal

Membership

Approximately 625 professionals working in the fields of species recovery planning, research, veterinary medicine, reproductive physiology, education, and animal management (zoo and wildlife) comprise the membership of CBSG. Selected by the Chairman, they are the expert volunteers of the CBSG team who facilitate the programs and produce the publications documenting the programs. This cross-disciplinary linkage promotes a broad-based, holistic approach to conservation.

Organizational Structure

CBSG is comprised of the Chairman and its staff (three program officers and three support staff) and the Board of Directors of the non-profit foundation under which CBSG operates. CBSG seeks guidance from its Steering Committee comprised of 30 representatives from 15 countries. CBSG operates within Specialist Group guidelines from the IUCN.

IUCN - The World Conservation Union

CBSG is part of IUCN -- The World Conservation Union. Headquartered in Switzerland, The World Conservation Union, while not a household term, is well known globally as the United Nations of the World of Nature. Most national governments and conservation organizations are members of IUCN. CBSG is one of one hundred Specialist Groups belonging to the Species Survival Commission (SSC), one of six IUCN commissions. The Chairman of the SSC is Dr. George Rabb, Director of the Brookfield Zoological Society in Chicago, Illinois.

Funding

More than 150 zoos, aquariums and zoo associations worldwide provide annual voluntary donations to CBSG. With increasing needs and programs, future funding is needed from both corporate and individual donations.

How You Can Help CBSG

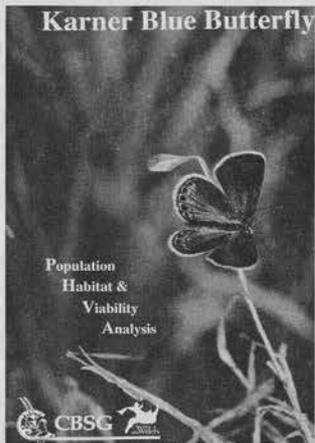
- * Make a pledge of annual support -- you'll receive the quarterly newsletter, *CBSG News*
- * Give a gift -- a new computer or printer, office supplies, company gift certificates, etc.
- * Sponsor a workshop -- you choose the species or region from the proposed list
- * Printing support -- print an issue of our newsletter, a four-color brochure, cover photos for meeting books
- * Support travel -- donate airline tickets or frequent flyer miles
- * Corporate matching -- does your employer match your donations?
- * Bequests -- remember CBSG when you do your planned giving...

CBSG Donor News

A newsletter is published by the Conservation Breeding Specialist Group, Species Survival Commission, IUCN -- The World Conservation Union. *CBSG Donor News* is to be distributed to all financial institutional and individual contributors to CBSG. We welcome your comments -- please address them to:

CBSG
12101 Johnny Cake Ridge Road
Apple Valley, Minnesota 55124-8151 USA
Phone: 01-612-431-9325
Fax: 01-612-432-2757
e-mail: cbsg@epx.cis.umn.edu

Editor: Judi Mikolaj



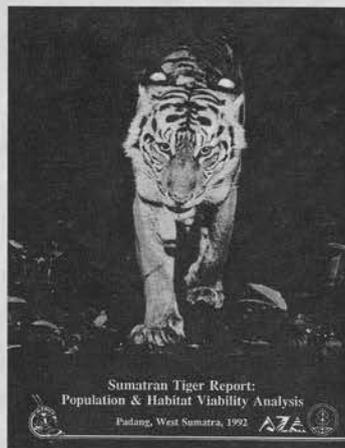
INTERESTING FACTS AND FIGURES

- * 96 workshop reports and similar documents were produced by CBSG in 1994

Examples of documents:

Hawaiian Forest Birds CAMP Report
Asiatic Black Bear PHVA Report
Tiger GASP Book
Wild Cattle GCAR Book

- * CBSG conducted or participated in 63 workshops from 1 January - 31 December 1994 including 10 PHVA workshops, 9 new CAMP workshops, 2 CAMP Review workshops, 6 GCAR workshops, 3 Regional CBSG Meetings, 6 Regional Zoo Association Meetings, The CBSG Annual Meeting
- * Chairman Seal traveled 280,000 miles in 1994!
- * CBSG has members in 150 countries
- * CBSG staff responded directly to more than 3200 queries and other correspondence from people in 120 countries in 1994
- * More than 3000 animal and plant experts from 50 countries have participated in CBSG workshops
- * The animals in the CBSG logo are: the Arabian oryx, the black-footed ferret, the Puerto Rican parrot, the Houston toad, and the Partula snail -- all critically threatened species CBSG is helping to save.



Animals and Plants CBSG has helped

Antelopes Canids & Hyenas Cattle Cats Cranes Deer Doves Ducks, Geese, & Swans Giraffes Hornbills Horses Lizards Parrots

Antelopes Canids & Hyenas Cattle Cats Cranes Deer Doves Ducks, Geese, & Swans Giraffes Hornbills Horses Lizards Parrots

Pronghorn Antelope	Mexico
Asiatic Black Bear	Taiwan
Karner Blue Butterfly	USA
Costa Rican plants and animals	Costa Rica
Whooping Crane & Mississippi Sandhill Crane	USA
Hawaiian Crow	USA
Manipur brow-antlered Deer & Florida Key deer	India, USA
Marsh Deer	Uruguay
Pampas Deer	Brazil, Argentina
Baiji Dolphin	China
White-winged Wood Duck	Indonesia
Asian Elephant	Indonesia
Black-footed Ferret	USA
Sandplain Gerardia	USA
Indonesia & Thailand Gibbons	Indonesia, Thailand
Hawaiian forest birds	USA
Waldrapp Ibis	Morocco
Jamaican Iguana	Jamaica
Asian Lion	India
Squirrel monkey	Costa Rica
Lion-tailed Macaque	India
Bali Mynah	Bali
Orangutan	Indonesia
Panamanian plants and animals	Panama
Florida Panther	USA
St. Lucia's Amazon Parrot	St. Lucia Island
Puerto Rican Parrot	Puerto Rico
St. Vincent's Amazon Parrot	St. Vincent Island
Kaka & Kea (Parrots)	New Zealand
Pink Pigeon	Mauritius
Attwater's Prairie Chicken	USA
Aruba Island Rattlesnake	Aruba
Indian Rhino	India
Sumatran & Javan Rhino	Indonesia
Black Rhino	Kenya
St. Helena Island plants and animals	St. Helena Island
Mediterranean Monk Seal	Greece
Golden-lion Tamarin	Brazil
Tana River Primate Reserve animals and ecosystems	Kenya
Tiger	Indonesia, China
Houston Toad	USA
Puerto Rican Crested Toad	Puerto Rico
Kirtland's Warbler	USA
Red Wolf	USA
Mexican Wolf	USA

Pigeons Pheasants Grouse Primates Rhinos Sheep Snakes South American Cracids Tapirs Weasels

Animals and Plants CBSG has helped

Antelopes Canids & Hyenas Cattle Cats Cranes Deer Doves Ducks, Geese, & Swans Giraffes Hornbills Horses Lizards Parrots

Pronghorn Antelope
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 Marsh Deer
 Pampas Deer
 Baiji Dolphin
 White-winged Wood Duck
 Asian Elephant
 Black-footed Ferret
 Sandplain Gerardia
 Indonesia & Thailand Gibbons
 Hawaiian forest birds
 Waldrapp Ibis
 Jamaican Iguana
 Asian Lion
 Squirrel monkey
 Lion-tailed Macaque
 Bali Mynah
 Orangutan
 Panamanian plants and animals
 Florida Panther
 St. Lucia's Amazon Parrot
 Puerto Rican Parrot
 St. Vincent's Amazon Parrot
 Kaka & Kea (Parrots)
 Pink Pigeon
 Attwater's Prairie Chicken
 Aruba Island Rattlesnake
 Indian Rhino
 Sumatran & Javan Rhino
 Black Rhino
 St. Helena Island plants and animals
 Mediterranean Monk Seal
 Golden-lion Tamarin
 Tana River Primate Reserve animals and ecosystems
 Tiger
 Houston Toad
 Puerto Rican Crested Toad
 Kirtland's Warbler
 Red Wolf
 Mexican Wolf

Mexico
 Taiwan
 USA
 Costa Rica
 USA
 USA
 India, USA
 Uruguay
 Brazil, Argentina
 China
 Indonesia
 Indonesia
 USA
 USA
 Indonesia, Thailand
 USA
 Morocco
 Jamaica
 India
 Costa Rica
 India
 Bali
 Indonesia
 Panama
 USA
 St. Lucia Island
 Puerto Rico
 St. Vincent Island
 New Zealand
 Mauritius
 USA
 Aruba
 India
 Indonesia
 Kenya
 St. Helena Island
 Greece
 Brazil
 Kenya
 Indonesia, China
 USA
 Puerto Rico
 USA
 USA
 USA

Antelopes Canids & Hyenas Cattle Cats Cranes Deer Doves Ducks, Geese, & Swans Giraffes Hornbills Horses Lizards Parrots

Pigeons Pheasants Grouse Primates Rhinos Sheep Snakes South American Cracids Tapirs Weasels

The work of the Conservation Breeding Specialist Group is made possible by generous contributions from the following members of the CBSG Institutional Conservation Council

Conservators (\$10,000 and above)

Australasian Species Management Program
Chicago Zoological Society
Columbus Zoological Gardens
Denver Zoological Gardens
Fossil Rim Wildlife Center
Friends of Zoo Atlanta
Greater Los Angeles Zoo Association
International Union of Directors of Zoological Gardens
Metropolitan Toronto Zoo
Minnesota Zoological Garden
Omaha's Henry Doorly Zoo
Saint Louis Zoo
Sea World, Inc.
White Oak Conservation Center
Wildlife Conservation Society-NY
Zoological Society of Cincinnati
Zoological Society of San Diego

Guardians (\$5,000-\$9,999)

Cleveland Zoological Society
John G. Shedd Aquarium
Loro Parque
Lubee Foundation
North Carolina Zoological Park
Toledo Zoological Society
Wild Animal Habitat
Zoological Parks Board of New South Wales

Protectors (\$1,000-\$4,999)

Audubon Institute
Bristol Zoo
Caldwell Zoo
Calgary Zoo
Cologne Zoo
Detroit Zoological Park
El Paso Zoo
Federation of Zoological Gardens of Great Britain and Ireland
Fort Wayne Zoological Society

Gladys Porter Zoo
Indianapolis Zoological Society
International Aviculturists Society
Japanese Association of Zoological Parks and Aquariums
Jersey Wildlife Preservation Trust
Lincoln Park Zoo
The Living Desert
Marwell Zoological Park
Milwaukee County Zoo
NOAHS Center
North of England Zoological Society, Chester Zoo
Oklahoma City Zoo
Paignton Zoological and Botanical Gardens
Penscynor Wildlife Park
Philadelphia Zoological Garden
Phoenix Zoo
Pittsburgh Zoo
Riverbanks Zoological Park
Royal Zoological Society of Antwerp
Royal Zoological Society of Scotland
San Francisco Zoo
Schoenbrunn Zoo
Sedgwick County Zoo
Sunset Zoo (10 year commitment)
Taipei Zoo
The WILDS
The Zoo, Gulf Breeze, FL
Urban Council of Hong Kong
Washington Park Zoo
Wassenaar Wildlife Breeding Centre
Wilhelma Zoological Garden
Woodland Park Zoo
Yong-In Farmland
Zoological Society of London
Zurich Zoological Garden

Stewards (\$500-\$999)

Aalborg Zoo

Arizona-Sonora Desert Museum
Banham Zoo
Copenhagen Zoo
Cotswold Wildlife Park
Dutch Federation of Zoological Gardens
Erie Zoological Park
Fota Wildlife Park
Givskud Zoo
Granby Zoological Society
International Zoo Veterinary Group
Knoxville Zoo
National Geographic Magazine
National Zoological Gardens of South Africa
Odense Zoo
Orana Park Wildlife Trust
Paradise Park
Perth Zoological Gardens
Porter Charitable Trust
Rolling Hills Ranch (5 year commitment)
Rostock Zoo
Royal Zoological Society of Southern Australia
Rotterdam Zoo
Tierpark Rheine
Twycross Zoo
Union of German Zoo Directors
Wellington Zoo
World Parrot Trust
Zoo de la Casa de Campo-Madrid
Welsh Mt. Zoo/Zoological Society of Wales

Curators (\$250-\$499)

Camperdown Wildlife Center
Emporia Zoo
Roger Williams Zoo
Thrigby Hall Wildlife Gardens
Topeka Zoological Park
Tropical Bird Garden

Sponsors (\$50-\$249)

African Safari
Apenheul Zoo
Belize Zoo
Claws 'n Paws
Darmstadt Zoo
Dreher Park Zoo
Fota Wildlife Park
Great Plains Zoo
Hancock House Publisher
Kew Royal Botanic Gardens
Lisbon Zoo
Miller Park Zoo
Nagoya Aquarium
National Audubon Society-Research Ranch Sanctuary
National Aviary in Pittsburgh
Ocean World Taipei Incorporation
PAAZAB
Parco Faunistico "La Torbiera"
Potter Park Zoo
Racine Zoological Society
Tenerife Zoo
Tokyo Zoological Park
Touro Parc-France

Supporters (\$25-\$49)

Alameda Park Zoo
American Loricinae Conservancy
Brandywine Zoo
DGHT Arbeitsgruppe Anuren
Folsom Children's Zoo & Botanical Garden
International Crane Foundation
Jardin aux Oiseaux
King Khalid Wildlife Research Center
Lee Richardson Zoo
Natal Parks Board
Oglebay's Good Children's Zoo
Speedwell Bird Sanctuary



Conservation Breeding Specialist Group

Species Survival Commission
IUCN -- The World Conservation Union

U.S. Seal, CBSG Chairman

CBSG Schedule - 1995-1996

21 December 1994

CBSG Staff Attending: (S)=Ulysses Seal, (E)=Susie Ellis, (B)=Onnie Byers, (M)=Phil Miller

1995 1995 1995 1995 1995 1995 1995 1995 1995 1995 1995 1995 1995

January	6	MN, USA: Westley, Vredenberg visit
	11 - 14	Gainesville & Orlando, FL, USA: U of FL visit & IAS Conference (S)
	26 - 15F	Indonesia: Sumatran Tiger project (B)
	28 - 29	Yuma, AZ, USA: (S)
February	13 - 19	Puebla, Mexico: Workshop--CAMP & PHVA (S,E or B,M)
	20 - 27	India: Medicinal Plant CAMP (S)
March	13 - 17	Jersey: PHVA Training Course (S,E,B)
	20 - 24	Nebraska, USA: Population Biology Workshop (S,M)
	24 - 26	San Diego: Felid TAG (B,S,?)
	26 - A1	Sydney, Melbourne (S)
April	3 - 7	Perth: ARAZPA Conference (S)
	9 - 15	Vietnam: Saigon Zoo project (S)
	17 - 23	Badajoz, Spain: Holartic Birds of Prey Conf. Raptor CAMP Review (E)
	20 - 30	China: Zoos visit (B)
May	1 - 5	China: Tiger Master Plan Workshop w/CAZG (S,B)
	10 - 11	Cologne: CBSG, GCCN, ISIS Board Meetings (S,E)
	12 - 14	Cologne: IUDZG Strategic Plan Mtg (S,E)
	15 - 20	Antananarivo, Madagascar: Madagascar CAMP & PHVAs (S,E,M)

	22 - 26	South Africa: Wild dog PHVA (S,M)
	31M - 2J	South Africa: PAAZAB (S)
June	5 - 8	Costa Rica: Saimiri PHVA (Manual Antonio Park)
	8 - 10	VA, USA: NOAHS Days (E,B)
	?	Poland: European Bison PHVA (S,M)
	30 - 3Jul	Poland: EEP Annual Meeting & CBSG Regional; EAZA AGM (B,M)
July	1 - 8	vacation (S)
	3 - 16	India: Barasingha & Wild Ass PHVAs (S)
	13 - 16	Columbus, OH, USA: Committing to Conservation (E)
	15 - 30	Thailand: Tiger PHVA; Asian Cattle CAMP Storks, Spoonbills & Ibises CAMP (S,M,B)
August	5 - 11	Paraguay: Neotropical Ornithological Congress (E)
	21 - 28	Brazil: Muriqui PHVA & Atlantic Forest Primates CAMP (S)
September	3 - 9	Colombia: Raptor CAMP; Mt. Tapir PHVA (S,M,E)
	15 - 19	Seattle, WA, USA: AZA Annual Conference
	22 - 27	?: Regional CAMP (S)
	28	Dublin: GCN and CBSG Steering Committee Mtgs
	29 - 1 Oct	Dublin: CBSG Annual Meeting (S,E,B,M)
October	2 - 5	Dublin: IUDZG Annual Meeting
	?	Niort, France: Equid CAMP (S)
	9 - 13	Taipei: Clouded leopard PHVA (S,B)
	16 - 20	Taipei: SEAZA (S,B)
	23 - 27?	?Thailand: SE Asian Felid CAMP (S,B)
	26 - 30	China: CAZG (S,B)
November	?	IUDZG,AZA,CBSG Workshop: Tools & Training
	6-10 or 13-17?	Bauquisimeto, Venezuela: ALPZA & CAMP or PHVA
December	?	?: Facilitators Training Workshop (S)
	?	Indonesia: Sea turtle PHVA

1996 1996 1996 1996 1996 1996 1996 1996 1996 1996 1996 1996

August ?23 - 25 Denver, CO, USA: CBSG Annual Mtg



Conservation Breeding Specialist Group

Species Survival Commission, IUCN - The World Conservation Union

U.S. Seal, CBSG Chairman

12101 Johnny Cake Ridge Road, Apple Valley, MN 55124-8151 USA PHONE: 612-431-9325 FAX: 612-432-2757

E-Mail: cbsg@epx.cis.umn.edu

PUBLICATIONS INVOICE

Invoice Date: _____

Sold To: _____

CONSERVATION ASSESSMENT & MANAGEMENT PLANS (CAMPs)

Reference Material:

- _____ CAMP Core Material Book
- _____ CAMP Core Material Packet (English) \$5.00
- _____ CAMP Core Material Packet (Spanish) \$5.00
- _____ CAMP Summary Document (Vol. 1)
- _____ CAMP & GCAP Summary Document (Vol. 2)
- _____ CAMP Summary Document (Vol. 3)

Reports:

- _____ Antelope CAMP Draft IV
- _____ Canids, Hyena & Aardwolf CAMP
- _____ Caprinae CAMP
- _____ Costa Rican Endemics CAMP
- _____ Costa Rican Endemics CAMP Summary
- _____ Crane CAMP (*draft*)
- _____ Felid CAMP
- _____ Galliform CAMP (*draft*)
- _____ Guan, Curassow, and Chachalaca CAMP
- _____ Hawaiian Forest Birds CAMP
- _____ Hornbill CAMP
- _____ Iguanid/Varanid CAMP
- _____ Panamanian Endemics CAMP (*draft*)
- _____ Pigeons & Doves CAMP
- _____ Saint Helena Island CAMP
- _____ Saint Helena Island CAMP Summary
- _____ Small Carnivore CAMP
- _____ South American Felid CAMP
- _____ Waterfowl CAMP

Briefing Books:

- _____ African Antelope and Parrot CAMP
- _____ Australian Marsupials/Monotreme CAMP
- _____ Canids, Hyena & Aardwolf CAMP
- _____ Costa Rican Endemics CAMP
- _____ Crane Conservation Workshop - Calgary
- _____ Galliform CAMP
- _____ Guan, Curassow, and Chachalaca CAMP
- _____ Hawaiian Forest Birds CAMP & PHVA
- _____ Hornbill CAMP
- _____ Iguanas & Varanids/Boas & Pythons CAMP
- _____ Panamanian Endemics CAMP
- _____ Penguin PHVA & CAMP
- _____ Pigeon & Dove CAMP
- _____ Primates CAMP
- _____ Saint Helena Island CAMP

(CAMPs Continued)

Briefing Books:

- _____ Sheep, Goat & Rupicaprine CAMP
- _____ Small Carnivore CAMP
- _____ South American Felid CAMP

GLOBAL CONSERVATION ASSESSMENT RECOMMENDATIONS (GCARs) (formerly GCAPs)

- _____ GCAR Reference Material Packet (English) \$5.00
- _____ GCAR Reference Material Packet (Spanish) \$5.00
- _____ Australasian Monotreme/Marsupial GCAR Briefing Book
- _____ Cervid GCAP Briefing Book
- _____ Rhino GCAP Briefing Book
- _____ Equid GCAR (*draft*)
- _____ Primate GCAP - 1992 Edition
- _____ Rhino Global Captive Action Plan (GCAP) Report
- _____ Wild Cattle GCAR (*draft*)

GLOBAL ANIMAL SURVIVAL PLAN (GASPs)

- _____ Tiger Global Animal Survival Plan Report
- _____ Tiger GASP Briefing Book

POPULATION & HABITAT VIABILITY ASSESSMENTS (PHVAs)

Reference Material:

- _____ PHVA Core Material Book
- _____ PHVA Core Material Packet (English) \$5.00
- _____ PHVA Core Material Packet (Spanish) \$5.00
- _____ PHVA Process Design Manual

Reports:

- _____ 'Alala, Akohekohe & Palila (Hawaiian Forest Birds)
- _____ Aruba Island Rattlesnake PHVA
- _____ Asian Elephant PHVA
- _____ Asiatic Black Bear PHVA
- _____ Attwater's Prairie Chicken PHVA
- _____ Baiji Dolphin PHVA
- _____ Bali Mynah PVA
- _____ Black Footed Ferret Recovery Plan Review
- _____ Costa Rican Squirrel Monkey (*Saimiri oestedi*) PHVA
- _____ Florida Key Deer PVA
- _____ Florida Panther Viability Assessment
- _____ Houston Toad PHVA
- _____ Javan Gibbon PHVA
- _____ Javan Rhino PVA
- _____ Karner Blue Butterfly PHVA (*in publication*)

(PHVAs Continued)

Reports:

- _____ Kea/Kaka PVA
- _____ Kenya Black Rhino Metapopulation Workshop
- _____ Kirtland's Warbler PHVA
- _____ Leontopithecus Population Viability Workshop (4 species)
- _____ Lion Tailed Macaque PHVA
- _____ Marsh Deer PHVA
- _____ Mediterranean Monk Seal PHVA
- _____ Mexican Wolf (*draft*)
- _____ Mississippi Sandhill Crane PHVA
- _____ Orang utan PHVA
- _____ Pampas Deer PHVA
- _____ Pink Pigeon Conservation Viability Assessment
- _____ Puerto Rican Parrot PVA
- _____ Sangai PHVA
- _____ Sumatran Rhino PHVA
- _____ Sumatran Tiger PHVA
- _____ Tana River Primate Reserve Conservation Assessment
- _____ Thai Gibbon PHVA
- _____ White-Winged Wood Duck PHVA
- _____ Whooping Crane Conservation Viability Assessment

Briefing Books:

- _____ Aruba Island Rattlesnake PHVA
- _____ Asian Elephant PHVA
- _____ Asiatic Black Bear PHVA
- _____ Asiatic Lion PHVA/GASP
- _____ Attwater's Prairie Chicken PHVA
- _____ Baiji Dolphin PHVA
- _____ Bali Mynah PVA
- _____ Black Footed Ferret Workshop
- _____ Blue Macaw Conservation Workshop
- _____ Caribbean Parrots Conservation Viability Assessment
- _____ Cotton-top Tamarin Conservation Viability Assessment
- _____ Hawaiian Forest Birds CAMP & PHVA
- _____ Houston Toad PHVA
- _____ Indian/Nepali Rhino PHVA
- _____ Jamaican Iguana PHVA
- _____ Javan Gibbon PHVA
- _____ Karner Blue Butterfly PHVA
- _____ Kea/Kaka PVA
- _____ Kenya Black Rhino Metapopulation Workshop
- _____ Kirtland's Warbler PHVA
- _____ Lion-tailed Macaque PHVA/GASP
- _____ Marsh Deer PHVA
- _____ Mediterranean Monk Seal PHVA
- _____ Mississippi Sandhill Crane PHVA
- _____ Orangutan PHVA
- _____ Pampas Deer PHVA
- _____ Penguin CAMP & PHVA
- _____ Peninsular Pronghorn PHVA
- _____ Pink Pigeon PVA
- _____ Sandplain Gerardia PHVA
- _____ Sangai PHVA
- _____ Spix Macaw PHVA
- _____ Squirrel Monkey (*Saimiri oerstedii*) PHVA
- _____ Sumatran Rhino PHVA
- _____ Sumatran Tiger PHVA
- _____ Tana River Primate Reserve Conservation Assessment
- _____ Tapir (*Tapirus bairdii*) PHVA
- _____ Thai Gibbon PHVA
- _____ Waldrapp Ibis PHVA

- _____ White-winged Wood Duck PHVA
- _____ Whooping Crane PHVA
- _____ Wild Dog (African) PVA

OTHERS

- _____ A Plan for Genetic Restoration & Management of the Florida Panther
- _____ Asian Rhino Conservation Workshop
- _____ Genetic Management Strategies and Population Viability of the Florida Panther Briefing Book
- _____ Genetic Management Strategies and Population Viability of the Florida Panther Report
- _____ Genome Resource Banking for Conservation in Africa
- _____ Genome Resource Banking for Wild Species Conservation
- _____ Tiger Genome Resource Banking Action Plan (*draft*)
- _____ International Conference on Implications of Disease Briefing Book
- _____ Int'l Conference on Disease Working Group Reports
- _____ Population Biology Aspects of Genome Resource Banking
- _____ Przewalski's Horse Draft Global Conservation Plan
- _____ Sumatran Tiger Regional Captive Breeding Workshop
- _____ Wild Cattle Symposium Proceedings
- _____ Other _____

THAI ZOO MASTERPLAN FOR CONSERVATION

- _____ Thai Zoo Masterplan for Conservation Final Report (cost \$50.00)
- _____ Thai Zoo Association Planning Materials (4 document set - \$250.00)

CBSG

- _____ CBSG Brochure (No Charge)
- _____ CBSG Newsletters (note volume & number desired)
- _____ CBSG Annual Meetings Briefing Books & Reports (")
- _____ Strategic Planning Report
- _____ VORTEX 6.4 Population Modeling Software & Manual

WORLD ZOO CONSERVATION STRATEGY

- _____ World Zoo Conservation Strategy Summary (cost \$3.00)
- _____ World Zoo Conservation Strategy (cost \$10.00)

GLOBAL ZOO DIRECTORY 1993

**ALL BOOKS = \$35.00 EACH UNLESS NOTED
(THIS INCLUDES POSTAGE)**

TOTAL QUANTITY _____ X \$\$/COPY
= TOTAL \$US _____

MASTERCARD & VISA credit card payment now available:

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Signature _____

**PLEASE INCLUDE THIS INVOICE WHEN PAYING TO
INSURE PROPER CREDIT! Send checks payable to CBSG;
checks MUST be drawn on a US Bank. Funds may be wired to
First Bank NA ABA No. 091000022, for credit to CBSG
Account No. 1100 1210 1736.**



Peter - Pym

Conservation Breeding Specialist Group

Species Survival Commission
IUCN -- The World Conservation Union

U.S. Seal, CBSG Chairman

SUMMARY OF ACTIVITIES CONSERVATION BREEDING SPECIALIST GROUP (CBSG) January 1 - December 31, 1994

CBSG Chairmanship.

Dr. Ulysses Seal has accepted the invitation from Dr. George Rabb, Chairman of the Species Survival Commission, to serve as Chairman of CBSG for the 1994-1996 triennium.

Dr. David Wildt has accepted the invitation from the Chairman to serve as Deputy Chairman.

Mr. John Knowles has accepted the invitation from the Chairman to continue in his role as Vice-Chairman.

Name Change.

CBSG has changed its name to the "Conservation Breeding Specialist Group," a name chosen by the CBSG Steering Committee to more fully reflect the scope of our missions and programs.

Membership.

Six-hundred fifty-three (653) members were invited for the 1994-1996 triennium.

Global Conservation Network.

CBSG separated from ISIS as of midnight, 31 December 1993, and no longer operates under ISIS' organizational umbrella. CBSG now has its own non-profit foundation, the 'Global Conservation Network,' which will serve as its financial umbrella. The GCN Board of Directors met three times in 1994: in May (Cologne), August (Sao Paulo), and September (Atlanta).

Funding Base.

CBSG now is supported by 140 donor institutions and organizations, primarily zoos and zoological associations. Contributions range from \$25 to \$12,500 per year for a projected total annual donor funding base of \$304,765.

Newsletter.

CBSG News is distributed quarterly to more than 7,000 persons in 170 countries. A double issue, *CBSG News* 4 (3) and (4), was distributed in January 1994. Limited runs of *CBSG News* 5 (1 - 3) have been printed.

Products.

A total of 94 documents (e.g., Briefing Books, Drafts, and Reports) were produced by CBSG in 1994. These are listed in Appendix I.

Strategic Plan.

Progress continues to be made toward reaching the goals set out in the CBSG Futures Search. Progress in many areas is well ahead of the projected ten-year schedule.

Workshops and Meetings.

CBSG conducted and/or participated in 63 workshops/meetings between 1 January and 30 December 1994 including eight formal Population and Habitat Viability Assessment (PHVA) workshops, nine Conservation Assessment and Management Plan (CAMP) workshops, two CAMP Review workshops, six Global Captive Action Recommendations (GCAR) workshops, three Regional CBSG Meetings, six Regional Zoo Association Meetings, two CBSG Steering Committee Meetings, the CBSG Annual Meeting, and 20 Special Interest Meetings. These are listed in Appendix II.

Genome Resource Banking.

A review draft document, *Population Biology Aspects of Genome Resource Banking*, was developed at a two-day meeting in Front Royal, VA. This document provides goals, objectives, and strategies to address population biology assumptions and guidelines needed for developing and using a Sumatran and Siberian tiger GRB. A regional document, *Genome Resource Banking for Conservation in Africa*, was developed in conjunction with the Pan African Association of Zoological Gardens, Aquaria, and Botanical Gardens.

IUCN/SSC.

A 1994 Workplan for CBSG was submitted to the SSC Office in IUCN Headquarters in Gland to continue to integrate CBSG's activities into the SSC Workplan. CBSG staff attended the SSC Steering Committee meetings in Buenos Aires (January), Gland (May), and Fort Lauderdale (November).

Staff.

Dr. Phil Miller joined the staff as PHVA Program Officer in November. Andy Schrah joined the staff as Office Assistant in April; Lisa Laqua left CBSG in June. Dr. Susie Ellis moved from Minnesota to Virginia in December; she will continue working for CBSG as Senior Program Officer in a satellite office. She retains responsibility for development and oversight of programs and the CBSG funding base with financial reporting to the Global Conservation Network Board. Dr. Onnie Byers, Program Officer, has assumed responsibility for office supervision, in addition to her ongoing programmatic responsibilities. Judi Mikolai delivered her second child, Issak, on 24 May and was away on maternity leave from mid-May to mid-July. She and Shelly O'Brien continue in their positions as Administrative Officer and Secretary, respectively.



Conservation Breeding Specialist Group

Species Survival Commission
IUCN -- The World Conservation Union

U.S. Seal, CBSG Chairman

7 September 1994

Kathryn Roberts, Ph.D
Minnesota Zoological Garden
13000 Zoo Boulevard,
Apple Valley, MN 55124-8199
USA

67-
Will you pls
send in the form?
Dux

Dear Kathryn:

On behalf of Dr. George Rabb, Chairman of the IUCN Species Survival Commission (SSC), I would like to invite you to become a member of the Conservation Breeding Specialist Group (CBSG). We have changed our name from the Captive Breeding Specialist Group to more accurately reflect the true nature of our mission and programs. Enclosed are some materials from our office for your information. It is important that you complete the Membership Record form enclosed and return it to the SSC office address in Switzerland indicated on the form to be included in the next edition of the SSC Directory and in order to receive the Member's Guide. Moreover, this will constitute your acceptance of this invitation to serve the CBSG and the SSC. Please send a copy of the completed form to the CBSG office for our records. Dr. Rabb will forward your name to the IUCN council for formal endorsement. As a member of the SSC you will receive copies of Species magazine and a copy of the SSC Directory.

We need expert participation in the CBSG to help develop international captive breeding action plans for conservation of endangered species and to implement programs for species in need of the support. You will play an important role in the CBSG with your expertise and support of in situ and ex situ programs for endangered species. As a member you will receive the CBSG Newsletter and an invitation to the CBSG meetings. The next annual meeting will be held in Dublin, 29 September - 1 October, 1995. Additionally, regional CBSG meetings are being held in conjunction with regional zoo association meetings all over the world.

The CBSG maintains an office at the Minnesota Zoo staffed by Susie Ellis, senior program officer, Onnie Byers, program officer (part-time), Judi Mikolai, administrative officer, Andy Schrah, office assistant, and Shelly O'Brien, office secretary. I hope you will plan on attending one or more of our meetings in the coming year.

With best wishes,

Ulysses S. Seal, Chairman, Conservation Breeding Specialist Group



SPECIES SURVIVAL COMMISSION

Rue Mauverney 28
CH-1196 Gland
Switzerland

Tel: + +4122-9990152

Fax: + +4122-9990015

E-mail: doz@hq.iucn.ch

IUCN

The World Conservation Union

1994 - 1996 Triennium

Membership Record Specialist Group

Please use this form to accept your invitation to serve on the IUCN/Species Survival Commission (SSC) for the 1994 - 1996 triennium and to provide the SSC with important biographic information concerning yourself. If you have been a member of the SSC before, you will notice that this Membership Record differs from those used previously. All members during this triennium, whether previously members of SSC or not, must complete this form. Not only is the format different, but more information is requested. There are various reasons for this, among which the following are the most relevant:

1. SSC and CNPPA (the IUCN/Commission on National Parks and Protected Areas) will now share a joint membership data base for all their respective members. Thus, some of the information requested is necessary to serve the purposes of both Commissions.
2. We are improving our current data base to include more complete information on individual members. We aim to be able to make as efficient use as possible of the Commissions' resources and the combined expertise of our volunteer membership, through a better understanding of members' areas of expertise.
3. The information requested will allow us to enhance communication with our members and, in the near future, between members.

In completing the Membership Record **please read the items carefully and print your information as clearly as possible.** This record is, in most cases, our only source of information about you.

Note that if you have been invited to join more than one Specialist Group or other membership category, and if you have previously filled out completely a "1994 -1996 Triennium Membership Record," you only need to complete a part of this form. It is important that you provide this basic information, otherwise we will not know that you have accepted your invitation to join this Specialist Group.

You should also keep a copy of this form so that you can easily update information during the course of the triennium. Please inform us of any changes or updates that may be necessary.

We hope we can count on your active participation in the SSC, and we encourage you to share with us your experiences and suggestions to help further the conservation work of the SSC.

Please return this form to:

Ms. Doreen Zivkovic
Membership Coordinator
Species Survival Commission
IUCN World Headquarters
28 Rue Mauverney
CH-1196 Gland SWITZERLAND

*I did not give your
home phone, nor an
area of expertise.
Sign page 2 (bottom) +
choose up to 4 on
last page.*



SPECIES SURVIVAL COMMISSION

Rue Mauverney 28
CH-1196 Gland
Switzerland

Tel: + +4122-9990152

Fax: + +4122-9990015

E:mail: doz@hq.iucn.ch

IUCN

The World Conservation Union

1994 - 1996 Triennium

Membership Record Specialist Group

I accept the invitation to serve on the Species Survival Commission as a member of the Captive Breeding Specialist Group for the 1994 - 1996 triennium: X

I regretfully decline the invitation: _____

- Family Name: Roberts

- First Name: Kathryn R.

- Title: Dr.- Prof.- Mr.- Mrs.- Ms.- Other: Dr. Sex: M X / F X
(circle as appropriate)

- Position: Executive Director

- Organization: Minnesota Zoological Garden

- Postal Address: (please print the address as it should appear on mail sent to you):

- 13000 Zoo Boulevard

- Apple Valley, MN 55124-8199

- U.S.A.

- Country: U.S.A.

[You only need to complete the top part of this form -- if you have been invited to join more than one Specialist Group or other membership category and you have previously filled out completely a 1994 - 1996 triennium Membership Record. It is important that you provide the above information, otherwise we will not know that you have accepted your invitation to join this Specialist Group.]

- Street Address, if different from your postal address (necessary for courier services):

Member's Name: Roberts

1994 - 1996 Triennium
Membership Record (continued)

- Office Telephone: 612/431-9299
- Office Fax: 612/431-9336
- Home Telephone: _____
- Home Fax: _____
- E-mail: _____
- Telex (Only if you use it regularly): _____

The SSC Directory of Members will include your name, postal address, office telephone and fax numbers, and E-mail address unless you indicate below which information you desire to not have included.

Please do not include the following information in the SSC Directory:

*The SSC Directory of Members will **not** list your home telephone/fax numbers unless you indicate that you approve of their inclusion, as indicated below. If you provide your home telephone or fax numbers and do not desire for them to be published in the Directory, they will be kept separately for use only by the Executive Office and the SSC Chairman.*

My home telephone/fax numbers may be published in the SSC Directory: _____

- Areas of Expertise: Choose up to 4 areas of expertise from the attached list.
- Taxa of expertise (there is no set standard on how you should complete this section. The basic idea is that we desire to know those species/groups of species -- both within your Specialist Group and others -- with which you have experience, or on which you might be consulted):
- Order: _____
- Family: _____
- Genus/Species: _____
- Country/ies of expertise: _____

- On occasions documentation is available in different languages; in which IUCN language would you prefer to receive these documents? (circle the one preferred):

English - French - Spanish

- SSC member since (date, as you best remember, on which you first joined SSC):

Day ___ / Month 9 / 1991

Signature: William F. Roberts

Date: Day 12 / Month 9 / 1994

AREAS OF EXPERTISE: (Choose up to a maximum of 4 areas of expertise that you think best describe your experience).

- | | | | |
|--|---|--|---|
| 1 ___ | A Species and its Habitat Requirements | 69 ___ | Natural Heritage |
| 2 <input checked="" type="checkbox"/> | Administration | 70 ___ | Nongame Wildlife |
| 3 ___ | Advocacy | 71 ___ | Palaeontology |
| 4 ___ | Agriculture & Agricultural Impacts | 72 ___ | Pathology and Disease |
| 5 ___ | Animal Damage Control | 75 <input checked="" type="checkbox"/> | Planning |
| 6 ___ | Aquaculture | 76 ___ | Pollution |
| 7 ___ | Biodiversity | 78 ___ | Population Biology |
| 8 ___ | Biogeography | 79 ___ | Protected Areas (management, research, planning) |
| 9 ___ | Biometrics | 81 ___ | Ramsar Sites |
| 10 ___ | Biosphere Reserves | 83 ___ | Re-introductions/Translocations |
| 12 <input checked="" type="checkbox"/> | Captive Breeding | 85 ___ | Restoration Ecology |
| 14 ___ | Climatology | 86 ___ | Sociology/Anthropology |
| 16 ___ | Coastal Zone Management | 87 ___ | Soil Conservation |
| 19 ___ | Conflict Resolution | 88 ___ | Survey Techniques |
| 20 ___ | Conservation Biology | 91 ___ | Taxonomy/Systematics |
| 21 ___ | Data Management | 92 ___ | Telemetry and Remote Sensing (& GIS technology) |
| 24 ___ | Economics | 93 ___ | Threatened Species |
| 25 <input checked="" type="checkbox"/> | Education | 95 ___ | Tourism/Recreation |
| 27 ___ | Energy | 97 ___ | Urban Wildlife |
| 28 ___ | Environmental Impact Assessment | 98 ___ | Veterinary Science |
| 29 ___ | Environmental Management | 99 ___ | Wetlands |
| 30 ___ | Environmental Planning | 100 ___ | Wildlife Management |
| 31 ___ | Environmental Policy | 101 ___ | Wildlife Trade |
| 33 ___ | Ethnobotany | 102 ___ | Wildlife Utilization |
| 34 ___ | Ethnozoology | 103 ___ | World Heritage Sites |
| 35 ___ | Evolutionary Biology | 104 ___ | Other (only if you feel that none of the above can describe your area of expertise) |
| 37 ___ | Fire Ecology | | |
| 38 ___ | Fisheries/Fisheries Management | | |
| 39 ___ | Forest/Woodland Ecosystems | | |
| 40 ___ | Freshwater Ecology/Biology | | |
| 41 ___ | Genetic Resources | | |
| 42 ___ | Genetics | | |
| 44 ___ | Global Climate Change | | |
| 45 ___ | Grasslands/Grazing Impacts | | |
| 46 ___ | Human Impact | | |
| 47 ___ | Hunting (philosophy, quality, Sociology) | | |
| 48 ___ | Indigenous Cultures | | |
| 50 ___ | Information/Communication | | |
| 52 ___ | International Experience on Environment/Natural Resources and/or Wildlife | | |
| 55 ___ | Introduced/Alien Wildlife | | |
| 56 ___ | Land Use | | |
| 57 ___ | Land Use Policy (public and private) | | |
| 59 ___ | Legislative & Regulatory Process | | |
| 62 ___ | Mariculture | | |
| 63 ___ | Marine Ecology/Biology | | |
| 65 ___ | Marine Science/Oceanography | | |
| 66 ___ | Mining, Oil & Gas Impacts | | |
| 67 ___ | Mountain Ecosystems | | |

June 15, 1994

Dear Jim,

You do write a good letter! And as usual, you and I are in strong agreement about many of the issues you raised. Let me give you an update on the action I have been a part of since our return from beautiful Koln.

I have the advantage of physical proximity to Ulie. When we first arrived back in Minneapolis I called Nate and discussed most of the same GCCN issues you have raised. Nate certainly agreed that at least a couple of issues were left unresolved. He also is a strong believer in making sure the GCCN is run in a business like way---the correct way.

Last week Nate and I met with Ulie and discussed :

1. The size of the Board. Ulie has agreed to keep the Board small. We reemphasized the point that a position on this Board not be viewed as a reward for CBSG work. Ulie is going to call Maple, Meyer and Conway to ask about their continued interest. He is going to let all of us know the results of the conversations.
2. Insurance. Both Nate and I think it is important for Ulie to purchase "errors and omissions" coverage and "directors and operators" coverage. We encouraged Ulie to talk to his attorney and get an opinion. He was of the mind to go ahead and purchase the additional coverage. Again, he will let all of us know his decision.
3. CEO pay. This was a discussion that never got off the ground in Koln. Ulie is interested in recovering both the personal loan he made to the CBSG as well as all of the personal contributions he has made over time which were never called loans. For example, Ulie paid for all of the costs to incorporate the GCCN. The three of us arbitrarily determined the salary of the CEO to be \$87,500 and to build 20% of that amount into the next budget. If possible, Ulie will try to build something in to the remainder of this fiscal year. What do you think?

We did not address the other issues you raised specific to GCCN.

Shortly after my return I decided to call Syd and talk about the discussions we had regarding Mike. Before I could make my call, Satch Krantz called me to talk about the same topic. John DeJose and Gunther had called Satch and asked him to call Syd and convey their concern over Mike and his inability to work with CBSG. They wanted Satch to carry the message as a fellow IUDZG Council member. Satch wanted to hear from me before he called. I did get through to Syd and shared all of our concerns. I also suggested to Syd that he call you and ask for your impressions of the meetings. Satch also called him to relay the message from Gunther and John. In the meantime, Lee Simmons had also chosen to call Syd and let him in on our conversations. As a result of the flurry of calls, Syd has "invited" me to come out to Washington and meet with him about the issue. He has also asked Lee and Satch and Ulie. He is insistent on having Mike and Ulie in the room with the rest of us. We are going the middle of August before the Sau Paulo meeting. I hope Syd took the initiative to call you and talk to you. It would be great if he would also invite you to the party.

On a lighter note, I have enclosed more material on the school than you probably want. Let me know if you or someone also wants to talk about the project in more detail. Also, I would love to get the Really Clever Conservation Folks (RCCF) together. We have talked about it long enough and need to do something about it. Your offer to host us at Fossil Rim would be a treat for me. Should we try and think of people who might be interested? I would like to talk with people who are innovators in conservation projects and entrepreneurs who have the ideas for activities providing the revenue streams that support the conservation activities. It would be time well spent for me. Being with friends and meeting new people who share goals helps keep my energy and reminds me why I am in this crazy business.

I hope you are well and taking the time to take care of yourself.



P.S. When you pull together the information on Permaculture will you also send something on "Yerts?" I want to try and use them for our education overnites.
Thanks!



*Return
letter filed
under "JACKSON"*

26 May 1994

Dear Kathryn or KB,

As usual, it was great to see you in Cologne. I felt that it was one of the best CBSG steering committee meetings I have ever attended. I do feel that we may have tried to fit a few too many things into too short of a time period, but that is nothing new. I have sent a letter to Ulie concerning some items that I feel were left unattended to following the meeting. Maybe we can address them before the Brazil meeting or if not then at the board meeting at that time. I'll cut and paste here so you have the same list as I sent him.

In respect to GCCN I feel that there were several issues we still left on the table following our meeting. First I need to let you know I felt the tension at the beginning of the meeting toward myself and maybe the board as a whole. I do, however, feel that was defused as the meeting progressed.

I feel that I have several responsibilities as a board member and would appreciate your input if any of these differ from your expectations of the board of GCCN. First and foremost I see it my job to cover your back and keep you out of any potentially sticky legal situation arising from our failure to conduct foundation business in a legal and "accepted business like manner." Secondly I see it our job to attempt to promote the foundation and help secure a strong financial base from which CBSG can carry out its mission. I feel the foundation should be as transparent as possible in order for CBSG to continue to be the focus of all activities. The only other function I see is to stay out of your way and allow you to conduct business as you see fit, as long as the first two elements are respected.

The issues which I still feel need to be addressed are as follows:

1. Size and composition of board. I would favor a small board of very dedicated and close people with a very high degree of trust with each other and with you. I think this will serve you best in the effort to make board

function in a simple and effective manor. I do not see the board as a reward for support of CBSG or a political forum to promote involvement in CBSG. I feel this can best be done with the steering committee of CBSG.

2. Financial reporting I feel should be done on a quarterly basis with informational copies sent to all board members. I feel the format you developed with ISIS is very useful and each quarter could build on it by having a quarter to date and a year to date, both with dollars and percentages. Kathryn and I discussed several other small changes which I am sure she will discuss with you.

3. The name of GCCN I would like to see changed to reflect the name change of CBSG. I think the word "captive" adds nothing, and if anything detracts from the promotion of foundation support.

4. In the Drug Abuse Policy Statement I saw reference to GCCN d.b.a. CBSG is that an official filing. Does GCCN do business as CBSG? This might be a problem, do we support or do business as?

5. I feel strongly that if the intention is for CBSG/GCCN to continue to function after your departure as CEO, we need a provision for the CEO to be paid. I think this should be in the "core budget" and you could decide on a quarterly or monthly basis if you wish to draw some or all of the allocated salary or wish to release some or all of it for programs. I think with the organization functioning in this mode that the transition to actually paying the CEO a reasonable salary could be easier at some future date.

6. I feel we need to set aside enough time in the future to cover the business of GCCN. I know that this was the first real meeting and none of us could have predicted how much time needed to be allocated but in the future maybe we could set aside half a day and if we finish a little sooner I am sure no one would complain.

The next issue which is still to be addressed is the situation with Mike. As I returned, I continued to give the situation more thought but still conclude that the AZA cannot continue to afford to maintain a running battle with the international conservation group doing the most to integrate in-situ and ex-situ conservation efforts. This may not be of great concern to the Washington office but I think it is of great concern to any institution involved in the international conservation scene. As we discussed it is an embarrassment to those of us that come in contact with foreign zoos and

organizations, when we are seen as being represented by the actions of staff of the AZA. I am still in favor of writing or visiting Syd on this matter and would like to further discuss it with you.

I am rounding up information on permaculture which I will send you as soon as it arrives, there is a video, a design manual and an introductory book.

I would also appreciate as much information as you have on the school you are intending to set up on the grounds. I am not sure we could ever undertake such a large(200 student) program but we do have a school district which has a very large budget because of the nuclear power plant in the county. It might be that we could talk them into a scaled down version of the concept, that way you could still have the first and the biggest. I know how important that is to many zoo directors.

I would also like to explore something else we talked about over there. I feel there is a small group of people in this business which are always a little bit on the fringe of things but are also doing the interesting things which I would like to keep up with. What could we do to facilitate exchange of information among that group? Could we tack a one day retreat on the end of a current meetings? The cost might be a little high if it was taking place in some far or expensive location. Could we think of taking a day or two in here for fun and work? Should we think of hand selecting a group of people to invite to a meeting on innovative conservation directions? If we did it at Fossil Rim during the week or off season I would be glad to cover all costs here and that would only leave travel and time loss as a concern for those participating. Other than us chickens who would we want to meet with? Will give it some thought, I just feel there are certain people I would benefit and enjoy spending a little more time with, under a little less pressure of other obligations. Maybe we form the ICS (Innovative Conservation Society) by invitation only.

Take care of yourself - I enjoyed it as usual.

A handwritten signature in cursive script, appearing to be the initials 'Ji' or 'Ji' with a flourish above it.



Captive Breeding Specialist Group

Species Survival Commission
IUCN -- The World Conservation Union

U.S. Seal, CBSG Chairman

CBSG STEERING COMMITTEE MEETING MINUTES 18 MAY 1994

Present: DeBoer, DeJose, Ellis, Flesness, Jackson, Knowles, Labuschagne, Mallinson, Nogge, Roberts, Schmidt, Simmons, Usum, Walker, Wildt

Seal: Welcoming comments.

Knowles: Proposed that John DeJose represent Australasia in Garland's place at this meeting and perhaps be invited to join the Steering Committee both in terms of an Australasian representative and also as a representative of the position he currently holds within IUDZG.

Seal: Concur that DeJose should at the very least join this meeting; will defer invitation to SC for now.

Reported on lag in SSC membership process; letters of invitation for membership of CBSG for the next triennium will be sent sometime after June. Membership generally runs from General Assembly to General Assembly. Seal has been re-appointed chairman for the next triennium; Rabb's chairmanship of the SSC expires after this triennium. CBSG membership now approximately 610 individuals.

Newsletter continues to be important vehicle for communication; continues to be a problem in terms of funding as it is a major cost item in budget. Seeking sponsorship for some segment or for all of it.

Thirty-nine documents (briefing books, draft and final workshop reports) produced thus far in 1994. Documents (final) now being distributed to regional zoo association offices, which is a considerable expense. Discussion of possibility of distributing books by CD-ROM, even to the point of purchasing CD-ROMs for the regions, in order to save mailing expenses and expand distribution.

There is a backlog of seven PHVA reports and three CAMP reports on which we are in the process of catching up. Other recent workshop reports (within the past year) are current; draft reports are generated at the workshops and distributed to participants within two weeks. Once participants review the draft it is distributed more widely.

CAMPs evolving in direction of regional or within-country workshops to review a broad group of species or a particular area. Portions of the data used by the captive community.

Wildt: Why are draft PHVA reports not distributed to the regions for comment?

Seal: PHVA not intended as a peer-reviewed publication; intended as a management document for the agency requesting the workshop. Not appropriate to invite wide comment on PHVA documents however wide comment on CAMP documents is essential. For PHVAs, the contracting organization can send it to whomever it chooses. One option for wider dissemination is writing of a paper reporting on the outcome which will be submitted to journals for peer-review.

DeBoer: Suggested that regional offices are not particularly interested in seeing draft PHVA documents; CAMPs/GCARs another story.

Mallinson: What solicitation goes out to organizations for support of PHVA workshops? Is this a regular occurrence and would it be successful?

Seal: Have not sent out systematically a letter identifying particular workshops asking for funding. Usually targeted for particular institution with particular interests. Virtually all in the US are done on contract with USFWS; same true for other countries. Will probably be useful to communicate with directors and with coordinators. Directors historically have had more success in fundraising.

Jackson: May be worthwhile to send schedule to coordinators and solicit their assistance in finding funding for workshops via TAG chairs, etc.

Seal: Schedule now on ISIS bulletin board and it is sent to coordinators.

Knowles: Perception is still out there that CBSG is part of a rich organization (IUCN) and that money is plentiful. Need to make known the need for funding and that IUCN is not funded by IUCN.

Walker: How can let people know that there is no funding from IUCN?

Seal: Disclaimer that IUCN makes no contribution to CBSG activities and in fact our participation in their activities is a financial drain.

Knowles: Fact is that we are not accurately perceived.

Seal: It has been suggested that we prepared 1,000 word summaries of CBSG and what we do, including funding and we should follow up on that. Basic strategy trying to implement is that each workshop pays for itself so that it does not require core funding to accomplish the work. Beyond that, wherever possible, we try to make those workshops defray some of the costs in the office to clear a margin beyond the actual direct costs. We can do this on about one-half the workshops. Sea World has provided nearly \$68,000 for two workshops in the past two years.

Simmons: Commitment for CAMPs is about \$5,000 per workshop. People who might be interested in participating might be interested in knowing how much they might need to commit.

Seal: Have prospects for several workshops which will be funded. Taiwan (Asiatic Black Bear); Venezuela (Crocodile); possibly Morocco (monk seal).

Wildt: Comments on GRB network. Trying to develop a strategy for GRBs as part of CBSG's mission. Drafted a document to assist in selection of animals to be banked. Two day meeting held in March and a draft document was produced. Final document will be out (after two revisions) in several weeks. No other documents have been produced addressing selection in this manner, even by those individuals involved in banking of genetic material of cattle. The document will first be discussed in South Africa in June and later in the year in London. Berlin also is interested in developing a GRB.

Jackson: Suggested that CBSG would be wise to adopt an ethical standard to go with these policies.

Walker: Need to take into consideration that banks also be developed in-country.

Seal: Need also a clear understanding that CBSG is not funding these banks. Direction focused on country of origin with recommendation that if working with other collaborators or other countries, GRB has practical application with need for sharing of materials as part of species management strategy.

Schmidt: Fully support Jim's idea also for general problems of genome banking. Some public thinking is that GRB could replace zoos, and we need to state that this is not the case.

Knowles: Seems that choice of individuals is important; referred to cattle industry actually changing individuals within a breed. We need to decide at what point we preserve this material. When come to decision as to what is typical within a species? Seems there is a lot of potential for dissention as to what is typical. How do you decide that?

Simmons: With gaur, trying to preserve on male side - set as standard that all bulls in the top half (with a relatively small relatedness) will preserve 600 straws of every bull. If an individual has high relatedness, set a slightly lower standard; also have a minimum standard that we collect from every bull.

Flesness: Plant community (crop people) have in fact gone for preserving the widest possible range of variation. Premise is to as fully as possible sample the variation that might occur naturally in a population. Profound issue left unresolved - if sampling from animals already holding in captivity, what standard of evidence needs to be developed to be certain that they are what we think they are.

Wildt: Basically, we went on genetic backgrounds and not looking at morphology. Looking for animals as close as possible to wild caught animals genetically and which most valuable as founders. We knew what we needed for North America, but when get to Sumatra for example, where all animals wild caught, run into another situation with respect to records. It is also very species specific.

Seal: There are two purposes for the genome banking: managing the captive population as well as "saving" the species for the future.

Wildt: This is one of the things that CBSG does best - catalyzing new ideas. Also fleshes out that we really need each other - population biologists, molecular geneticists, reproduction people, etc.

Flesness: Still worth recognizing that if we give these people a population of specimens, still need a referent population in wild.

Knowles: Fundamental question is does it matter (the subspecies question).

Seal: GRB growing, interest in it is expanding. IUCN asked CBSG to try to develop that; we are trying to develop a series of stepwise documents to address the questions. Does not include genetic engineering.

BREAK

Knowles: Want to go back to GRB and ask David if we are in the position to do a GRB on an emergency basis right now. Somali Wild Ass is a good candidate - getting genetic material from all the animals possible may be only hope.

Wildt: Now have developed the guidelines for an effective plan and three or four plans are in place. Question comes down to the follow up on the plan - question is the money and who does it. CBSG could certainly catalyze a plan - follow up is key element to make it happen.

Knowles: Afraid Somali Wild Ass will slip through our fingers without immediate measures.

Seal: Asked Ellis to elaborate on relationship with SSC.

Ellis: CBSG 1994 Workplan submitted to SSC which will in turn be integrated into the SSC 1994-1995 Workplan as well as the SSC Triennial Workplan. Now attending SSC staff meetings several times a year as well as SSC Steering Committee meetings two times a year. The next SSC Steering Committee meeting is next week in Gland. At this meeting the SSC Strategic Plan will be reviewed; Wildt, Seal, and Ellis meeting to discuss ways to strengthen our role within the long-range plan of the SSC.

Seal: Brought up issue of IUCN Resolution for funding for CBSG, which was prepared and withdrawn at the last minute for

the General Assembly in January. That item on the agenda was part of a bigger political strategy within IUCN (as we later determined) - maneuver to put pressure on the DG. Do not know how this will be affected by new DG. Larger question of how we will be affected if we are linked via funding to the IUCN secretariat directly. Other main groups within SSC is the Trade SG and Sustainable Use SG; other taxon groups, e.g., crocodile, is a major one by virtue of funding base.

Jackson: Chance of having influence on IUCN? Where does their direction come from?

Seal: NGOs, agencies, including zoos etc. - also many give proxies to Rabb and then voting power of SSC is greater.

Jackson: Suggest that newsletter include a piece explaining how this can be done. Expand recruitment of institutions.

Nogge: We regularly encourage members of IUDZG to become members of IUCN.

Knowles: Do not know how well the zoo community could be represented. Does strike me as unfair that it costs us money to go to the SSC staff meetings when we constitute their largest and most active specialist group.

Seal: Travel of SSC's own staff is now constrained because of budget concerns. Need to put this on the table for discussion at the SSC. Points to need for better coordination. SSC has now adopted CAMP program as basis for Action Planning process and for review of existing Action Plans.

Seal: Requested Knowles to discuss appointment of Deputy Chair.

Knowles: Described history of pressing Seal for appointment of a replacement or development of a plan for succession in the case of his sudden demise. A meeting was held in Minneapolis in November; a plan was developed with a consensus to appoint David Wildt as CBSG Deputy Chairman. There is in place a succession process which includes a commitment of six months from David Wildt to oversee a transition. Chairman of SSC to then appoint a new chair. This plan is an insurance policy in that it enables forward thinking for the organization.

Wildt: Very careful as a group in terms of putting together a description of how this would work. In essence what would happen is that there would be a transition committee formed to ensure that things would be stable. In terms of a successor to the chair, I could consider it, but there would be discussion as to formal succession both by the SSC and the CBSG Steering Committee. My role as Deputy is supported by the Smithsonian. CBSG staff also is confident that they can carry forth the work and in fact have commitments for the next two years for workshops and processes.

Roberts: The Minnesota Zoo will continue to provide support in terms of space, etc. as long as the CBSG wishes to be housed there.

Jackson: No consultation with Steering Committee on this decision.

Seal: Talked to many of the members of the Steering Committee on this process. Did not develop this as a voting process.

Jackson: May need to explain title "Deputy" as it implies succession.

Seal: Have tried to make certain that the activities that occur do ultimately involve a consensus even if it does not involve a formal meeting. Have consulted with Simon Stuart and George Rabb and from their point of view they very much retain the right of appointment but also prefer that a process evolve that is presented to them. With exception of vice-chairman they do not retain approval rights, but this was passed through and has been formally approved. This one was approved by Rabb but does not go through IUCN Council.

Jackson: Probably need to address the GCCN side as well in terms of financial responsibility.

Knowles: Process that we went through was the only possible way of solving a potential problem given the way this organization is structured. Would not have gone along with it if I thought it was unfair to Steering Committee or was in any

other way biased. David's only shortcoming is that he is a North American. To my knowledge no institutions outside North America that would grant someone of David's stature the kind of freedom to act in this capacity.

Seal: The question I have been asked more than any other is "What happens when you die?" This process was the result of several years of discussion.

Transfer to GCCN from ISIS was complete as of January 1. This process began three years ago. Ten people agreed to serve on the initial GCCN Board, and we will look at the composition of that Board in a GCCN meeting tomorrow.

Knowles: Might be awkward for ISIS Board members to be GCCN Board members also with respect to any debts that might be of concern.

Flesness: Many overlapping Board structures exist in the US. Such things could arise as a concern but they are small compared to the positives. Mentioned state sales tax debt for ISIS for \$35,000 of which CBSG owes \$19,000. This is being repaid and will be paid in full by December 31.

Jackson: 1994 IRS guidelines for reporting changed for donors. Need to be sure that accounting to donors is appropriate.

Seal: Lisa Laqua resigning on 10 June, feels that CBSG has been a tremendous opportunity for her but has to put other priorities first at this time. Has been an extraordinarily productive young woman. Andy Schrah will take her position with about six weeks overlap. Judi Mikolai begins maternity leave for her second child May 20.

Have turned over accounting to an professional accountant.

Ellis: Expect \$546,000 in revenue for 1994 with an excess slightly more than \$1,000. The unplanned expense was \$19,000 in Minnesota state sales and use tax, which will be repaid to ISIS by the end of December. We also will have repaid \$25,000 of the debt to US Seal.

Mallinson: Question of indexing contributions to provide increased donations? Also want to formally, from the Steering Committee, convey the best wishes to Lisa as well as to Judi on her impending child.

Knowles: Want to ask whether the cash will be repaid to ISIS?

Ellis: Yes.

Knowles: Also would like to ask whether the chairman will take any remuneration. When Seal left the VA there was understanding that there would be remuneration. This has not happened and it should be stated publicly.

Labuschagne: Specifically would like to refer to what happens when Seal is replaced. Is it fair to continue this practice?

Seal: A number of you have raised the issue. We have never had a context to discuss how a person might be paid. It was not appropriate that it happen through CBSG directly. This is still a principle within SSC. People like George, myself, and others are able to do this work because they have institutions to support them. The formation of the GCCN allows us a way to formally address this and how it can be accomplished. Suggest that this be discussed formally within the context of the GCCN. Should determine whether we need to establish the precedent immediately and use myself as a vehicle to establish this process. Still feel that my survival as chairman of this group depends on my ability to absorb direction from the Steering Committee, and these discussions will involve this committee as well.

Jackson: Noticed within past six months there has been a lot of comments on the CBSG program staff.

Seal: From my perspective they have been a lifesaver. Appreciate comments. Most if not all concerns regarding continuity

are contributed to by their abilities.

Wildt: Commented on San Diego CAMP meetings and competent running of those workshops by Onnie Byers and Susie Ellis.

Seal: One of the needs that will unbalance the budget will be the hiring of a PHVA program officer. It has now reached the point where it is detrimental for me to spend as much time as I do on the PHVAs; I need to be doing other things.

LUNCH

Seal: Reiterated need to hire a PHVA program officer to contribute to the continuing developments within small population biology and also to facilitate workshops. I have spoken to people for about two years concerning this and have been recruiting for the past two years. A person has emerged who is completing his degree this year, working with Phil Hedrick. He has some zoo experience, has published and is well known to a number of our colleagues. He will work with me on the Houston toad PHVA and training course with the USFWS next week in Texas and give me a better chance to evaluate suitability for the position. Money for this workshop was recruited by USFWS people from outside sources.

If we hire this person, we will need to recruit additional money to balance the budget. Anticipate that next year we will see additional funding for these workshops - now unable to contract for more because of staff shortage. In connection with the human demography component anticipate other funding possibilities will open up.

Roberts: Ron Tilson from the Minnesota Zoo contacted Exxon a couple of years ago and submitted a request for funding for work with tigers - a three year project for \$2 million over three years. Possibility of funding it looks good. In the grant a significant amount of money will be directed to CBSG - \$150,000 for PHVAs, money for genome banking (\$81,000), production and distribution of tiger GASP, etc. The grant, if funded, will provide substantial resources to CBSG.

Seal: Exxon is looking for way to contribute to conservation of tigers in range country in which they do business. Twenty six of their people sat in on Tilson's presentation and the potential for funding looks promising.

Want to encourage more kinds of funding opportunities like this. One of the reasons we need a PHVA officer is to free up my time to pursue these kinds of opportunities and activities. I have to do this work myself. Assistance will be provided pro bono by Harrie Vredenberg. Commitment I see now to CBSG and its continuity have been dealt with some this morning and this is another portion of that. Program officer is an element to allow me to have time to pursue marketing and other project/program development activities.

Ellis: Salary makes a difference of from \$15,000 - 18,000 in 1994 budget.

Seal: Jon Ballou is now finishing his Ph.D.; was instrumental in early development of CBSG. Wildt had a conversation regarding his assistance with our PHVA processes. He is willing to contribute some of his time and energies (approximately once per month) to work on PHVAs. Am sensitive to the fact that this is a commitment of the organization.

Jackson/Walker: Seems as if you should proceed.

Seal: Consensus then is that we should do so.

Labuschagne: What of contract for employment?

Seal: Virtually we have no obligations to employees. We do provide hospitalization and other types of benefits for our staff, however.

Flesness: Only obligation is for unemployment.

Seal: Program developments. PHVAs have seen several developments. Program officer has been discussed. Other discussion

is incorporation of evaluation and human demography components. Using two professors from Canada. They have established a questionnaire which will be used prior to the workshop. A follow up instrument will be used at the conclusion of the workshop and at two times after the workshop to determine the long term impacts. Tests will be held in 5 countries prior to the annual meeting. Fortunate to be able to evaluate impact across five cultures. Interested in whether there is really an increase in networks across cultures as well as if we are making a difference in the survival of species. A research grant is paying for this independent activity. The results will be used to improve the processes CBSG uses.

Knowles: Think it might be more important in terms of generating funding to revisit some of the early processes and see what has happened in terms of implementation and success - publicize in popular magazines what has happened. Need to move into a mode which reviews the ground that we have covered in the past. Answers may not all be good but we could be modestly selective in what is chosen. Florida panther may be a good story to get out to a wider audience although on some levels it reminds me of the story of the Edsel.

Seal: I take your point in terms of more publication activities. David has also been continually reminding me of the importance of this. We have established some groups to begin writing up workshop results in this kind of forum. Also plan to develop a small newsletter for donors.

Knowles: Also suggest publication in even smaller magazines such as *International Zoo News*.

Roberts: Who are you referring to regarding not understanding?

Knowles: A lot of misunderstanding even within the zoo community.

Mallinson: Need to elaborate to many constituencies.

Roberts: Hear John saying that more people need to be told. I see one of my roles as being a missionary talking about CBSG at every opportunity.

Knowles: Need to be missionaries at all levels of the profession - missionaries for our success stories. If tell people in simple language we can have an impact.

Mallinson: Importance of publishing can't be underemphasized.

Wildt: Best combination to address this is a) start talking to people about CBSG; b) follow up with publication. Need two kinds of publication - peer reviewed on process along with successes as well as popular articles. If we just send out reprints people won't read them. Needs to be a real focus on what the mission of CBSG is.

Simmons: People who appreciate what CBSG does most are people who have a crisis on their hands. If every time we respond to a crisis situation and it is resolved, it is important to make sure that it gets published.

Knowles: Deep into solving problems but not sure how well we are succeeding.

Jackson: I think it would be much more valuable if you asked the agency for an evaluation/summary as to how the involvement of CBSG has helped.

Schmidt: Would be good to develop a small leaflet with colored pictures in several languages.

Labuschagne: Last year it was agreed that the CBSG would spend time at the IUDZG meeting. We have the president of IUDZG here; important that CBSG use that forum. Perhaps previous presentations were too sterile; if you can use the opportunity to expand the results by convincing this membership. IUDZG should give the CBSG a fair amount of time.

Nogge: CBSG has a substantial time on the program for Sao Paolo. Commended Ulie and staff for last year's presentations.

CBSG meetings are in conjunction with IUDZG meetings so that they can participate. Unless directors understand CBSG they will not support it; they are the ones from whom funding comes. Another way is attendance at regional meetings.

DeJose: Next year we plan to place CBSG activities throughout the ARAZPA meeting.

Flesness: Would like to note that the World Zoo Conservation Strategy was front stage and center at the ARAZPA meeting and was very well-received.

Walker: Inquired as to status of reprinting of WZCS. Zoos do not realize the potential of this document. It would be helpful if someone would write a guide for zoos as to how to use it.

DeBoer: Message of how important CBSG is needs to come from many sources. CBSG staff cannot do it alone; systems need to be set up to help push with the zoos.

DeJose: Inexpensive way to help me to get message of zoos across. Distribute it and use it at meetings.

Seal: Two more elements on the PHVAs. Has started out as a management planning process using simulation models; have added GIS in some workshops. GIS built into the Exxon project. Has been extraordinarily powerful as a tool. Other facet is human demography - looking at human population around an area in order to project their likely impact on local resources. Have started the process in Indonesian and Thailand. Has opened up an entirely different realm of interest. No tools that I am aware of by which this has been accomplished to date. Seeing an expansion of the PHVA process to encompass other tools and processes. Trying to point out threat in terms of human activities.

First facilitators workshop will take place in Minnesota July 11-15. Facilitators' training manual will be produced at the workshop. There will be training in conflict management, VORTEX, population biology, workshop preparation and writing of reports.

Jackson: Any thought as to how there will be some element of control with respect to quality of workshops that trainees will be conducting.

Flesness: Thousands of VORTEX has been distributed freely worldwide.

Mallinson: Way to have some influence on reports, published articles which trainees may subsequently produce? One poor report or set of recommendations could cause serious problems.

Knowles: May wish to require that anything with CBSG's logo on it is reviewed by the CBSG office prior to publication.

Seal: If we really are going to disseminate our tools and processes, we may have to risk some consequences. Not going to copyright process. Have to depend upon basic good faith of people involved; where not apparent may need to deal with on a case by case basis. Already being used in many countries; countries not holding us responsible for what happens.

Roberts: Couldn't possibly review all documents that might be produced.

Seal: Hope we will add something to the process and the science through this kind of training process. Experience in four countries has shown continuing use of the tools as well as continuing development of their personnel. Gives added credibility to have international organization assist in the process.

Ellis: CAMP program is moving forward; 27 CAMPs have been conducted to date. Now have developed a boiler-plate so that data from the workshops can be entered and documents produced at the workshops. Produced three of the five documents from the San Diego workshops at the meeting itself; others were sent to participants within two weeks.

The GCAP program has evolved into the GCAR program (replacing the word "plan" with "recommendations"). No

longer list regional target populations; global target populations are calculated using Ballou's CAPACITY program; global target populations are calculated by this program with various input variables.

Jackson: What happens to the GCAPs that have already been produced?

DeBoer: CBSG should go on with the GCAR program. Recommendations, once they are in from all the regions, then can be developed into a formal GCAP.

Jackson: Need to define the progression of events - from GCAR to GCAP.

Nogge: No problem reprinting the WZCS by whomever chooses to do so, as long as there are no changes.

Seal: Called attention to the CAMP, GCAR, and PHVA Reference Materials. With respect to the GASP process - see it as a much closer integration of the captive and the wild programs, much along the lines of the Tiger GASP.

With respect to mailings to coordinators, given the number of regions and countries CBSG is working in right now - don't see us providing documents to everyone who might have a need unless people can pay for them. It will cost CBSG approximately \$15,000 per year to mail documents to coordinators as is and there is no reimbursement for these costs.

Development and exploitation of opportunities in other regions is important; haven't had time or resources to pursue all opportunities.

Knowles: On area of regional coordination are we not in area of ideas discussed at Marwell? Recognition on part of IUDZG that it needs to set up a secretariat so that it can be responsible for coordinating what we might characterize as sharp end of carrying out programs within the zoo community. This is a response to the unpleasantness that led to the meeting at Marwell.

Nogge: Whenever it comes to implementation of captive recommendations of CAMPs and other programs they must be implemented by the zoos. Larger regions have conservation officers and these people used to meet at the annual CBSG meetings so that the development of the various regions was in the same line. Does not mean that they were under the auspices of CBSG. When IUDZG changed its constitution, I think we should take up the leadership of this group of people. These people are hired by the various regional organizations. A secretariat is our long-term goal. The IUDZG took over the leadership of this group in Antwerp; it is now chaired by DeJose. Invited all organizations within the regions to delegate someone to this committee. Over the year all correspondence goes by proxies, etc. Informal meeting in Marwell this year discussed this issue. This is a committee for the global coordination of captive breeding.

Jackson: What does IUDZG have in mind for this group?

Nogge: Group develops guidelines as to how cooperative breeding programs, collection plans, etc. should be developed.

DeBoer: Group like that is important in the implementation of the recommendations formulated by CBSG.

Jackson: Something wrong structurally with staff telling directors what to do.

Labuschagne: Group culmination is a way to combine the efforts of CBSG with the regional association chairpeople.

Knowles: Need to seek to agree where the two organizations need to integrate. Want to move programs forward to success.

Nogge: Whole thing has to be somehow supervised and organized and driven, and this is the role of the EEP (or other officer) within the regions.

Roberts: Curious, not being associated what is going on with these coordinators, how will I hear that?

Nogge: Must get information from your (North American) regional coordinator.

Ellis: Is there a mechanism in place for communication with CBSG? Newsletter was suggested at Antwerp and we no longer receive copies. When we called Bethesda and asked for copies we were told that we had to have approval from Nogge.

Nogge: We will address that.

Seal: Whole set of problems re organizational responsibility and activities and much of it rests with the role that IUDZG will take. CBSG does not undertake captive breeding programs; up to institutions as to how to implement. In my mind, there isn't any confusion about CBSG's roles in terms of that kind of program. Problem has been finding a way to collaborate on all the many programs.

DeBoer: Tiger GASP may be a good example. US, Europe, and other regions played a role in that process. Sooner or later we will have more plans in place, with collaboration from all the regions involved. Regional coordinators will certainly participate. Need to find people and systems that can enforce speed and decisions.

Mallinson: Last year asked to give a paper at Taipei on coordinated breeding efforts. So much depends increasingly on coordination (TAGs, etc.) and personnel involved. Question of really the caliber of the coordinator, getting together now and then, and keeping pulse on ongoing.

Nogge: This is a global issue and we need the acceptance of the global zoo community. It has to be communicated, made aware, and accepted by each zoo. This is the main role of the regional coordinator.

DeJose: Found in Australasia don't have to force institutions to do the work. By publishing plans via REGASP, plans become something that zoos are evaluated against. If zoos don't apply plan, then indirectly forced to cooperate. Imagine the power of regional coordinators reporting how well their regions are doing on various recommendations; has impact within as well as among regions. Fundamentally the sharing of information is what drives this.

Seal: At request of SEAZA we are conducting joint workshops at their meeting this year which will share ISIS as well as REGASP software. Christine Hopkins, Nate, Ron Tilson, and I will be there to conduct some of this training. SEAZA in that community is evolving very rapidly, picking up tools and applying the tools - see the regions coming into fully functional programs and partnerships by the end of this decade.

Flesness: Written for ISIS board members parallel documents proposing that REGASP and ISIS software be integrated so that any regions or zoos who chose to do so can use them. Need both software programs to carry out these programs which have been discussed today. Looks to me to be a way to resolve the kinds of issues discussed here and brings congruence to the different levels of programs discussed. Seems to me that it allows either or any of the competing philosophies for planning; perhaps see what works best in different places.

Seal: With respect to CC group, two points, see it as appropriate that we schedule them for the CBSG meeting so that they can meet and have the opportunity to interact? Bert and John can carry CBSG hat in; with as much collaboration and support as is needed. CBSG is currently carrying on programs and when group can demonstrate it we are happy to turn over processes when appropriate.

Knowles: To summarize this discussion, the tasks we are all undertaking are growing. The reason for this discussion and the meeting at Marwell are to assure that IUDZG and CBSG move forward in harmony. So what we are doing are heading off problems of past and trying to make things work effectively.

Mallinson: From fundamental issues it is important that peer pressure comes from an international group as opposed to a national group.

Jackson: My problem with this is the "coordinator" name; could the name be changed to more clearly denote an information

flow function?

Seal: IUDZG should address what label the group uses and also determine if the people in those positions are comfortable with the relationship.

Idea of PHVAs as a foundation for regional species management programs - wish to put on table that regional species management programs consider that one of their fundamental objectives as currently formulated is the demographic and genetic support of the wild population. The implication of that objective is that that program is aimed at reintroduction or demographic and genetic support of the wild population. Suggest that none of these programs have been constituted in collaboration with the management agencies of the responsible countries. Most of these programs have been developed entirely within the framework of the respective zoos without participation of the wildlife managers where these programs will need to be implemented if they are to work. Want to make certain that I have accurately represented guidelines within some of the more organized regions. Lead statement in all regions has taken the statement of reinforcement or support of wild populations. Suggest that for that statement to have operational validity, need collaboration with range countries, and that mechanism (e.g. PHVA) developed by CBSG can assist in reaching these program goals. If not undertaken the statement has limited validity. Also question that most of these programs for good reason started with species of great importance to zoo community. As we have reexamined status in wild for some (e.g., oranges), we are finding that they do not need captive programs for recovery.

DeBoer: Believe that this cannot be stated so strictly. Maybe say something like "whenever a breeding program has this intention... then the program should make every effort to cooperate with the authorities of the country of origins in PHVA etc." For a number of programs for which this interaction would be valid as soon as possible, the wildlife agencies may not want this interaction yet. Should be very careful in saying EVERY program should do that; careful not to have a direct contact from each region separately (e.g., EEP with Sumatra separate contact from AZA with Sumatra). For those programs for which this interaction is important should be done on a GASP basis.

DeJose: Other reason for connection with wildlife agencies is because of the state of our own collections for the moment. Spectrum from useless to useful for conservation. It will be by accessing provenanced stock through the range states, linked with research, we can assess our collections and improve them.

Jackson: Is there a reason to establish a new title for SSP or other programs once involved on an international basis in this way?

Mallinson: Agree with De Boer. NGOs and agencies in countries should deal only with one group of outside people. It is working well, for example, in some of the work in Brazil.

Wildt: Especially useful in terms of regional collection planning. First discussed at Felid TAG meeting. Discovered that the RCP was useless in terms of conservation. Given fact that there were a lot of die-hard managers there, they shortly became used to this idea. With respect to the language used, it was a challenge but was achieved in the last draft of the Felid RCP.

Seal: Can deal with issues of whether species need these kinds of programs.

Walker: Lion-tailed macaque has a well-organized SSP within the US. When planning the PHVA for this species, I was describing the program to the officials. Officials were appalled that all this effort was being spent on the presumption that they were going to be used for conservation; said that they had not been consulted on these program assumptions. If a zoo is raising money saying that they are going to use particular animals for conservation, then a situation may be being misrepresented.

Seal: Program as developed in North America, Europe, and Australasia, no science or collaboration was involved initially. Developed honestly, with best intentions initially. Now that we have a process, these issues can be addressed. Need to take full account of the fact that you have as part of this community developed the science to the point where it can be used to help address these questions and look at ways to more closely collaborate on these activities.

Flesness: Endorse idea that something like a PHVA process, which might open wildlife managers eyes, might have a

significant impact.

Nogge: What is conclusion of these discussions on lion-tailed macaque? First want to build up a self-sustaining population for own purposes; can be offered later to wildlife agencies.

Walker: Should be sure that reintroduction in range country is a possibility before use that as a means for fundraising.

Mallinson: Fundamental contacts with wildlife agencies are essential.

Knowles: Felt that with many of the zoo populations essentially one of the functions is an insurance program. Genes will at least continue to exist if the wild population disappears. Often are seeing hostility to a sensible reintroduction on part of host country as it is now. Hearing more and more about decline of amphibians, for example. Unlikely that developing countries will be concerned about decline.

Walker: Need to be aware that attitude is seen as arrogant and presumptuous if collaboration with agencies in country not coordinated early on in a project.

Labuschagne: Obvious that there are sensitivities on this issue. If Australians can use African wildlife story as a tool to improve their image as a conservation organization, it is fine with me. When asked why we do these programs, we will likely say the emphasis is toward reintroduction.

Mallinson: Unless nurture relationship with wildlife agencies, wasting our time if that is our goal.

Seal: Have gone much further along than is actually mentioned here. Body of information is there to be drawn upon; workshops like that which we conducted with the orang have assisted in formulation of this idea.

DeJose: Found orang PHVA process a bit frustrating to use as a manager. Have a large investment in orangs and have personnel dedicated to them. It would be useful for the PHVA to state that zoos cannot state that they are breeding orangs for reintroduction. Where it is possible to be explicit about recommendations which impact zoos, it is important to do so.

Seal: Some explosive issues were on table at that meeting with respect to rehabilitation and proposals to build more. Fallout in terms of captive orangs was almost incidental. Biology and the management were so clear that we did not have to deal with the issue of disease or the effectiveness of rehabilitation as a process. In terms of setting program goals, e.g., for great ape North America TAG, need to look beyond individual regions, especially within North America.

BREAK

Seal: Went over progress on the CBSG Futures Search as presented in the briefing book.

Asked group to think about composition of the CBSG Steering Committee. Personally have set goal for CBSG to strengthen our participation from other parts of the world. Want to continue this expansion. Latin America is notable by its absence; it is my hope that this will change over the next year. Must have a genuine international representation.

Mallinson: It is important to take into consideration the funding problems that some prospective SC members might face.

Seal: It has been suggested that we hold other CBSG meetings in addition to the one linked to the IUDZG meeting. This need has been particularly expressed by Paul Garland.

DeBoer: You have succeeded in internationalizing this group. Within the past 5-6 years the scope of CBSG has gone beyond the realm of pure zoo work. It may be time to add members from other conservation networks.

Seal: Concur.

DeBoer: Second matter is the matter of regional vice-chairmanships. Always have the impression that you are not fond of the

idea. Is this partly due to the fact that we should not call these people vice-chairpeople? Would be helpful to show and convince zoos within the regions. Suggest might not need regional vicechairpersons in an organizational structure - what is needed are regional advocates.

Seal: Asked for thoughts on CITES resolution regarding tiger and bear parts. Many sustainable utilization issues at hand; have been asked to conduct a PHVA on these species to assist in decision making.



Captive Breeding Specialist Group

Species Survival Commission
IUCN -- The World Conservation Union

U.S. Seal, CBSG Chairman

CBSG STEERING COMMITTEE MEETING MINUTES 19 MAY 1994

Present: DeBoer, DeJose, Ellis, Flesness, Jackson, Knowles, Labuschagne, Mallinson, Nogge, Roberts, Schmidt, Simmons, Usum, Walker, Wildt

Seal: Useful to repeat from yesterday are the specific roles of this group as compared to the GCCN Board. GCCN has fiduciary responsibilities and is our financial umbrella organization. CBSG staff are paid through the GCCN. CBSG exists at the pleasure of the SSC chair and the IUCN itself. GCCN Board does not make policy for CBSG but serves fiscal responsibility. Discussed composition of SC, note value of adding some wildlife people and others important to bring to the group. One goal is to expand international representation and to make an active participation to what we are doing. Want to invite Koen Brouwer to Steering Committee. Also am going to suggest and invite to the SC is Brad Andrews from Sea World.

Ellis: Suggest that think about having a designated representative from IUDZG on SC.

Seal: May be some problems with this.

Knowles: Agree; may be good to formalize this.

Jackson: Concur; think that it carries a good message for international cooperation.

Seal: Requested IUDZG Council to formally take this under consideration for their upcoming meeting.

Jackson: Would like to discuss name change again.

Seal: Inclined not to change name because virtually all of our funding has come from the captive community.

Jackson: I have two reasons for asking this: 1) word captive breeding is embarrassing to use as it has a biased connotation; many zoos now have desire to be affiliated with a conservation organization rather than a captive breeding organization.

Simmons: Every year that goes by captive breeding is a term that is more accurate. Few populations not in captivity.

Schmidt: Suggest a soft change of name as ISIS did a few years ago e.g., Conservation Breeding Specialist Group. Would be against another change of name but this would be acceptable.

Walker: Like Christian's suggestion. A number of people in India cannot understand working of CBSG because of that word. Think a soft name change would make a big difference to the wildlife community especially.

DeBoer: In German, Dutch, and Spanish, "Captive" means "prison."

Knowles: Want to change name. Concur with Christian.

Jackson: Asked for clarification on concept.

Labuschagne: Agree. Keep CBSG acronym. Suggest Controlled Breeding.

Usum/Flesness: Agree.

Roberts: Name changes hard. Think changing the name is just harder than just changing the words. Perhaps keeping the acronym doesn't push the change forward as much as you want. Would suggest a harder change.

Ellis: Agree that CBSG is a good acronym to keep. Think there are also strengths in a harder change as it will be difficult to find a word with a "C" and a "B" to clearly give the message.

Seal: Not a single PHVA where this is not commented on.

Nogge: Suggest "Conservation and Breeding."

Flesness: One of the problems with the name is that there isn't a name for what this group does. Not immediately obvious what conservation breeding is but that may not be bad.

Seal: Hearing that some way we can work through this changing Captive to Conservation.

Jackson: Brought this up so that it can be discussed but doesn't need to be decided today. Perhaps discuss more fully in Sao Paolo.

Roberts: AS we reflect we should be mindful of both groups - funders who are not insiders, and insider organizations and individuals. It would be useful to have a name that communicates its purpose both for insiders and outsiders.

Mallinson: Concur with Gunther's suggestion.

Flesness: Suggest revisiting in Sao Paolo.

Seal: Plan to make a presentation on this in Sao Paolo and to do it then.

DeJose: Need to heed what Kathryn said before; would be excellent to make a pointed effort to say we have changed, this is why we have changed. Needs to be a strong message out to the wildlife agency constituency. Will open dialog with those groups.

Seal: Will need to discuss with Simon and George as well as other SC members. Have a sense that this is a consensus position.

Seal: Want to revisit the CITES Tiger Farm issue. Would like to have an active discussion group at the Sao Paolo meeting. Want to push to do a PHVA to establish conservation goals for that program. Will also be involved with the Trade Specialist Group and TRAFFIC International. They are building a position analysis of the whole process and they will be involved in this review as well.

Jackson: Is question whether CBSG should be involved?

Seal: My position is that under conditions that we have set, we would like to proceed. Want to ask position of the SC.

Jackson: Think we need to be there at beginning to offer advice as to whether the program is viable.

Wildt: Peter Jackson's position?

Seal: He has asked me to visit the farm and to deal objectively with the proposed conservation procedures.

Flesness: Are you only being asked to deal with tigers and this issue?

Seal: Yes.

Flesness: The Croc group is dealing with similar issues and may ask.

Labuschagne: Africa could set up "product production" centers. The results of the discussion about tigers can have very far reaching implications.

Nogge: Does not want to be involved in producing animals for products. It is an ethical issue for me. It is also a animal rights issue. I have seen how the bears are handled. I can't identify myself with this issue. It is good for CBSG to deal with the population issues, but not farming issues.

DeJose: All of us have been asked to comment or deal with the farming issue. We need to say we are dealing with the issues in our on states, but not comment on the issue in another country. We need to have our public image together. It needs to be an international public relations discussion to deal with the public perception. The perception of the public may impact our funding sources. Rock stars can influence perception quickly. It could lead to a turn of support that we can not deal with.

Knowles: Am passionately opposed to this activity. We are in conservation because we care about animals. We should not participate in anything that is poor for individual animals. We need to be mindful of the animal rights movement. They are richer in support than we are. We are perceived as not caring. This is crossing the bridge to an activity perceived as anti-caring. Tiger farming and bear farming is a slippery slope towards managing animals in a manner like domestic populations. Feels so strongly will disassociate himself and his organization from the association involved in any way with farming.

Mallinson: Agrees with Knowles. This is like dynamite.

Sally: Would like CBSG to not get involved in this activity. India would be horrified by this activity. Members would drop out of India CBSG.

Jackson: We should have input in the issue. We need to provide the expertise rather than leaving it to amateurs. We need to be mindful of the need to increase capacity. This gives us the opportunity to endorse or not endorse this issue.

Seal: We are not being asked to endorse or not.

Jackson: We need to provide the expertise and if we do not it is unconsionable.

Knowles: We have already evaluated this issue and know we do not support farming.
Zoos need to be seen as being involved in welfare issues and supporting welfare issues.
We have to be on the side of giving animals the best quality care we can. If we do not do this we are dead.

Simmons: We are not really being asked to just evaluate the status of the tigers. If this were the case it is something we should be doing. The danger is the Chinese may use the CBSG work as a ratification of their project. This would be bad.

Mallinson: The community could misconstrue our involvement as support.

Schmidt: He agrees with Knowles, but wonders if we need to come out in support of sustainable populations. Public opinion will be judgmental. We should be in the lead of public opinion.

Labuschagne: There is a strong reaction to carnivores in his country and sustainable use is in some groups an unpopular idea. It will likely be, however, that future preservation of the environment is achievable only by sustainable use of wildlife.

Knowles: Sustainable population management is important. Farming is different. Don't have the same anxiety about welfare

of ostrich that are being farmed, for example. Ostrich people are already talking about selective breeding. Minute get into farming the species are going to change.

Seal: Point out that one of the consequences of all this is a response to try to meet those criticisms.

DeBoer: It is a little controversial that in several years we have finally explained to the world that captive breeding is an important part of conservation. Now with this issue we are suddenly reluctant to take part in that discussion. There are those of us that are afraid of these kinds of discussions. May link this with name change. With respect to this, the group might make it clear that although tiger farms are captive breeding not the slightest chance that this kind of breeding will ever be conservation breeding.

Usum: Entering into this may buy time for the species.

Jackson: By denying that body the scientific base to make that decision we are doing the same things as the animal rights groups. We as a professional group are obligated to provide our parent body with the best science we can to assist in their decision making. If we are not involved there is a slim chance it will ever be an effective conservation program. We owe the scientific input.

Simmons: What have we been asked to do?

Seal: Going to face an array of options and opportunities. Will be invited to evaluate crocodilian species, for example. Also will be asked to evaluate some of the bird programs. In the simplest form the request was for a comment from our perspective on the technical and scientific aspects of the program (genetic management, record keeping, etc.). Unless we visited we could not evaluate the welfare aspects. We have been asked to respond to the comments on the permit application. We have declined visits to the site for two years. I put this out more broadly to get a sense of the kinds of concerns this group might wish to voice. This one is further complicated by the fact that it is an endangered species. Not likely to be a viable population in the wild in the near future. CBSG is being asked to respond to that specific written request and we have been requested to consider other activities like the PHVA.

Labuschgne: Agree with Jim. Obviously difficult to make correct conclusion without all information available. Relate to situation with the cheetah and the development of the cheetah breeding farm in response to depleted numbers of that species. We have saved the cheetah in S. Africa through captive breeding. Only difference is that we have spread these animals around the world alive; they wish to disseminate portions of the animals after death. If a long term strategy can be put on the table where they can prove that they can save endangered species I can live with that.

Flesness: Was the intent that this be CBSG by itself or would the Trade SG group, Sustainable Use SG and others be involved.

Seal: If full problem to be addressed, yes.

Flesness: Comment also that when try to map the issue dimensionally I can't do it. This needs to be systematically addressed and mapped out. Encourage this kind of discussion and process for development of expertise.

Nogge: Difference between breeding cheetahs and tigers with respect to purpose of the programs. Tiger farms claim conservation as a purpose but it is only a claim.

Seal: Not denying validity of that observation, struggling with need to go through process that can be applied across a range of future issues that will be brought to us. Problem is how to develop a process and how we will apply our expertise to these processes.

Wildt: Think that it is the point. This discussion has been helpful - important to see what kinds of information can be learned under this situation but at the same time it offends me. Need to find a process to deal with sustainable use; should use an

easier species, however. Suggest that we explore the process with a species that isn't as charismatic.

Seal: Won't be asked to do easy species. All of our activities have been started with the species in the worse possible situation.

Walker: Agree with David. Since so much has been done with the crocodylians already; study them as a case model. Have a wide range to use as a model to come up with a process. Need to include emotional component; e.g., needs for quality of life - question of letting go extinct or farming - choose extinction.

Seal: If another culture chooses to see things differently then faced with relative cultural values. Trying to develop a set of values and science that takes into account cross-cultural approaches.

Mallinson: Think the bottom line is absolutely an animal welfare issue as opposed to a conservation issue. Perhaps if Trade, Sustainable Use, Captive Breeding SGs plus the animal rights groups did a joint report then that would be different. I do understand that quite a number of zoos put up a banner of conservation; think you will need to tread extremely carefully. Animal welfare groups may try to exploit the SSC on these kinds of issues.

Knowles: We know that it is easy to breed tigers. No track record to date of successful reintroduction of large carnivores.

Seal: Major reintroduction program now with Florida panthers and red wolves.

Knowles: Also a farming issue. What happens is that a period happens when there is a high demand and all at once production exceeds the demand. Then suddenly the market picks up and there is no breeding stock. Need to take into account market fluctuation and its impact on the wild population.

Seal: There will likely be increased poaching of the wild population; many people see this as a major threat to the remaining wild population. Guess whole question will thaw on this issue. Have been requested to join official IUCN team to CITES. Marketing issues will be important. Report on this will be disseminated to the CBSG SC.

Jackson: Some of our opinion may be biased by the fact that this concerns the Chinese.

Simmons: Two different things with the Chinese. One is the tiger issue; potentially tigers could be raised under humane conditions and then harvest them with a humane death for whatever. The bear farming and collection of bile is really another thing. Cannot give a bear a humane life and still collect bile in the manner described.

Roberts: Clearly an emotional issue. Need to look at it; want to hear you say we will have a group look at it and present a more studied opinion.

Seal: Thanks. First suggestion on process is that we plan for a group to discuss this in Sao Paulo. For office, we will continue to gather materials and distribute to you in addition to the minutes of this discussion. I would like two or three people to continue to organize this groups discussion.

Flesness: Volunteer to chair.

Seal: Others? Would like group to organize materials, we will distribute. Other volunteers include Simmons, Labuschagne, Usum, Walker, and Mallinson. Also ask for suggestions for others who should be included in the discussion, so that we have a group who will carry this forward for discussion in Sao Paulo.

One other issue we want to discuss is the ethics issues with respect to captive propagation and assisted reproduction. Asked Wildt and Schmidt to chair. Need to build up a body of material that will serve as a briefing book for that meeting; will be chair's responsibility. Walker would also like to participate.

DeJose: Raised flag on issue of studbooks. Many of the people involved in studbooks have identified that the current system of devising and implementing studbooks is not generating a lot in the way of results. Good use of the CIRCC group is one to evaluate this process and more closely meet the needs of the captive community.

Seal: Thanked for raising issue. It is a major concern; suggest it might be more fully discussed in the ISIS Board meeting.

Flesness: Not surprised to hear it is not working well enough or fast enough elsewhere. We will discuss further in ISIS meeting.



IUDZG - The World Zoo Organization

49th Annual Conference - 1994

August 29th - September 1st

São Paulo Zoo - Brazil

#2113

*not attending
due to cost*

May 10th, 1994

Re.: **Final Announcement**

Dear Colleague,

It is a pleasure to send further information on the "**49th IUDZG - The World Zoo Organization Annual Conference**" and "**The Captive Breeding Specialist Group Annual Meeting**", when I will be very glad to welcome you. Enclosed you will find the Registration Form, a brochure on the Post-Conference Tours and a General Information Sheet.

Please, do not hesitate in contact me in case there is anything I may do for you.

I hope that your stay will be memorable and enjoyable.

See you in August!

Sincerely,

Adayr Mafuz Saliba

Director



IUDZG - The World Zoo Organization

49th Annual Conference - 1994

August 29th - September 1st

São Paulo Zoo - Brazil

São Paulo Hilton Hotel

Final Announcement

Delegate Personal Details

Name	First Name	Title
Institution		
Mailing address		
Telephone	Fax	Badge Name

Partner Personal Details

Name	First name
Badge Name	
My partner wishes to participate in the Partner's Program	Yes <input type="checkbox"/> No <input type="checkbox"/>

Hotel Reservations/ Arrival Information

Hotel reservations for <input type="checkbox"/> single room <input type="checkbox"/> double room for <input type="checkbox"/> nights		
<input type="checkbox"/> Sao Paulo Hilton (US\$120 per night per room) <input type="checkbox"/> Bourbon (US\$100 per night per room)		
After July 26th another hotel may be provided for the same fares		
I plan to share a room with		
Arrival date	Arrival time	Flight n°.
I would like to get a taxi from the airport to the hotel for <input type="checkbox"/> persons (US\$ 15 per person)		

Payment

	up to June 26th	up to July 26th	upon arrival
Delegate Registration Fee	US\$ 290	US\$ 320	US\$ 400
Partner Registration Fee	US\$ 175	US\$ 195	US\$ 240
Hotel total payment			
Taxi			
Pre and Post Conference Tours (Please refer to the attached form)			
CBSG Annual Meeting (Please refer to the attached form)			
Grand Total			

Please send the total payment to our Bank in New York or to our office in Sao Paulo and then send us a copy of form and deposit or check by fax. All payment must be in US\$. Reservations can only be guaranteed after full payment.

MARSANS INTERNATIONAL
BANCO BILBAO VISCAYA (NYC)
116 East 55th ST.
New York - NY 10022
Account Number 100174

IUDZG MEETING COORDINATOR
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Rua Sete de Abril, 404 - 11°. andar
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Captive Breeding Specialist Group

Species Survival Commission
IUCN -- The World Conservation Union

U.S. Seal, CBSG Chairman

15 February 1994

Dear CBSG Member,

We are pleased to invite you to attend the 1994 Annual CBSG Meeting to be held Friday - Sunday, 26-28 August 1994 in São Paulo, Brazil. It will be hosted by the São Paulo Zoological Park and will directly precede the IUDZG Meeting which will be held 29 August - 1 September.

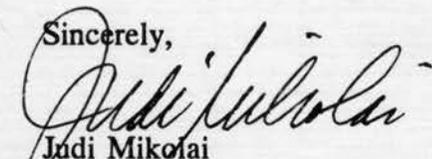
The conference hotel will be the São Paulo Hilton where all of the CBSG Meetings will be conducted. Room rates are US\$ 120 per day for a single or double room; this includes a continental breakfast. You may also book rooms at the Hotel Bourbon, four blocks from the conference hotel. The rate is US\$ 100 for a single or double; this includes a continental breakfast. Hotel rooms booked after 26 July cannot be guaranteed to be at the São Paulo Hilton or Hotel Bourbon, but possibly a third hotel.

The meeting registration fee, which includes lunches Friday and Saturday, will be US\$ 280 if paid before 25 June; US\$ 308 if paid before 26 July; US\$ 400 thereafter. Yes, we do want you to register early!!

Enclosed is a non-binding response form. Please return it to the CBSG Conference Coordinator in São Paulo, Marsans International, (not the CBSG Office!!) who will process registrations hotel reservations. The São Paulo Zoo will be sending you a second letter of invitation 1 April with final details regarding registration, transportation, weather, etc. Also enclosed is a tentative meeting agenda. Watch the 1994 CBSG News Vol. 5 for agenda updates.

We hope you are able to attend the 1994 Annual CBSG Meeting. We look forward to seeing you in São Paulo!

Sincerely,



Jodi Mikolai
Administrative Officer

**CBSG Annual Meeting
1994
Draft program**

Thursday, August 25

18.00	Registration
18.00 - 20.00	Registration and Ice-Breaker

Friday, August 26

08.00 - 09.00	Registration
09.00 - 10.30	Plenary meeting
10.30 - 11.00	Coffee break
11.00 - 12.30	Plenary meeting
12.30 - 13.30	Lunch
13.30 - 16.00	Plenary meeting/working groups
16.00 - 16.30	Coffee break
16.30 - 18.00	Plenary meeting/working groups

Saturday, August 27

08.30 - 10.30	Plenary meeting
10.30 - 11.00	Coffee break
11.00 - 12.30	Plenary meeting/working groups
12.30 - 13.30	Lunch
13.30 - 16.00	Plenary meeting/working groups
16.00 - 16.30	Coffee break
16.30 - 18.00	Plenary meeting/working groups

Sunday, August 28

08.30 - 10.30	Plenary meeting
10.30 - 11.00	Coffee break
11.00 - 12.30	Plenary meeting/working groups
12.30 - 13.30	Summary and close
13.30 -	Optional visit of the São Paulo Zoo

Minnesota Zoo

FAX Transmission

From: Kathryn R. Roberts
To: Jim Jackson
Company: Fossil Rim

Date: April 13, 1994
Time: 10:19 AM
FAX #: (817) 897-3785

Message:

Alberto Rodriguez was in this week to meet with Ulie and Ron. They have agreed to conduct a CAMP workshop sometime in January. They identified participants as including 12-15 folks from the local area; six from universities in Mexico; three people from Belize; 6-8 North Americans; and 10-15 various staff from the local area. The workshop will be held in Chetumal.

The focus of the workshop will be coral reef, manatees, fish, migratory birds, sea turtles and mangroves and orchids.

Ron, Ulie and Alberto will prepare a preliminary letter of invitation in both English and Spanish to distribute fairly soon. Ron will start collecting information which will be necessary for the workshop.

Let me know if you want to attend. I'll have Ron put you on the list and talk to you about it soon.

We can talk more about it in Cologne.

VOICE: 612/431-9299 FAX: 612/431-9336

13000 Zoo Boulevard, Apple Valley, MN 55124



Captive Breeding Specialist Group

Species Survival Commission
IUCN -- The World Conservation Union

U.S. Seal, CBSG Chairman

3 January 1994

Kathryn Roberts, Ph.D
Minnesota Zoological Garden
13000 Zoo Boulevard,
Apple Valley, MN 55124-8199
USA

Dear Kathryn,

The series of workshops that the IUCN/SSC Captive Breeding Specialist Group has undertaken continues to grow at a rapid rate. We have now conducted more than 20 Conservation Assessment and Management Plan workshops and nearly 60 PHVA workshops for 70 species. Some of our most recent workshops include a PHVA for Pampas Deer in Uruguay and Argentina; PHVA's on the Asian Elephant, Lion-tailed macaque and Asian lion. This year's Annual Meeting in Antwerp was attended by 190 delegates, and for the first time, included simultaneous GASP and GCAP meetings, as well as the usual working groups. CBSG NEWS now reaches more than 7,000 people in more than 170 countries, with a growing number of paid subscribers. Our staff has now expanded to five people.

In early 1993, CBSG undertook a Futures Planning process to develop a 10-year action plan for CBSG. We are now in the process of moving these plans from ideas to reality.

Our activities - past, present, and future - are possible and successful only because of the financial support we have received from institutions like yours. We are very grateful for your ongoing commitment to CBSG, its mission, and its programs. Attached is an invoice for your pledge of \$12,500, the Conservator Level of the CBSG Institutional Conservation Council for 1994. Please feel free to contact the CBSG Office if you have any questions. Again, thank you for your continued support.

Sincerely,

Ulysses S. Seal, Chairman

Return to Sealing



Captive Breeding Specialist Group

Species Survival Commission
IUCN -- The World Conservation Union

U.S. Seal, CBSG Chairman

31 December 1993

Kathryn Roberts, Ph.D
Minnesota Zoological Garden
13000 Zoo Boulevard,
Apple Valley, MN 55124-8199
USA

Dear Kathryn:

Enclosed please find copies of the 1993 CBSG Summary of Activities and the Summary of Activities for the 1991-1993 Triennium. This year has been one of tremendous activity and productivity by the CBSG office, with participation in an average of one workshop or meeting per week and production of nearly one document per week. This triennium was our most productive ever, with the development of the Conservation Assessment and Management Plan (CAMP) and Global Captive Action Plan (GCAP) programs, the expansion of the Population and Habitat Viability Assessment (PHVA) program, and the initiation of regional CBSG meetings in conjunction with regional zoo association meetings all over the world.

I have served as the Chairman of CBSG since 1979. I am appointed to the Chairmanship by the SSC Chairman on a three-year basis; the current triennium ends on December 31, 1993. The SSC Chairman, Dr. George Rabb, has again recommended that I be re-appointed as Chairman for the 1994-1997 triennium. I look forward to continuing to work with you, the Minnesota Zoological Garden, and the zoo and wildlife management communities throughout that period.

Please accept my thanks for your ongoing commitment to CBSG and to its programs, and also my personal wishes for a happy holiday season.

Sincerely,

Ulysses S. Seal, Chairman



Captive Breeding Specialist Group

Species Survival Commission
IUCN -- The World Conservation Union

U.S. Seal, CBSG Chairman

SUMMARY OF ACTIVITIES CAPTIVE BREEDING SPECIALIST GROUP (CBSG) January 1 - December 31, 1993

Membership.

CBSG now has 593 members.

Funding Base.

CBSG is now supported by 149 donor institutions and organizations, primarily zoos and zoological associations. Contributions range from \$25 to \$12,500 per year for a total annual donor funding base of \$332,900.

In addition to institutional donors, there are now 56 individual donors contributing a total of \$1,611 per year. This reflects a 500% increase over the number of individual donors since 1992, and a 400% increase in this funding source since April 1992.

Newsletter.

CBSG News is distributed quarterly to more than 7,000 persons in 170 countries.

Brochure.

The CBSG brochure has been revised to reflect current program emphases and products, as well as organizational changes.

Products.

A total of 46 documents (e.g., Briefing Books, Reports) have been produced by CBSG staff in 1993. These are listed in Appendix I.

Strategic Plan.

1993 marked the first formal strategic planning session for CBSG. The first draft of the CBSG Futures Search document was circulated to the CBSG Steering Committee in April 1993. Comments were incorporated and a second draft of the document was provided to CBSG Steering Committee members and the SSC Chairman at the September 1993 meeting in Antwerp.

Workshops and Meetings.

CBSG conducted and/or participated in 52 workshops/meetings between January 1, 1993

through December 31, 1993 including 12 formal Population and Habitat Viability Assessment (PHVA) workshops, 5 Conservation Assessment and Management Plan (CAMP) workshops, 8 Global Captive Action Plan (GCAP) workshops, 9 Regional CBSG Meetings, 13 Special Interest Meetings, and 5 miscellaneous lectures or seminars. These are listed in Appendix II.

Genome Resource Banking.

A second draft of the Genome Resource document, *Tiger Genome Resource Banking (GRB) Action Plan*, has been prepared and is available from the CBSG Office.

IUCN/SSC.

A Workplan for CBSG was submitted to the SSC Office in IUCN Headquarters in Gland in March 1993 to assist in better integration of CBSG's activities into the SSC Workplan.

Staff.

The CBSG staff has expanded to five people. Dr. Onnie Byers joined the staff half-time as a Program Officer in April 1993, with particular responsibilities for writing up workshop reports. Shelly O'Brien joined the staff as Secretary in December 1992. Lisa Laqua and Judi Mikolai have reduced their hours to 4/5 time, with the arrivals of their respective offspring. Dr. Susie Ellis has assumed responsibility for the supervision of the CBSG office in the Chairman's absence.

1994 Workshop Schedule.

A copy of the current CBSG schedule is attached as Appendix III.

APPENDIX I.

CBSG DOCUMENTS PRODUCED IN 1993

CAMP Reports:

Canid CAMP
Caprinae CAMP
Crane CAMP**
Hawaiian Forest Birds CAMP
Pigeon & Doves CAMP
Saint Helena Island CAMP
Saint Helena Island Summary**
Small Carnivore CAMP

CAMP Briefing Books:

Galliformes CAMP
Pigeon & Dove CAMP
Saint Helena Island CAMP
Sheep, Goat & Rupicaprine CAMP
Small Carnivore CAMP

GCAPs:

Cervid GCAP Briefing Book

GASPs:

Tiger GASP **

PHVA Reports:

'Alala, Akohekohe & Palila PHVA
Baiji Dolphin PHVA**
Black Footed Ferret Recovery Plan Review
Karner Blue Butterfly PHVA**
Kenya Black Rhino Metapopulation
Workshop
Mississippi Sandhill Crane PHVA
Orangutan PHVA
Sandplain Gerardia PHVA**
Whooping Crane PHVA

PHVA Briefing Books:

Asian Elephant PHVA
Asiatic Lion PHVA/GASP
Baiji Dolphin PHVA
Jamaican Iguana PHVA
Lion-tailed Macaque PHVA/GASP
Orangutan PHVA
Sandplain Gerardia PHVA
Pampas Deer PHVA
Sumatran Rhino PHVA
White-Winged Wood Duck PHVA

CBSG Documents:

CAMP & GCAP Summary Reports (Vol.2)
Global Zoo Directory
CBSG Futures Search Briefing Book
CBSG Futures Search Report
CBSG Annual Meeting Briefing Book
CBSG Steering Committee Briefing Book
CAMP & PHVA Information Booklets

Other Documents:

Genetic Management Strategies and
Population Viability of the Fl. Panther
Disease Conference Working Group Rpt.
Thai Zoo Masterplan for Conservation
Thai Zoo Association Planning Briefing Bk

****Draft versions not for general
distribution**

APPENDIX II.

WORKSHOPS AND MEETINGS CONDUCTED BY AND PARTICIPATED IN BY CBSG - 1993

PHVA Workshops.

Asian Elephant (Indonesia)
Baiji or Chinese River Dolphin (China)
Indian Lion (India)
Indian Rhino (India)
Jamaican Iguana (Jamaica)
Lion-tailed Macaque (India)
Mountain Zebra (South Africa)
Orangutan (Indonesia)
Pampas Deer (Uruguay)
Sandplain Gerardia (US)
Sumatran Rhino (Indonesia)
White-winged Wood Duck (Indonesia)

CAMP Workshops.

Caprinae (US)
Columbiformes (US)
Galliformes (Belgium)
Mustelids, Viverrids, Procyonids,
and Otters (The Netherlands)
St. Helena Island (United Kingdom)

Regional Zoo Association Meetings.

American Association of Zoological
Parks and Aquariums (US)
Association of Meso-American Zoos
(Guatemala)
Australasian Zoo Association (Australia)
European Endangered Species Program
(Austria)
Indian Zoo Association (India)
Pan African Zoo Association
(South Africa)
Southeast Asian Zoo Association
(Indonesia)
Taiwan Zoos (Taiwan)
Taipei: SEAZA Annual Meeting
Thailand Zoos (Thailand)

GCAP Workshops.

Caprinae (Belgium)
Cervidae (US and Belgium)
Crane (Belgium)
Felid (Belgium)
Mustelids, Viverrids, Procyonids,
and Otters (Belgium)
Primates (Belgium)
Rhino (Belgium)
Ursids (Belgium)

Special Interest Meetings.

American Association of Zoological Parks
and Aquariums (AAZPA) Bird Curators
Workshop (US)
AAZPA/CBSG Task Force (US)
BirdLife US (US)
California Sea Otters (US)
CBSG Annual Meeting (Belgium)
CBSG Strategic Plan (Jamaica)
Mediterranean Monk Seal (France)
Minnesota Department of Natural
Resources (US)
Parrot Specialist Group (US)
Raptor Research Foundation (US)
Society for Conservation Biology (US)
SSC Staff Meeting (Switzerland)
SSC Steering Committee Meeting
(Switzerland)

Lectures/Seminars.

Emory University (US)
Houston Zoo (US)
Omaha's Henry Doorly Zoo (US)
Orana Park Wildlife Trust (New Zealand)
The WILDS (US)



Captive Breeding Specialist Group

Species Survival Commission
IUCN -- The World Conservation Union

U.S. Seal, CBSG Chairman

APPENDIX III.

CBSG Schedule - 1994

16 December 1993

CBSG Staff Attending: (S)=Ulysses Seal, (E)=Susie Ellis, (B)= Onnie Byers,
(M)=Judi Mikolai, (L)=Lisa Laqua, (O)=Shelly O'Brien

| <u>1994</u> |
|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| January | 4 - 9 | | | | | | | | | | | | |
| | 13 | | | | | | | | | | | | |
| | 13 - 14 | | | | | | | | | | | | |
| | 15 - 17 | | | | | | | | | | | | |
| | 18 - 26 | | | | | | | | | | | | |
| February | 4 - 20 | | | | | | | | | | | | |
| | 11 - 13 | | | | | | | | | | | | |
| | 14 - 18 | | | | | | | | | | | | |
| | 21 - 28 | | | | | | | | | | | | |
| March | 4 - 7 | | | | | | | | | | | | |
| | 5 - 7 | | | | | | | | | | | | |
| | 8 - 12 | | | | | | | | | | | | |
| | 16 | | | | | | | | | | | | |
| | 16 - 17 | | | | | | | | | | | | |
| | 18 - 19 | | | | | | | | | | | | |
| | 23 | | | | | | | | | | | | |
| April | 4 - 8 | | | | | | | | | | | | |
| | 15 - 17 | | | | | | | | | | | | |
| | 17 - 23 | | | | | | | | | | | | |
| | 22 | | | | | | | | | | | | |
| | 25 - 29 | | | | | | | | | | | | |

CBSG - Schedule 1993

May	1 - 7	Bogor: Javan Gibbons PHVA & Indonesian Primates CAMP (S)
	9 - 11	New Zealand: Fiordland Crested Penguin PHVA (S,E)
	18 - 19	Cologne: CBSG & ISIS Steering Committee Mtgs (S,E)
June	1 - 10	Costa Rica: Costa Rican Endemics CAMP (S,E)
	13 - 17	Taipei: Asiatic Black Bear PHVA (S)
	21 - 26	Missoula, MT: Ornithology Meetings (E)
	20 - 21	Pretoria: Genome Resource Banking (S)
	22 - 24	Pretoria: PAAZAB & PHVAs (S)
	27 - J1	Texas: Houston Toad & Fish PHVAs & Training Course (S)
July	12 - 17	Phoenix: Heteromyids & Sciurids CAMP (S,E)
	25 - A14	VA: Vacation (S)
August	22 - 24	Sao Paulo: Canid CAMP & SA Felids CAMP & GCAP (S,E,B)
	24 - 25	Sao Paulo: CBSG Steering Committee Meeting (S,E,B)
	26 - 28	Sao Paulo: CBSG Annual Meeting, Regional FELID Meeting (S,E,B)
	29 - S1	Sao Paulo: IUDZG Annual Meeting (S,E,B)
	29 - S2	Brazil: Muriqui PHVA; SA Primate CAMP & GCAP (S,E,B)
September	14 - 17	Loro Parque: Parrots (S)
	17 - 22	Atlanta: AAZPA (S,E,B)
	26 - 30	ALZPA (tentative) (S)
	29 - Oct3	Houston: Cracid CAMP (E,B)
October	?	Japan: SSCJ (S)
	?	Thailand: Crane PHVAs; Stork, Ibis & Spoonbill CAMP (S,E)
November	15 - 19	Hong Kong: SEAZA (S)
	?	Dehra Dun: Indian Wild Ass PHVA (S)
December	4 - 10	Strasbourg: Anatidae 2000 - IWRB (E)

CBSG - Schedule 1993

? Sri Lanka: Black-necked Stork PHVA (S)

1995 1995 1995 1995 1995 1995 1995 1995 1995 1995 1995 1995 1995

February 20 - 24 Bogor: Indonesian Otters PHVAs and CAMP (S)

March ? Veracruz, Mexico: Freshwater Fish CAMP (S,E)

September 15 - 19 Seattle, Washington: AAZPA

September 30 - 01 Dublin: CBSG Annual Meeting
October 2 - 5 Dublin: IUDZG Annual Meeting

? Taipei: SEAZA Annual Meeting

In planning: European Bison PHVA; Central American CAMPs; Madagascar Workshops (1995); Venezuela CAMP & PHVA; Microchiroptera CAMP; Edentate CAMP



Captive Breeding Specialist Group

Species Survival Commission
IUCN -- The World Conservation Union

U.S. Seal, CBSG Chairman

SUMMARY OF ACTIVITIES FOR THE 1991 - 1993 TRIENNIUM CAPTIVE BREEDING SPECIALIST GROUP (CBSG)

The 1991-1993 triennium has been one of tremendous growth and activity for CBSG. Highlights of this growth, both in terms membership and activities, are presented in Figure 1, and include:

Membership. CBSG membership has more than tripled in this triennium, growing from 166 to 593 members.

Funding Base. CBSG is now supported by 149 donor institutions and organizations, primarily zoos and zoological associations for a total annual donor funding base of \$332,900 (US). This represents an increase of approximately \$132,000 (US) from the funding base of \$200,000 (US) in place in January 1991. CBSG also began an individual donor program in 1992; there are now 73 individual donors contributing a total of \$2,146 per year. A brochure describing CBSG and its programs was developed in 1992. This brochure is used to promote CBSG and its activities, and is also used in fundraising efforts.

Programs. A major development in this triennium has been the Conservation Assessment and Management Plan (CAMP) process. Data gathered in the CAMP process is then used as a basis for new Action Plans generated by taxon-based SSC and BirdLife International Specialist Groups, or in the refinement of existing Action Plans. The success of this as well as the expansion of Population and Habitat Viability Assessment (PHVA) program, has established them as valuable, widely-accepted processes for the development of scientifically-developed species management plans. In addition to testing the applicability of the Mace-Lande Criteria for Threat in CAMP workshops, CBSG has participated in several IUCN/SSC meetings held to refine the new IUCN Criteria for Threat. The value of these workshops in linking *in situ* and *ex situ* conservation is unparalleled within the SSC.

The CAMP and Global Captive Action Plan (GCAP) programs have been instrumental in serving as conservation reference guides to assist with species prioritization and the development of regional collection plans within the various zoo regions. CBSG's international zoo network was strengthened by CBSG meetings held in conjunction with regional zoo association meetings, including Africa, Australasia, Brazil, Europe, India, Indonesia, Japan, North America, and Thailand.

An emphasis on products continues to be a driving force in CBSG's success. More than 100 CBSG documents have now been generated. Forty-six of these documents were produced in 1993 alone. A Global Zoo Directory has been produced which lists information concerning all the zoos of the world,

and has been very well-received by the zoo community.

CBSG conducted and/or participated in 136 workshops/meetings between January 1, 1991 and December 31, 1993 including 38 in 1991, 46 in 1992, and 52 in 1993. In this triennium, CBSG conducted three annual meetings - in 1991 in Singapore, in 1992 in Vancouver, and in 1993 in Antwerp. Other workshops include 35 formal PHVA workshops, 22 formal CAMP workshops, 8 formal GCAP workshops, 20 Regional Zoo Association/Regional CBSG Meetings, 42 Special Interest Meetings, and 8 miscellaneous lectures or seminars.

CBSG collaborated with 24 other SSC and BirdLife International Specialist Groups on projects and workshops, including: the African Rhino; Antelope; Asian Elephant; Asian Rhino; Australasian Marsupial and Monotreme; Bear; Canid; Caprinae; Cat; Cetacean; Deer; Hyaena; Mustelid, Viverrid and Procyonid; Otter; Primate; Crane; Hornbill; Megapode; Parrot; Partridge, Quail and Francolin; Pheasant; Pigeon and Dove, and Veterinary Specialist Groups.

For the next triennium thus far, plans have been laid for 10 PHVA workshops, and 14 CAMP workshops in and outside of North America, including: Tapir; Panamanian endemics; Freshwater Fish; Gibbons; Indonesian Primates; Marsh Deer; Fiordland Crested Penguin, Costa Rican endemics; Heteromyid rodents; Canids; Felids; and Cracids, among others. In the next triennium, the CAMP program will begin to move further away from a taxonomic approach to a regionally-focused program, with integration of members of the CNPPA emphasized.

Genome Resource Banking. At the CBSG Annual Meeting in 1991, a detailed plan for international genome resource banking for species at risk was developed, based on science, for global/regional cooperation. A second draft of the Genome Resource document, *Tiger Genome Resource Banking (GRB) Action Plan*, was prepared for the 1993 CBSG Annual Meeting held in Antwerp.

CBSG Strategic Plan. 1993 marked the first formal strategic planning session for CBSG. The first draft of the CBSG Futures Search document was circulated to the CBSG Steering Committee in April 1993, comments were incorporated and a second draft of the document was provided to CBSG Steering Committee and the SSC Chairman at the 1993 Annual Meeting.

Newsletter. At the beginning of this triennium, the quarterly circulation of CBSG News was approximately 3,000 in 147 countries. CBSG News is now distributed quarterly to more than 7,000 persons in 170 countries.

IUCN/SSC. A Workplan for CBSG was submitted to the SSC Office in 1993 to assist in better integration of CBSG's activities into the SSC Workplan. CBSG staff now regularly attend SSC staff meetings.

Staff. The CBSG staff has expanded in this triennium from three to five people, in addition to the Chairman. Dr. Susie Ellis joined the staff in December 1991 as Program Officer, and now oversees the CBSG office in the Chairman's absence. Dr. Onnie Byers joined the staff half-time as a Program Officer in April 1993. Other staff include: Judi Mikolai, Administrative Officer; Lisa Laqua, Program Assistant; and Shelly O'Brien, Secretary.

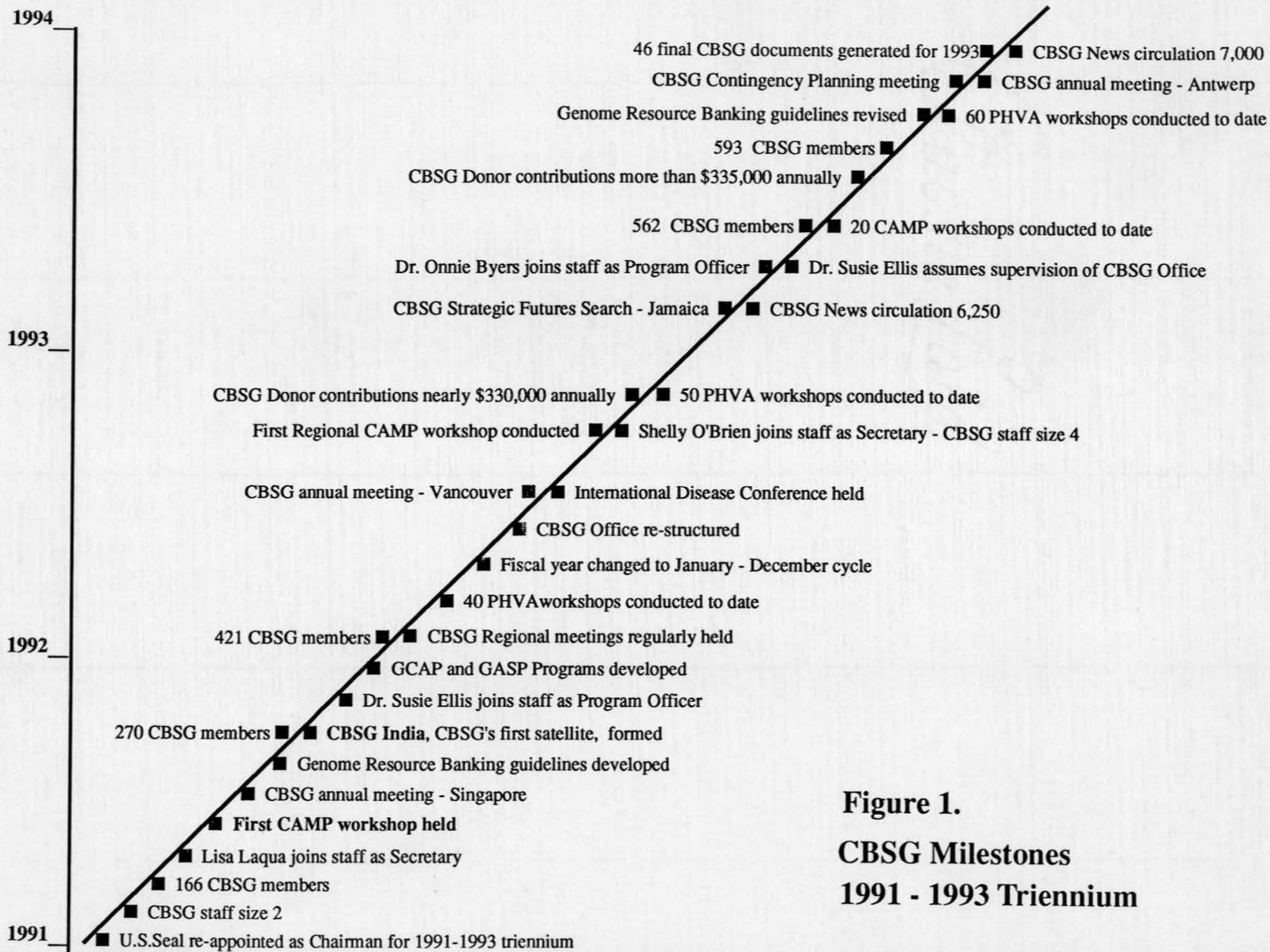


Figure 1.
CBSG Milestones
1991 - 1993 Triennium

FAX MEMORANDUM
September 28, 1993

TO: John Knowles, Marwell Park Director FAX: 44-962-777-511
FROM: Kathryn R. Roberts, Minnesota Zoo FAX: 612/431-9336
RE: **CBSG Issues**

Thanks for your fax of September 21. I was able to spend 1-1/2 hours with Ulie last Friday to discuss some of the issues I had shared with you in my last fax.

I shared my concern about the size of the steering committee. I told Ulie that Jim Jackson, you and myself felt that there could be an advantage to forming an executive committee in order to discuss sensitive issues. While Ulie certainly listened to me, I could not get a commitment, or even agreement, with our request. Instead Ulie reminded me the full steering committee only includes 18-19 people. In his mind, this is not large. Secondly he feels that by meeting in Cologne, we will ultimately have an unofficial executive committee meeting, as many of the newcomers will be unable to bear costs of travel.

I also told Ulie of my interest in staffing his operation and whether the salaries for his current staff are adequate and being increased in some appropriate fashion. Ulie's response was to remind me he is looking for a PHVA person to add to the staff and he was doing just fine -- thank you!

Finally, I told him I was interested in knowing what objectives he would really pursue out of the Jamaica plan and which ones he was setting aside. I was careful to let him know I felt those are his decisions and at the same time I was interested. He told me he felt this had been discussed quite thoroughly in Antwerp, and members of the steering committee appeared fairly uninterested in going through the plan in great detail. He was certainly willing to do that with me, but I told him I would rather do it as a group if he felt it was important.

I had the sense Ulie remains on course with his course. After he left and I was reflecting on our discussion, I realized one of the future requests I would like to make is to have Ulie provide his description of the steering committee's role. There is no question in my mind that the role has changed significantly from that of a few years ago. Without debating the merits of that change, I would like to see the role of today's steering committee members defined.

I did share one other concern that relates to the CBSG Foundation. I asked Ulie's anticipated change over date from using the ISIS system. I suggested that board members of the Foundation who will share fiduciary responsibility should have access to financial information. Ulie whole-heartedly agreed although we did not talk about a method for meeting this need.

With warmest regards,



Transmit Confirmation Report

No. : 003
Receiver : WATSON
Transmitter : MN 200
Date : Sep 28, 93 8:04
Time : 04'18"
Mode : Fine
Pages : 05
Result : OK

44- 962-2251

MARWELL Zoological Park

[Owned by The Marwell Preservation Trust Limited
Registered Charity No. 275433]

FACSIMILE TRANSMISSION

Jim Jackson -
Fyi
Kathryn

No of pages [including leader]...*one*....

TO: Kathryn R. Roberts
Minnesota Zoological Gardens
Fax No: 0101 612 431 9336

FROM: John Knowles

RE: CBSG Issues

Colden Common
Winchester
Hampshire
SO21 1JH
Tel: 44 (0)962 777407
Fax: 44 (0)962 777511
21st September, 1993

Further to your fax of yesterday's date. You should know that I was the instigator of arranging firstly for the next ISIS Board Meeting and secondly the next CBSG Steering Committee taking place in Cologne May 18/19 next.

In the case of ISIS, I feel that it is at a stage of development where its Board Meetings should not just be tacked on to the end of a day of other meetings when participants are tired and proceedings may be rushed.

Also for CBSG, adding one day to two already long meetings just takes me, and I suspect others, out of our normal situation for too long. So having persuaded others of this, it was agreed that the meetings should coincide with IUDZG Council meetings, making travel a reasonable proposition for people like Willie Labuschagne. I also have a feeling that a number of people may not, for various reasons including expense, choose to go to Sao Paulo, and as far as CBSG is concerned, there are actually people whose attendance would be more useful than that of Directors.

Turning to your questions. I think Jim Jackson and myself felt the same about the CBSG Steering Committee. Ulie is pursuing his usual policy of adding people to the Committee as the whim takes him and it is therefore losing its purpose and direction. I agree entirely with you that a real Steering Committee of a small number of people would be very useful; that the items you refer to need discussion which is only possible in a small group; and I am not yet convinced that anything useful has come out of our exercise in Jamaica or the follow-ups. As an additional point for your discussion, I remain concerned that there should be a deputy to Ulie, and I felt in Antwerp that he was postponing or side-stepping this issue.

The meeting that you are having obviously should not reflect what I have said, but on that basis I would add that I came away from the meeting in Antwerp with the rather gloomy feeling that Ulie would go on doing it his way and that to some extent we and the Jamaica exercise etc were cosmetic. Perhaps I am wrong.

Please let me know the outcome of your Wednesday meeting.

With very best wishes as always.

[Signature]

MARWELL Zoological Park

[Owned by The Marwell Preservation Trust Limited
Registered Charity No. 275433]

FACSIMILE TRANSMISSION

No of pages [including leader]...*one*.....

TO: Kathryn R. Roberts
Minnesota Zoological Gardens
Fax No: 0101 612 431 9336

FROM: John Knowles

RE: CBSG Issues

Colden Common
Winchester
Hampshire
SO21 1JH
Tel: 44 (0)962 777407
Fax: 44 (0)962 777511
23rd September, 1993

Further to your fax of yesterday's date. You should know that I was the instigator of arranging firstly for the next ISIS Board Meeting and secondly the next CBSG Steering Committee taking place in Cologne May 18/19 next.

In the case of ISIS, I feel that it is at a stage of development where its Board Meetings should not just be tacked on to the end of a day of other meetings when participants are tired and proceedings may be rushed.

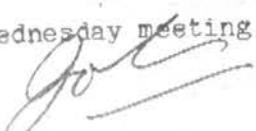
Also for CBSG, adding one day to two already long meetings just takes me, and I suspect others, out of our normal situation for too long. So having persuaded others of this, it was agreed that the meetings should coincide with IUDZG Council meetings, making travel a reasonable proposition for people like Willie Labuschagne. I also have a feeling that a number of people may not, for various reasons including expense, choose to go to Sao Paulo, and as far as CBSG is concerned, there are actually people whose attendance would be more useful than that of Directors.

Turning to your questions. I think Jim Jackson and myself felt the same about the CBSG Steering Committee. Ulie is pursuing his usual policy of adding people to the Committee as the whim takes him and it is therefore losing its purpose and direction. I agree entirely with you that a real Steering Committee of a small number of people would be very useful; that the items you refer to need discussion which is only possible in a small group; and I am not yet convinced that anything useful has come out of our exercise in Jamaica or the follow-ups. As an additional point for your discussion, I remain concerned that there should be a deputy to Ulie, and I felt in Antwerp that he was postponing or side-stepping this issue.

The meeting that you are having obviously should not reflect what I have said, but on that basis I would add that I came away from the meeting in Antwerp with the rather gloomy feeling that Ulie would go on doing it his way and that to some extent we and the Jamaica exercise etc were cosmetic. Perhaps I am wrong.

Please let me know the outcome of your Wednesday meeting.

With very best wishes as always.



MINNESOTA ZOO

13000 Zoo Boulevard, Apple Valley, MN 55124 612.431.9200

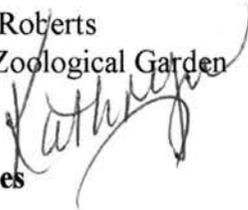
FAX MEMORANDUM

September 20, 1993

TO: John Knowles
Marwell Zoological Park
FAX: 44-962-777-511

FROM: Kathryn R. Roberts
Minnesota Zoological Garden
PHONE: 612/431-9333
FAX: 612/431-9336

RE: **CBSG Issues**



I have just returned from my annual AAZPA meeting. One of my goals for the meeting was to try and catch up with my fellow CBSG Steering Committee members and find out the results of the meeting I missed in Antwerp.

I spent a fair amount of time with Jim Jackson, who told me his perception of the meeting was receiving updates and progress reports from Ulie, rather than really having an interactive meeting about issues as we have been able to in the past. Confidentially Jim felt hesitant to discuss some issues because of at least one new member who has been appointed to the steering committee.

I also heard Ulie is going to schedule a steering committee to coincide with the IUDZG council meeting in April. I would like to be able to discuss at least three issues at that time. First, I would like to ask Ulie about his current staffing and whether and when he needs additional help. On a related topics, I would like to review his staff's salary schedule and again look at Ulie's. Finally, I would like to have a candid discussion regarding the Long Range Plan. I would like to know what Ulie really considers as priorities and what he would like to set aside.

I am meeting with Ulie at noon Wednesday and will explain my interest in these three topics. Jim shares the same interests. Do you have any topics you would like me to add to the list? Also, Jim has proposed the idea of having an Executive Group of the steering committee. It is his opinion that the steering committee is becoming too large to discuss meaty topics or topics that we may not want to be broadly heard. Do you have any feelings about this proposal?

I look forward to hearing from you and, as always, I send you my warmest regards.

KRR/gb

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Captive Breeding Specialist Group

Species Survival Commission
IUCN -- The World Conservation Union

U. S. Seal, CBSG Chairman

Kathryn Roberts, Ph.D
Minnesota Zoological Garden
13000 Zoo Boulevard
Apple Valley, MN 55124

1 March 1993

Dear Kathryn,

Great to see you in Jamaica! I am writing to express my personal thanks to you and to the Minnesota Zoological Garden for the contribution of \$12,500 to the CBSG. We are deeply grateful for your continued, generous efforts to support our mission and work on so many levels.

The series of workshops that we have undertaken continues to grow at a rapid rate. We have now held 16 Conservation Assessment and Management Plan (CAMP) workshops and more than 30 PHVA workshops for nearly 50 species. Our recent combination regional CAMP and PHVA workshop in Hawaii on their forest birds and the combination captive and PHVA workshops on the Sumatran tiger in Indonesia were deemed very successful by all participants. In early February, we conducted CAMPs for Galliformes and also for Small Carnivores.

I felt the workshop in Jamaica was a tremendous success. I look forward to Thursday's meeting to firm up the first draft of our strategic plan. I'd like to make the first draft of this document available by mid-March for donors and all interested parties.

Our activities - past, present, and future - are possible and successful only because of support we have received from institutions like the Minnesota Zoological Garden. Thank you for all you have done to further our role in international conservation.

Sincerely,

Ulysses S. Seal, Chairman



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STATE OF MINNESOTA

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ST. PAUL, MINNESOTA 55155
612-296-1706

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JAN 27 1993

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Captive Breeding Specialist Group

Species Survival Commission
IUCN -- The World Conservation Union

U. S. Seal, CBSG Chairman

Kathryn Roberts, Ph.D
Minnesota Zoological Garden
13000 Zoo Boulevard,
Apple Valley, MN 55124-8199

13 January 1993

Dear Kathryn,

The series of workshops that the IUCN/SSC Captive Breeding Specialist Group has undertaken continues to grow at a rapid rate. We have now held 15 Conservation Assessment and Management Plan workshops which include Captive Breeding recommendations and nearly 30 PHVA workshops for 46 species. Our recent combination regional CAMP and PHVA workshop in Hawaii on their forest birds and the combination Captive and PHVA workshops on the Sumatran tiger in Indonesia were deemed very successful by all participants. Indonesian zoos have prepared their first national studbook and have formally adopted a national species management program. *CBSG New* reaches 6,000 people in more than 170 countries, with a growing number of paid subscribers.

CBSG has undertaken a Futures Planning process to develop a draft action plan for CBSG for the next ten years. We are tackling this by: 1) reviewing the past activities of CBSG and its constituents, including donors; 2) over viewing the present external forces operating on CBSG and the present internal accomplishments, strengths, and weaknesses of CBSG; 3) formulating future ideal scenarios; and 4) action planning how CBSG will move these plans from ideas to reality. I am delighted that you are participating in the workshop.

Our activities - past, present, and future - are possible and successful only because of the financial support we have received from institutions like yours. We are very grateful for your ongoing commitment to CBSG, its mission, and its programs. Attached is an invoice for your pledge of \$12,500, the Conservator Level of the CBSG Institutional Conservation Council for 1993. This increase from \$10,000 was recommended by the steering committee, after discussion with the Conservator level contributors, to meet the core costs of CBSG based upon the past 3 years experience. If you are interested in paying on a semi-annual, quarterly, or monthly basis and require appropriate invoices, please let us know.

Checks should be made payable to the Captive Breeding Specialist Group (Account #100 1210 173) and mailed to the following address: Captive Breeding Specialist Group, 12101 Johnny Cake Ridge Road, Apple Valley, MN 55124 USA. Please feel free to contact the CBSG Office if you have any questions. Again, thank you for your continued support!

Sincerely,


Ulysses S. Seal, Chairman

MINNESOTA ZOO

FAX Transmission

From: Kathryn Roberts
To: John Knowles
Company: Marwell Zoo

Date: June 25, 1992
Time:
FAX #: 44-962-77-7511

Thanks for your note. If anyone can figure out how to fund this, I have every confidence in you. The American press must be behind on this story.

By the way, I reviewed the first draft of Uli's financial reports. They look really good. He did not give a date for distribution but I expect we will all see them soon. Did you know that Uli just loaned another \$15,000 to CBSG? In looking at these reports it appears that we are using Uli's money to pay for a 15-month fiscal year that occurred the first year we began fundraising. His debt equals expenses for three months. I talked to him about making certain the \$25,000 from Rabb was used to repay his debt. Uli reminded me that while that would be nice, it only means that at the end of this year, we will again be facing a 3-month cash flow shortage. It looks like no matter how we analyze the numbers, three months funding needs to be found to be added to the business before Uli can be repaid.

Our FAX number is 612-431-9336

Minnesota Zoo, 13000 Zoo Boulevard, Apple Valley, MN 55124



Captive Breeding Specialist Group

Species Survival Commission
IUCN -- The World Conservation Union

U. S. Seal, CBSG Chairman

22 May 1992

Dr. Kathryn Roberts
Minnesota Zoo
13000 Zoo Boulevard
Apple Valley, MN 55124

Dear Kathryn:

Thank you again for your profound commitment, both personal and institutional, to seeing CBSG succeed in its work. I will be sending out materials to you regarding finances and other activities next week.

In appreciation of the support provided by the Minnesota Zoo for the Captive Breeding Specialist Group at the Conservator level (\$10,000 and above), we would like offer you, at no charge, your choice of ten CBSG Conservation Assessment and Management Plan or Population and Habitat Viability Assessment workshop reports. Please take a few minutes to fill out the enclosed order form indicating your choice of documents; we will deliver your order to you upon receipt of the form.

Again, please accept my profound thanks for your continued support and commitment, on all levels, to the CBSG.

Sincerely,

Ulysses S. Seal, Chairman



Captive Breeding Specialist Group

Species Survival Commission
IUCN - The World Conservation Union

U. S. Seal, CBSG Chairman

12101 Johnny Cake Ridge Road, Apple Valley, MN 55124 USA

phone 1-612-431-9325 fax: 1-612-432-2757

(Seal residence) 9801 Pillsbury Avenue South, Bloomington, MN 55420 USA

PUBLICATIONS INVOICE

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Quantity Description	Amount (US dollars)
-----(US\$ 25.00/Publication)	

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_____ Aruba Island Rattlesnake	_____
_____ Asian Rhinos	_____
_____ Kenya Black Rhino Metapop. (in public.)	_____
_____ Caribbean Parrots (in publication)	_____
_____ Cotton-top Tamarin (in publication)	_____
_____ Florida Panther	_____
_____ Javan Rhino	_____
_____ Karner Blue Butterfly (in publication)	_____
_____ Key Deer	_____
_____ Kirtland's Warbler (in publication)	_____
_____ <u>Leontopithecus</u> - 4 species	_____
_____ Mexican Wolf (in publication)	_____
_____ Pink Pigeon	_____
_____ Puerto Rican Parrot	_____
_____ Tana River Primate Reserve (in public.)	_____
_____ Waldrapp Ibis (in publication)	_____
_____ Whooping Crane (in publication)	_____

Captive Assessment and Management Plans (CAMP's)

_____ Asian Hornbills (in publication)	_____
_____ Felids	_____
_____ Marsupials	_____
_____ Parrots	_____
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_____ Genome Resource Banking for Wild Species Conserv.	_____
_____ Aridland Antelopes Conservation Plan	_____
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New Zealand

20 May 1992

Katherine Roberts
Director
Minnesota Zoological Gardens
12101 Johnny Cake Ridge Road
Apple Valley
Minnesota 55124
UNITED STATES

Dear Katherine,

RE : SUPPORT FOR CBSG

Following discussions I had with a number of our colleagues during the recent Jersey meeting I felt moved to write you on behalf of many of us to offer our personal acknowledgement to the Minnesota Zoological Gardens for the work that you are undertaking in supporting the CBSG offices.

Ulie Seal and his staff I know appreciate the support which they are given by what I term as one of the best user friendly zoos in North America but many of us on the outside sometimes fail to acknowledge the significance of your contribution which is not seen entirely as a cash donation.

So on behalf of all those zoos out there that appreciate and benefit from the work of CBSG but do not contribute as heavily as we would like, may I say thank you to Minnesota Zoo for its continued dedicated support.

Great to see you again in Jersey - all the best for 1992.

Kind regards,



Paul Garland
DIRECTOR

CBSG

1992 MID-YEAR REPORT

10 February 1992



CAPTIVE BREEDING SPECIALIST GROUP
CBSG / SSC / IUCN



Captive Breeding Specialist Group

Species Survival Commission
IUCN -- The World Conservation Union

U. S. Seal, CBSG Chairman

1992 MID-YEAR REPORT

IUCN/SSC CAPTIVE BREEDING SPECIALIST GROUP (CBSG)

Ulysses S. Seal, Ph.D.
Chairman,
Captive Breeding Specialist Group (CBSG) SSC/IUCN
12101 Johnny Cake Road
Apple Valley, MN 55124

Thomas D. Foose, Ph.D.
Executive Officer,
Captive Breeding Specialist Group (CBSG) SSC/IUCN
12101 Johnny Cake Road
Apple Valley, MN 55124

10 February 1992

GENERAL:

CBSG now has 420 members in 64 countries. CBSG NEWS is distributed to 5000 persons in 150 countries. Financial support derives from 76 donors in 12 countries: 70 institutions/organizations and 6 zoo/aquarium associations (43 donors are in North America). A part-time development officer (Sue Ellis-Joseph, Ph.D.) is being employed.

TERMS OF REFERENCE:

The Species Survival Commission of IUCN has issued a recently revised set of Terms of Reference for CBSG as one of its Specialist Groups. A copy is attached (1). Also attached is the draft of an article (to appear in SPECIES the SSC newsletter) that describes better the role of CBSG in the SSC (2).

NEWSLETTER:

Distribution of CBSG NEWS, the quarterly newsletter, continues to grow. CBSG NEWS is now received by 5000 persons in 158 countries. A double issue containing the report of the 1991 Annual Meeting in Singapore is being published in February 1992.

BROCHURE:

An informational/promotional brochure is being finalized after review by the CBSG Steering Committee. Copies will be provided to the AAZPA Board as soon as the brochure is completed.

REGIONAL CONSERVATION COORDINATOR'S COMMITTEE:

One of the core activities and functions of the CBSG is to guide, coordinate and facilitate at the global level the interactions among and integration of the Regional captive propagation and other related conservation programs (including taxon advisory groups). At least 10 Regions are now organized to some extent (Refer to attached map (3)). This activity and function is performed largely through the CBSG Regional Conservation Coordinators Committee. Attached are tables summarizing the current status of these Regional programs (4). At the 1991 Annual Meeting in Singapore, this Committee formulated a number of recommendations concerning global programs. A copy of this report is attached (5).

GLOBAL MASTERPLAN WORKSHOPS:

It is vital for conservation that Regional programs like the AAZPA SSP interact and integrate to form global programs. Global programs will require development of masterplans similar to what are formulated for each taxon in the SSP. A number of global masterplan workshops are being organized for the next year: Orang-Utan (Indonesia in conjunction with PHVA); Lion-Tail Macaque (in conjunction with International Lion Tail Symposium); Tigers (in conjunction with the EEP Annual Conference in Edinburgh);

CONSERVATION ASSESSMENT & MANAGEMENT PLANS/CAPTIVE ACTION PLANS

Work has continued and expanded on Global Captive Action Plans to provide strategic guidance and priorities for resource allocation and program development by the world zoo and aquarium community. The expanded process is known as Conservation Assessment and Management Plans (CAMP's). The CAMP process reviews the wild and captive status of all taxa in the taxonomic group under consideration. Based on these assessments, the CAMP provides a set of recommendations about which taxa are in need of which kinds of intensive management attention. The kinds of attention include:

- (A) Population and Habitat Viability Assessment and Conservation Management Plan (PHVA/CMP) Workshops.
- (B) Intensive (captive-type) protection and management in the wild.
- (C) *In situ* and *ex situ* research where the captive community can reasonably assist: e.g., taxonomic clarification, some survey support.
- (D) Captive propagation programs that sooner or later could be linked to interactions with wild populations.

An important product of the CAMP process is a Global Captive Action Plan (CAP) which attempts to provide a strategic overview and framework for effective and efficient application and allocation of captive resources to conservation of the broad group of taxa of concern, i.e. an order, family, etc. CAP's provide strategic guidance for captive programs at the global level. CAP's provide a global reference for the development of Regional Collection Plans such as are under development by the AAZPA Taxon Advisory Groups (TAG's). As has been discussed in previous reports by CBSG and the AAZPA Director of Conservation & Science, the Regional TAG's are intimately and interactively involved in development of the Global CAP's.

More specifically, CAP's recommend what taxa are most in need of captive propagation and hence which taxa in captivity should remain there, which taxa not yet in captivity should be there, and which taxa currently in captivity should no longer be maintained there. For the taxa recommended for captivity, the CAP suggests an appropriate level of captive program required in terms of demographic and genetic goals and hence size of target population to be developed. Ultimately, the CAP will also recommend how responsibilities for captive programs might best be distributed among organized Regions of the global captive community. While captive breeding programs are emphasized in the CAP's, the Plans also attempt (1) to identify where and how the captive community can assist with transfer of intensive management information and technology (2) develop priorities for the limited financial support the captive community can provide for *in situ* conservation (e.g., adopt-a-sanctuary programs).

During the last 6 months, CAMP's and CAP's have been conducted for: waterfowl, Asian hornbills, parrots, antelopes, and deer. The earlier draft of the CAMP's and CAP's for primates has been reviewed. During 1992, CAMP and CAP Workshops will be conducted for lizards, penguins, African hornbills, pigeons, cranes, raptors, Australian monotremes/marsupials, viverrids/mustelids, canids and rhinos. Reviews will include waterfowl, parrots, antelopes, and felids. The Executive Summaries for the Waterfowl and Primate CAMP/CAP's are attached (6 & 7).

POPULATION AND HABITAT VIABILITY ASSESSMENTS:

Population and habitat viability assessments (PHVA's) are the enhanced versions of population viability analyses (PVA's) that have evolved as the process has been applied by the CBSG.

PHVA's use computer models

- (1) to explore extinction processes that operate on small and often fragmented populations of threatened taxa
- (2) to examine the probable consequences for the viability of the population of various management actions or inactions.
- (3) to assess the viability of the protected area or habitat in which the threatened population(s) of the taxon (taxa) occurs with special attention to changes in local human population growth, patterns of land and resource use, and the impact locally of global factors such as climatic warming.

The models incorporate information on genetic and demographic characteristics of the population and on conditions in the environment to simulate probable fates (especially probability of extinction and loss of genetic variation) under these circumstances. The primary computer program that has been used for the modelling is VORTEX, which has been developed by Dr. Robert C. Lacy of the Chicago Zoological Society and a member of the SSC. VORTEX allows workshop participants to model a range of scenarios for the populations under a variety of management (or non-management) regimes. As a result of the different scenarios modelled, it is possible to recommend management actions that maximize the probability of survival or recovery of the population. The management actions may include: establishment, enlargement, or more management of protected areas; poaching control; reintroduction or translocation; captive breeding; sustainable use program; education efforts. PHVA's thus provide an important resource for development of comprehensive conservation and recovery programs for threatened taxa. Moreover, while the PHVA commences with an initial workshop, the process normally continues as the results are reviewed and refined. The process frequently entails one or more follow-up workshops.

PHVA Workshops have been conducted over the last 6 months for: Aruba Island Rattlesnake (Aruba); Kaka and Kea (New Zealand); St. Vincent's St. Lucia's, Imperial and Red-Necked Parrots (St. Vincent); Whooping Crane (USA); Kirtland's Warbler (USA); Tana River Primate Reserve with focus on the Red Colobus and Mangabey (Kenya); Cotton-Top Tamarin (Venezuela); Kenya Black Rhino (Kenya). Workshops to be conducted in 1992 and 1993 include: Karner Blue Butterfly (Ohio), New Zealand Penguins (New Zealand), Asian Cranes (Calgary), Waldrapp Ibis (Morocco), Spix's and Lear's Macaw (Brazil), Lion-Tailed Macaque (India), Orang-Utan (Indonesia), Sumatran Tiger (Indonesia), Manipur Brow-Antlered Deer (India), Marsh Deer (Brazil). Workshops are being arranged for Edward's pheasant, other Caribbean parrots, and 3 plant cases.

VORTEX/PHVA/CAMP MANUALS:

CBSG is expanding the utility of VORTEX, the software developed by Bob Lacy for population and habitat viability analysis (PHVA), by preparing two manuals: a User's Manual on basic use of the program; a Reference Manual providing the scientific background and bases for the models. Manuals are also in preparation for the CAMP and PHVA processes. An I.M.S. Conservation Project Grant application has been submitted through the Minnesota Zoo.

DISEASE WORKSHOP:

Plans continue for the International Conference on Implications of Infectious Disease for Captive Propagation and Reintroduction Programs of Threatened Species. The American Association of Zoo Veterinarians (AAZV) has provided a grant of \$5,000 to supplement the \$15,000 allocated by the AAZPA Conservation Endowment Fund. A copy of the announcement for this Conference that will appear in CBSG News is attached (8).

GENOME BANKS:

A major initiative on strategic development of genome banks and reproductive technology has been initiated under auspices of CBSG. A major report on these developments is available from the CBSG Office. A resolution of the SSC on this matter relative to CBSG is attached (9).

GLOBAL HERITAGE SPECIES PROGRAMME:

Activity continues on the Heritage Species Programme. The SSC Steering Committee has formed a working committee of Tim Sullivan (SSC), Peter Karsten (IUDZG), and Tom Foose (CBSG) to develop further a concept document and additional prototypes (tiger and Przewalski's horse).

1992 ANNUAL AND REGIONAL MEETINGS:

The 1991 CBSG Annual Meeting in Singapore was attended by 152 persons from 30 countries. A report on the very wide array of matters considered is being published in the next CBSG NEWS.

The 1992 CBSG Annual Meeting will occur in Vancouver, Canada 4-6 September 1992. In conjunction, a CAMP Workshop on selected lizard groups will be conducted 1-3 September.

Regional CBSG Meetings are being conducted during 1992 in conjunction with virtually all of the major Zoo Association or Regional Propagation Programs (AAZPA SSP in North America, EEP in Europe, ASMP in Australia/New Zealand, SSCJ in Japan, PAAZAB & APP in Africa; IZSP in India). The Regional Meetings are being used to encourage the broadest possible participation in CBSG activities. A major agenda item for these CBSG Regional Meetings is a review and revision of the Global Action Plans and Taxon Masterplans that have been drafted to date. In general, CBSG is organizing many of the important global work sessions in conjunction with other international meetings to alleviate the increasing budget and time problems of travel.

OTHER AAZPA-RELATED ACTIVITIES:

CBSG Staff have contributed to the development for both the SSP 1 Course at the AAZPA Conservation Academy and SPMAG Workshop. The Executive Officer is on faculty at SPMAG.

CBSG SCHEDULE:

A copy of the latest version of the CBSG Schedule for 1992-1993 is attached (10).



Captive Breeding Specialist Group

Species Survival Commission
International Union for the Conservation of Nature and Natural Resources

U. S. Seal, CBSG Chairman

CAPTIVE BREEDING SPECIALIST GROUP (Revised 1 January 1992)

Mission

To conserve and establish viable populations of threatened species through captive propagation programmes and through intensive protection and management of small and fragmented populations in the wild.

Terms of Reference

1. To advise the IUCN, SSC, and the SSC Specialist Groups on the uses of captive propagation for conservation and to organize, facilitate, and monitor international captive propagation programmes.
2. To establish a global network of zoo professionals and zoos to provide facilities and personnel for international collaborative captive propagation programmes for species in danger of extinction.
3. To establish a global network of professionals in captive management, wildlife management, population biology, reproductive biology and technology, and other disciplines to advise on the establishment, development, and conduct of recommended captive propagation programmes of endangered species.
4. To conduct Conservation Assessment and Management Plan (CAMP) workshops and to prepare Captive Breeding Action Plans in collaboration with the appropriate Specialist Groups of SSC and ICBP for all of the vertebrates and selected non-vertebrates. These Plans are to provide analyses of the status of the species in captivity, information on the status of the species in wild, and recommendations for captive propagation programmes.
5. To assist in the organization of captive programmes for species as recommended by the Plans. This would include coordination of studbooks and captive breeding programmes at the global level, recommendations to the regional zoo organizations for selection of species, assisting in arrangements for field studies, and working with relevant Specialist Groups and responsible management agencies to obtain animals from the wild if needed.

6. To assist the adoption and use of effective systems for assembling local and global captive data (such as ISIS, ARKS), and regional systems where appropriate, by all of the world's zoos as essential information resources for support of collaborative captive breeding programmes.
7. To use a global system for continuing collection of information on the status of species in the wild to assist in establishing priorities on a timely basis. This information system would provide a database for the SSC Action Plans, Heritage Species Plans, and assignment of IUCN categories of threat.
8. To assist the SSC and the International Union of Directors of Zoological Gardens with the Heritage Species Programme, specifically the aspects relating to conservation biology.
9. To prepare and distribute a Newsletter to provide a means of communication between all members of the CBSG and the world's zoos. To arrange and hold meetings to facilitate the selection, development, maintenance, and monitoring of collaborative programmes.
10. To conduct Population and Habitat Viability Assessment Workshops, in conjunction with other SSC and ICBP Specialist Groups, as needed to establish the extinction risks for a taxon end to develop the scenarios and recommendations for management actions needed to prevent extinction and to achieve recovery (removal from the threatened species list).
11. To develop, in conjunction with other SSC and ICBP Specialist Groups, Global Master Plans for species as needed and as a basis for providing a focus on the conservation of species in the wild. This would include specific identification of reserves that are in need of support, development of pre-release programmes for species that are to be returned to the wild, and the coordination of the captive programmes.
12. To develop and assist the use Genome Resource Banking for the conservation of threatened species.

**COLLABORATION BETWEEN SSC TAXA-BASED SPECIALIST GROUPS
AND THE CAPTIVE BREEDING SPECIALIST GROUP**

(Article to appear in SPECIES)

During the last five years, the degree of collaboration between the many taxa-based Specialist Groups within the SSC and the Captive Breeding Specialist Group (CBSG) has increased considerably. There are now two important ongoing programmes in operation that require close collaboration between CBSG and the other SSC Specialist Groups (taxa-based as well as interdisciplinary):

- 1) Conservation Assessment and Management Plan (CAMP) Workshops, a product of which are Global Captive Action Plans (CAP)
- 2) Population and Habitat Viability Assessment (PHVA) Workshops.

At its meeting in Gland on 23-24 November 1991, the SSC Steering Committee strongly endorsed the further development of both of these programmes. The Steering Committee also established some working procedures to assist Specialist Groups in their collaboration with each other. The purpose of this article is to explain the background to both programmes, since many SSC members are probably not yet informed of the various possibilities.

Conservation Assessment and Management Plans and Captive Action Plans:

As populations of many taxa are reduced and fragmented in the wild, more intensive management becomes necessary for their survival and recovery. This intensive management to an ever increasing extent includes, but is not limited to, captive breeding. Conservation Assessment and Management Plans are needed to provide strategic guidance for application of intensive management techniques to threatened taxa. CAMP's are conducted as collaborative ventures of the taxa-based Specialist Group and the CBSG.

The CAMP process reviews the wild and captive status of all taxa in the taxonomic group under consideration. For this purpose, the process utilizes information from SSC Action Plans that may already have been formulated by the taxa-based Specialist Groups. Where such Action Plans do not yet exist, the CAMP process produces the necessary assessment of status and prospects to permit formulation of Global Action Plans for both *in situ* and *ex situ* efforts.

Based on these assessments, the CAMP provides a set of recommendations about which taxa are in need of which kinds of intensive management attention. The kinds of attention include:

- (A) Population and Habitat Viability Assessment and Conservation Management Plan (PHVA/CMP) Workshops.
- (B) Intensive (captive-type) protection and management in the wild.
- (C) *In situ* and *ex situ* research where the captive community can reasonably assist: e.g., taxonomic clarification, some survey support.
- (D) Captive propagation programmes that sooner or later could be linked to interactions with wild populations.

The CAMP process has also provided an opportunity to test the applicability of the Mace/Lande Criteria (Conservation Biology) for assessment of threat. The Mace/Lande Criteria are the proposed new IUCN Categories of Threat and are still under active development. The Criteria provide an estimate of the risk of extinction of taxa based on information about size, distribution, trend of their population as well as conditions of their habitat.

An important product of the CAMP process is a Global Captive Action Plan (CAP) which attempts to provide a strategic overview and framework for effective and efficient application and allocation of captive resources to conservation of the broad group of taxa of concern, i.e. an order, family, etc. CAP's provide strategic guidance for captive programs at both the Global and Regional level in terms of captive breeding and also possible other support (technical, financial) for *in situ* conservation.

More specifically, CAP's recommend what taxa are most in need of captive propagation and hence which taxa in captivity should remain there, which taxa not yet in captivity should be there, and which of those currently in captivity should no longer be maintained there. For the taxa recommended for captivity, the CAP suggests an appropriate level of captive programme required in terms of demographic and genetic goals and hence size of target population to be developed. Ultimately, the CAP will also recommend how responsibilities for captive programmes might best be distributed among organized Regions of the global captive community. While captive breeding programmes are emphasized in the CAP's, the Plans also attempt (1) to identify where and how the captive community can assist with transfer of intensive management information and technology (2) develop priorities for the limited financial support the captive community can provide for *in situ* conservation (e.g., adopt-a-sanctuary programmes).

It is the intention of the SSC Steering Committee that as far as possible, Captive Action Plans be incorporated into the overall Action Plans. The CAMP process obviously facilitates this objective. Action Plans already published that do not include a Captive Action Plan component will hopefully add them as part of the continuing process of development. CAMP and CAP workshops have already been conducted for parrots, Asian hornbills, primates, felids, cervids, antelopes. Others that will occur during the next year include penguins, cranes, Australian marsupials, and canids as well as a neotropical regional follow-up for primates.

In summary, the CAMP and CAP process assembles expertise on captive and wild management of the taxa under review. It provides for a rational means of assessing priorities for intensive management including captive breeding within the context of the broader conservation needs of threatened taxa. SSC Members who would like copies of existing CAMP's and CAP's can obtain them from the CBSG Office, 12101 Johnny Cake Ridge Road, Apple Valley, MN 55124, U.S.A. They are available at US \$25.00 per copy, including surface postage. (SSC members who do not have access to convertible currency can request a free copy.)

Population and Habitat Viability Assessments

Population and habitat viability assessments (PHVA's) are the enhanced versions of population viability analyses (PVA's) that have evolved as the process has been applied by the CBSG. PHVA's use computer models

- (1) to explore extinction processes that operate on small and often fragmented populations of threatened taxa

- (2) to examine the probable consequences for the viability of the population of various management actions or inactions.

The models incorporate information on genetic and demographic characteristics of the population and on conditions in the environment to simulate probable fates (especially probability of extinction and loss of genetic variation) under these circumstances. The primary computer programme that has been used for the modelling to date is VORTEX, which has been developed by Dr. Robert C. Lacy of the Chicago Zoological Society and a member of the SSC. VORTEX allows workshop participants to model a range of scenarios for the populations under a variety of management (or non-management) regimes. As a result of the different scenarios modelled, it is possible to recommend management actions that maximize the probability of survival or recovery of the population. The management actions may include: establishment, enlargement, or more management of protected areas; poaching control; reintroduction or translocation; captive breeding; sustainable use programmes; education efforts. PHVA's thus provide an important resource for development of comprehensive conservation and recovery programmes for threatened taxa. Moreover, while the PHVA process commences with an initial workshop, the process normally continues as the results are reviewed and refined. The process frequently entails one or more follow-up workshops.

The PHVA process is still very much under development, partly because the VORTEX programme and the models on which it is based continue to be improved, and partly because the workshops themselves are learning and evolutionary experiences. In the past year, a major improvement has been the incorporation of more habitat information into the models (hence the term PHVA).

Because PHVA's are an important step in the development of an overall recovery programme for a threatened taxa, it has been SSC policy to conduct the workshops in a range state of the species in question and only at the invitation of the appropriate wildlife agencies with management responsibility and authority.

Among the PVA's and PHVA's conducted so far are: Florida panther, Puerto Rican parrot, Bali starling, Javan rhino, black rhino in Kenya, primates of the Tana River Reserve in Kenya, bald ibis, pink pigeons, Caribbean parrots, whooping crane, and the lion-tamarins of Brazil. Copies of the reports from these PHVA workshops can be obtained from the CBSG Office, 12101 Johnny Cake Ridge Road, Apple Valley, MN 55124, U.S.A. They are available at a cost of US\$25.00 per copy which includes surface postage. (SSC members who have no access to convertible currency can request a copy free of charge.)

Working Procedures for the CAMP, CAP and PHVA Programmes:

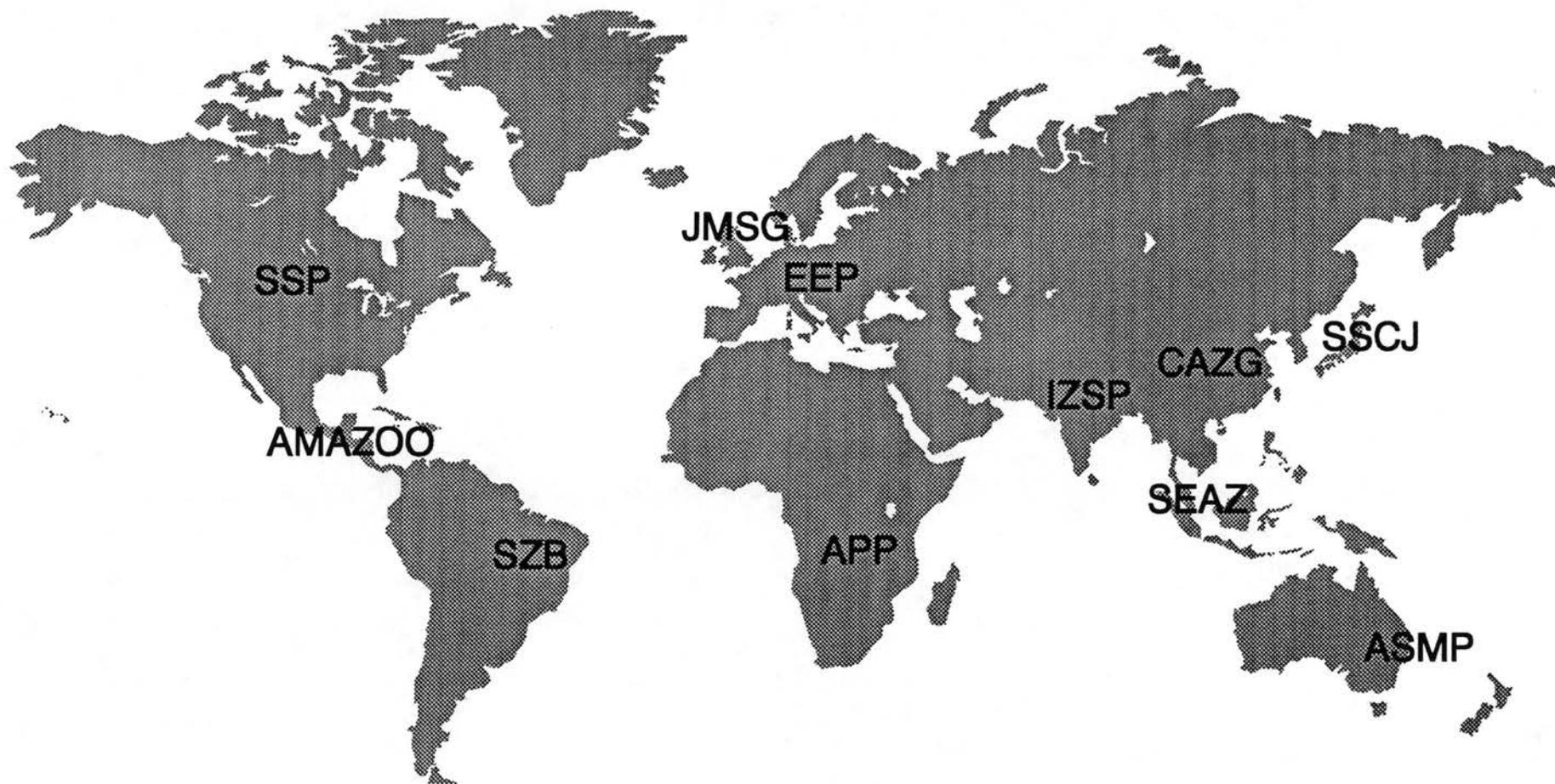
1. Each workshop and process are conducted from the outset as a collaboration between CBSG and the appropriate taxa-based Specialist Group (and other SSC inter-disciplinary Specialist Group where appropriate).
2. The initiative for a CAMP and CAP can originate with either the CBSG or from the taxa-based Groups, but each should involve the other before additional contacts occur.
3. The initiative for a PHVA workshop can originate with one or more range states, a taxa-based Specialist Group, or occasionally the CBSG, but in all cases no real development

of the process occurs until or unless there is an official invitation to the SSC from the governmental wildlife agency(ies) in the range state(s).

4. The Specialist Groups (taxa-based, CBSG, other inter-disciplinary) and the governmental wildlife agencies should agree on the agenda, participants, location, dates, and finances for each workshop. The conduct of each workshop should also be a point of agreement, in particular there should be consensus on the chairs for the various sessions. Responsibility for each aspect of the workshop and process should be clearly assigned.
5. A briefing book should be prepared for each workshop. The Specialist Groups should agree on the contents of each briefing book and secure the resources for their production.
6. An overall editor should be appointed to prepare the report of each workshop. After each workshop, a draft report should be prepared for review. The draft report should be distributed for review to all workshop participants and to others agreed to by the parties associated with the workshop. The editor should revise the report based on feedback from this review. The final report should then be published and circulated. The Executive Office of CBSG and, where they exist, of the taxa-based Specialist Groups are available to serve as editors, advisers, and assistants for report production.

Finally, it should be re-emphasized that neither the CAMP/CAP or PHVA Workshops should be considered single events. Instead, they are part of a continuing and evolving process of developing conservation and recovery plans for the taxa involved. In nearly all cases, follow-up workshops will be required to consider particular issues in greater depth or on a regional basis. Moreover, some form of follow-up will always be necessary to monitor the implementation and effectiveness of the recommendation resulting from the workshop. In many cases a range of PHVA workshops will result from the CAMP/CAP Workshops.

REGIONAL CAPTIVE PROPAGATION PROGRAMS



T. J. Foose
CBSG
1 March 1991

REGIONAL CAPTIVE PROPAGATION PROGRAMMES WORLDWIDE

REGION	DESIGNATED AND PENDING TAXA						IN COMMON WITH					UNIQUE
	MAMMALS	BIRDS	HERPS	FISH	INVRT	TOTAL	ASMP	EEP	JMSG	SSP	SSCJ	
ASMP	38	11	3	0	0	52	52	14	10	19	5	20
EEP	62	12	2	0	0	76	14	76	22	51	13	28
JMSG	25	9	0	0	8	42	10	22	42	40	12	3
SSP	52	13	6	28	10	109	19	40	22	109	19	54
SSCJ	23	10	1	1	0	35	5	13	12	19	35	15
							TOTAL UNIQUE					119
TOTAL	105	40	12	29	14	200	2 REGIONS					49
							3 REGIONS					17
India has also initiated movement toward regional captive propagation programs by							4 REGIONS					12
establishing studbooks for 44 mammal, 15 bird, and several herp taxa.							5 REGIONS					3



Captive Breeding Specialist Group

Species Survival Commission
International Union for the Conservation of Nature and Natural Resources

U. S. Seal, CBSG Chairman

REGIONAL CONSERVATION COORDINATORS COMMITTEE MEETING - SINGAPORE 26-29 SEPTEMBER 1991

- Attendance:*
- Thursday 26 September:* L. Calvo, B. DeBoer, N. Flesness, T. Foose (Chair), W. Labuschagne, C. Padua, B. Porter, P. Scobie, S. Walker (mid-meeting)
- Friday 27 September:* L. Calvo, B. DeBoer, N. Flesness, T. Foose (Chair), M. Hutchins, A. Komori, P. Kumar, M. Masui, T. Miyaki, B. Porter, P. Scobie, S. Walker, W. Rapley
- Saturday 28 September:* B.M. Arora, N. Flesness, T. Foose (Chair), M. Hutchins, R. Khan, M. Masui, T. Miyaki, C. Padua, B. Porter, P. Scobie, V. Wilson

OVERVIEW

The CBSG Conservation Coordinator's Committee was officially formed at the 1990 CBSG Annual Meeting in Copenhagen. Its terms of reference are to guide and advise on development of global propagation and management programs through coordination of the interactions among the Regional programs. Twelve recommendations (Refer to Section 5 of the 1991 CBSG Briefing Book) were presented by this Committee at the 1990 Session. For the most part these recommendations have all been realized.

Summary tables of Int'l and Regional captive propagation programs and taxon advisory groups are provided in the CBSG Briefing Book. Based on information available in advance of this meeting, there are 200 known programs in 5 Regions worldwide: 119 unique to a single Region; 49 operating in 2 Regions, 17, in 3, 12 in 4; and 3 (probably 4) in 5 Regions. About half of these programs are for mammals.

Taxon Advisory Groups are also developing in many of the regions as a means to more systematically and strategically manage taxa and allocate resources. Taxon Advisory Groups are integral and interactive components of the Global Captive Action Plan process. The current state of the roles and relationships among regional and global plans is depicted in the attached chart and is discussed in the current issue of CBSG NEWS. The Action Plan process will continue and expand with an objective of recruiting even greater participation in the Captive Action Plans is desired. See chart on evolving relationships of groups in latest CBSG News. Note that all regional TAG chairs are automatically members of the CBSG global action plan group.

REGIONS - COORDINATORS - COMMITTEE

The current list of known organized or organizing Regions and their Coordinators include:

ASMP (Aust/NZ)	Barbara Porter
EEP (Europe)	EEP Executive Office: Bert DeBoer, Frank Princee, Koen Brouwer, Simone Smits
JMSG (U.K.)	Nick Jackson - Chairman JMSG
SSCJ (Japan)	Atsushi Komori
SSP (N.America)	Michael Hutchins
AMAZOO (Meso America)	Lorena Calvo
SZB Brazil	Claudio Padua
APP Sub-Saharan Africa	Viv Wilson
S.E. Asia	Gen. Ashari
India & SAARC	B.M. Arora
China	?
South America (Spanish)	?
Mexico (Northern)	?
Middle East & Arabia	Reza Khan
CBSG Executive Office	Thomas J. Foose

Advisers:

Int'nl Studbook Coordinator	Peter Olney
ISIS Director	Nate Flesness
ISIS Programmer	Paul Scobie
Population Biologist	Dr. Robert Lacy

- Recommendation:** All zoos and aquariums of the world are encouraged to establish and participate in organized captive propagation programs, especially for threatened taxa.
- Recommendation:** As regional breeding programs are formed or expanded they are encouraged to attempt to encompass enough zoos and aquariums to permit the region to accommodate populations large enough to be viable components of the global system (e.g., India and the other SAARC nations form such a region; South America might attempt to form 1 region for the continent or at most 3, i.e. Brazil, Spanish-speaking northern South America, Spanish-speaking southern South America)
- Recommendation:** All such organized Regions are encouraged to appoint a Conservation Coordinator as soon as possible. All such Coordinators will serve on the CBSG Conservation Coordinator's Committee.
- Recommendation:** When not enough animals in region to form a regional program, institutions should be incorporated into another region
- (1) as recommended by the Global Management Committee if it exists
 - (2) as permitted by a Region to which an institution might apply if no Global Management Program and Committee exist.
- Recommendation:** The CBSG Executive Office member of the Committee will serve as its Chair.

STUDBOOK ISSUES

Expanding regional studbooks means there may often be conflicts between regional studbook numbers vs. international studbook numbers. This may cause confusion. Options to ameliorate this problem include:

- (1) Add a regional designation of "flag" to the regional numbers, e.g. BR or a numerical equivalent for Brazil; this solution will require that a code scheme be developed/adopted.
- (2) Coordinate the regional programs so that the regional numbers are unique (through ISIS and/or an International Coordinator); that a person or ISIS could assign blocks of numbers to the regional studbooks.
- (3) Assign an Int'l studbook keeper immediately for every program as soon as any regional studbook is established and assign numbers through that person
- (4) Require use of transponders.

Recommendation: A working group be formed consisting of an ISIS representative (Scobie), International Studbook Coordinator (Olney), and persons from several of the regions familiar with the Studbook software (K. Johnson, ASMP; Princee, EEP; Wiese, SSP; ____, SSCJ) to formulate recommendation on how best to proceed with studbook problems. Interim recommendation from this committee is to use the regional "flag". If the working group agrees, they are requested to proposed the code scheme.

Flesness spoke on ISIS and the future of studbook software. Described current status of the two major studbook/population management systems (SPARKS and ZRSM). Also indicated desire to merge best of both to produce a new single system; has been collaboration among ISIS, Dutch Foundation, and AAZPA over the last year toward this end. Desire and need to continue if resources available.

Recommendation: All regional and international studbooks be computerized using either SPARKS or ZRSM software at this time. ISIS be encouraged and supported to proceed with the develop of the new studbook/population management software and once available all regional and international studbooks adopt its use.

Discussion on need for both global as well as regional summary statistics on SPARKS MasterPlan report. ISIS currently computes these statistics globally even when "view" of the population has been selected to be regional (e.g. EEP). Are reasons either or both may be of interest. Modifying software so that either or both are available will require more ISIS programmer time, which is always limited.

Recommendation: Request that ISIS attempt to modify software as soon as resources permit to compute these statistics regionally in regional views. The option of a user controlled "switch" would be optimal.

Recommendation: The Committee should explore with the International Studbook Keeper how it might assist more with coordination of studbooks, especially regional versus global.

Recommendation: Zoos and aquariums are encouraged to adopt the use of transponders as soon and as much as possible in accordance with CBSG guidelines on this matter.

Recommendation: The attempt to develop both Regional and Global archives for Studbooks and Masterplans was reaffirmed. The Regional Archives should be in the Regional Conservation Coordination Offices. The Global Archives should be at the CBSG/ISIS Offices, the International Studbook Coordination Office, and at the World Conservation Monitoring Center.

Recommendation: To facilitate such archives, ISIS is encouraged to proceed as rapidly as possible with CD ROM technology.

CBSG REGIONAL MEETINGS

The value of Regional CBSG meetings as recommended by the Committee last year was reaffirmed and the increasing number of such meetings acknowledged. Such meetings permit more persons to participate as well as contacts to be more frequent. Conducting such meetings in conjunction with the Annual Conferences of the Regional Breeding Programs and or Zoo Associations is proving very effective. It is recognized that there is need to provide help to the Region to serve as host. Over next year, the focus of Regional CBSG Meetings will be on continuing Global Action Plan process to permit more participation. Also there will attempts at the Regional Meetings to encourage formation of TAG's. There will also be an attempt to combine actual working meetings during these sessions, e.g. Global Action Plan Workshops (Monotremes and marsupials at Currumbin), Global Masterplan meetings (tiger with EEP at Edinburgh), or PVA's (muriqui with Brazilian). There is also the suggestion that perhaps Antelope Action Plan Workshop occur in conjunction with Pan African Zoo Association Meeting in Harare in June.

Recommendation: Encourage continuation and expansion of Regional CBSG meetings and where possible encourage that major working sessions (e.g. Global Captive Action Plan Workshops, Global Masterplan Meetings, PHVA Workshops) occur at these times.

GLOBAL ACTION PLANS AND TAXON ADVISORY GROUPS

Recommendation: The basic scheme of relationships among regional and global action plans as well as Regional Taxon Advisory Groups and CBSG Global Action Plan Groups as depicted on the attached chart is endorsed as reflecting the current state of development of these processes.

Recommendation: All regions are encouraged to continue or initiate development of Taxon Advisory Groups. In doing so, they are encouraged to consider how other Regions have organized their TAG's as well as how the SSC Specialist Groups are constituted.

Recommendation: Regions are encouraged to use the CBSG Global Action Plans and their Regional Collection Plans as guides in selecting taxa over the long term. Over the shorter term, Regions are encouraged to review the lists of existing programs in other Regions to consider if their Region should also organize programs for these taxa so that their can be more concordance in captive propagation programs globally.

GLOBAL BREEDING PROGRAMS

Recommendations: The basic plan for global captive propagation programs is for each region to be equal component. Each Regional Coordinator will serve on a Global Management Committee.

This Global Management Committee will nominate one of its own to serve as the Global Coordinator. The term of this person should be for 3 years. It would be desirable for this responsibility to rotate.

Appointment of the Regional Coordinators are the responsibility and prerogative of the Regions.

Members of Committees can appoint representatives to substitute for them at meetings.

All Global Management Committees should have representatives of management authorities of countries of origin as advisers.

Recommendation: The role of the Global Management Committees are to coordinate and integrate interactions among the Regional Programs. A primary objective is formulation of a global masterplan that delineates a recommended distribution of responsibilities among Regions (e.g. target population sizes) and what the interactions among these regional populations for this taxon might be.

The Global Management Committees can recommend policy and provide scientific advice.

Recommendation: In Global Programs, the Regional Programs retain their sovereignty. However, the Regions are encouraged to try to resolve any conflicts of interest that might develop through collegiality within the Global Management Committee. Global Management Committees are further encouraged to accord biological objectives of the taxon the highest priority when trying to resolve such conflicts. When conflicts cannot be so resolved, the CBSG Regional Conservation Coordinator's Committee will be available to review the problem and to provide advice.

Recommendation: An animal is completely under the management of the Regional Program in which it is physically located albeit in the context of the global program.

Recommendation: Any activities *ex situ* or *in situ* in a Region by zoos outside that Region should be in consultation and coordination of the Regional Coordinator in that Region.

Recommendation: The CBSG Regional Conservation Coordinators Committee will review applications to form global program in order to provide advice and endorsement.

Applications for such review and endorsement must include:

- Evidence that an International Studbook exists or is being developed.
- The taxon must be represented in at least 2 of the organized Regions recognized by the CBSG.
- Identification of a Global management Committee that consists of the Regional Coordinators.
- A genetic and demographic assessment of the population on both a regional and global basis
- Any recommendations from the Global Captive Action Plan concerning the priority of this taxon for captive programs.

Recommendation: There be an attempt over the next year to move ahead with global programs and masterplans for selected taxa. Each of these efforts should involve an initial masterplanning/organizational workshop. Candidates proposed are:

- Orang utan: It would be desirable for this workshop to be conducted in Southeast Asia and if possible to be coordinated with a PHVA Workshop for this species if it occurs as has been proposed and invited by the Indonesian government.
- Lion-Tailed Macaque:

- Tiger: An attractive opportunity would be in conjunction with the EEP annual conference in Edinburgh in June.
- Black Rhino:
- Maned Wolf:
- Addax:
- Scimitar-Horned Oryx:
- Red Crowned Crane:
- White-naped Crane:
- Bali Mynah/Starling:

FAUNA INTEREST GROUPS

- Recommendation:** Encourage continued development of Fauna Interest Groups at global and regional levels according to the general scheme summarizing this process as presented in the CBSG Briefing Book (Section 10).
- Recommendation:** Global Faunal Interest Groups should include the Chairs of any similar FIG's organized at regional levels. The Global FIG's should also involve the Conservation Coordinator's of the Region encompassing the area of interest of the FIG.

TRAINING OF STUDBOOK KEEPERS AND SPECIES COORDINATORS

The various training activities in progress in North America (AAZPA Conservation Academy, Small Population Management Advisory Group Workshops), Europe (EEP Training Workshops), and Australia are commended.

- Recommendation:** Regions should exchange training and course materials as much as possible.
- Recommendation:** Regions are encouraged to consider participation of representatives of other Regions (either as teachers or students) in their training workshops. Further, governing authorities of the Regional Programs are encouraged to consider financial support for such exchanges.
- Recommendation:** The attempt should be resumed to develop a standard reference manual for studbook keepers and species coordinators using the existing EEP manual and the plan for a joint EEP/AAZPA Manual as a guide but involving participation from the entire Conservation Coordinator's Committee. The outline of the plan for the EEP/AAZPA Manual will be circulated to all members of the Committee.

**WATERFOWL
 CONSERVATION ASSESSMENT & MANAGEMENT PLAN
 GLOBAL CAPTIVE ACTION PLAN
 EXECUTIVE SUMMARY**

Waterfowl and taxa are reviewed taxon-by-taxon to assign a category of threat and to recommend captive programs as well as other intensive action. The recommendations contained in the Global Waterfowl Conservation Assessment and Management Plan are based only on conservation criteria; adjustments for political and other constraints will be the responsibility of regional plans.

Currently, 154 species and 234 distinct taxa (subspecies or species if no subspecies are contained therein) of waterfowl are recognized.

Approximately 12,500 waterfowl specimens are presently registered with ISIS. It is crudely estimated that these 12,500 waterfowl spaces represent about 50 percent of the captive habitat available for waterfowl worldwide.

25,000 waterfowl spaces would permit a captive nucleus of about 160 individuals for each species and at least 100 individuals for all 234 taxa. In essence, if properly managed, there is room in captivity for everything for which there is a need or desire to maintain.

74 of the 154 species (48%) and 82 of the 234 taxa (35%) are assigned to one of three categories of threat, based on the Mace-Lande criteria:

Critical	9 taxa
Endangered	30 taxa
Vulnerable	43 taxa

152 taxa are assigned to the Safe category, according to Mace-Lande criteria.

151 of the 234 waterfowl taxa (65%) are recommended for one of four levels of captive programs (based in part on Mace-Lande criteria):

90/100 years I	12 taxa
90/100 years II	36 taxa
Nucleus I	38 taxa
Nucleus II	65 taxa

44 of the recognized 48 genera of waterfowl (92%) are represented in the recommendations for captive programs. 119 of the 154 recognized species of waterfowl (77%) are represented in the recommendations for captive programs. 35 species are not represented.

94 of the 234 taxa (40%) are recommended for Population Viability Assessment workshops.

174 of the 234 taxa (74%) are recommended for more intensive *in-situ* management in the wild.

97 of the 234 taxa (41%) are recommended for Taxonomic research.

148 of the 234 taxa (63%) are recommended for Survey research.

30 of the 234 taxa (13%) are recommended for Husbandry research.

**PRIMATE GLOBAL CAPTIVE ACTION PLAN
EXECUTIVE SUMMARY**

- Primate taxa are reviewed taxon-by-taxon to assign a category of threat and to recommend captive programmes and other intensive action.
- Currently, 237 species and 509 distinct "taxa" (subspecies or species if no subspecies are contained therein) of primates are recognized:

Africa	67 species	156 taxa
Madagascar	30 species	49 taxa
Asia	63 species	132 taxa
America	77 species	172 taxa
- Approximately 16,000 living primate specimens are currently registered with ISIS. It is estimated that these 16,000 primate spaces represent about 50% of the captive habitat available for primates worldwide.
- 32,000 primate spaces would permit a captive nucleus of about 135 individuals for each species and at least 50 individuals for all 509 taxa.
- 137 of the 237 species (58%) and 222 of the 509 taxa (44%) are assigned to 1 of 4 categories of threat, based in large part on the recent Mace/Lande criteria:

Critical	62 taxa
Endangered	66 taxa
Vulnerable	77 taxa
High Anxiety	17 taxa
- 228 taxa are recommended for 1 of 4 levels of captive programme which are explained in the text:

90%/100 Years I	77 taxa
90%/100 Years II	40 taxa
Nucleus I	41 taxa
Nucleus II	70 taxa
- In terms of the geographic distribution of primates, the recommendations for captive programmes are:

Africa	50 taxa
Madagascar	38 taxa
Asia	62 taxa
America	78 taxa
- All recognized 59 genera of primates are represented in the recommendations for captive programmes. 162 of the 237 recognized species of primate are represented in the recommendations for captive programmes. 75 species are not represented.
- 137 taxa are recommended for population and habitat viability assessments.



INTERNATIONAL CONFERENCE ON IMPLICATIONS OF INFECTIOUS DISEASES FOR CAPTIVE PROPAGATION AND REINTRODUCTION PROGRAMS OF THREATENED SPECIES

11-13 NOVEMBER 1992

OAKLAND, CALIFORNIA, U.S.A.

This international conference and working meeting will focus upon:

- Historical survey disease problems associated with releases
- Investigation, monitoring, and surveillance of diseases in captive and free-ranging animals
- Interspecies transmission of infectious diseases
- Emerging infectious diseases
- Vaccination and prevention of infectious diseases
- Future directions in diagnostic technology
- Planning and risk assessment for disease programs
- Information and data collection systems
- Predisposing factors to infectious diseases
- Impact of infectious disease on population dynamics
- Governmental and international interactions

Return the below registration form to: Peregrine L. Wolff, DVM, Director of Animal Health, c/o CBSG, 12101 Johnny Cake Ridge Road, Apple Valley, MN 55124 USA, Tel: (612) 431-9361, Fax: (612) 432-2757.

Accommodations:

Parc Oakland Hotel
1001 Broadway
Oakland, CA 94607-4077 USA
Tel: 415-451-4000
Fax: 415-839-0677

Rates:

<u>No. People</u>	<u>Rate (\$U.S.)</u>
1	\$76.00
2	\$76.00
3	\$96.00

I would like to attend the International Conference on Implications of Infectious Diseases for Captive Propagation and Reintroduction Programs of Threatened Species. Enclosed is my check or money order for \$100.00 (U.S.)

NAME: _____

INSTITUTION: _____

ADDRESS: _____

TELEPHONE: _____

**PROPOSED
IUCN RESOLUTION STATEMENT ON
ANIMAL GENETIC RESOURCE BANKING
FOR SPECIES CONSERVATION**

**Captive Breeding Specialist Group Annual Meeting
Singapore, September 29, 1991**

PROBLEM STATEMENT

The IUCN holds that the successful conservation of species requires integrated management efforts to sustain available genetic diversity. These efforts include programs to protect and manage animal populations within their natural, native habitat (*in situ* conservation) and supporting programs that manage individuals, gametes and/or embryos outside of natural environments (*ex situ* conservation).

The IUCN recognizes that, although habitat protection is the most desirable approach for conserving biological diversity, supportive *ex situ* programs are essential in many cases. For example, such programs can deal effectively with short-term crises and with maintaining long-term potential for continuing evolution.

The IUCN further recognizes that the efficiency and efficacy of *ex situ* conservation can be increased many fold by applying recent advances in reproductive technology. These include assisted or 'artificial' breeding and the low temperature storage (banking) of viable animal germ plasm, namely spermatozoa, embryos and oocytes. Germ plasm banks: 1) offer a high degree of security against the loss of diversity and, therefore, entire species from unforeseen catastrophes; 2) minimize depression effects of genetic drift and inbreeding; and 3) provide a powerful method for managing the exchange of genetic diversity among populations. Other conservation benefits include banks of serum, DNA and cultured cell lines from germ plasm donors which permit studies on disease status, detection of microbial antibodies, pedigree determination, taxonomic status, geographical substructure and cellular physiology.

The IUCN also recognizes that the establishment of a genetic resource bank must, through basic research, be matched by the development of technologies for its use as a genuine and practical conservation asset.

The development of genetic resource banking programs is hampered by the lack of guidelines for establishing such banks and for integrating them with overall conservation programs. As yet, no single organization with a role in the international coordination of conservation efforts has provided guidance.

RECOMMENDATION

The IUCN regards development of genetic resource banks as an essential component of integrated conservation programs. Therefore, the Captive Breeding Specialist Group recommends that a formal process be developed to formulate global guidelines to establish, operate, use and review animal genetic resource banking programs for species at risk. The framework for international coordination of this type of program must be based upon agreements to cooperatively manage such species for demographic security and genetic diversity.

To achieve this recommendation, a Coordination Committee under the auspices of the Captive Breeding Specialist Group and others to be identified will:

- a) Coordinate animal genetic resource banking activities within the Species Survival Commission and among regional captive propagation groups. This will be accomplished by integrating the genetic resource banks directly into the framework of population viability assessments and conservation Action Plans. These activities require an expert resource network to provide advice on all technical matters.
- b) Establish guidelines for identifying taxa, species or populations that would benefit from genetic resource banks. These guidelines should be detailed and assist in the development of strategic Action Plans for conserving targeted animal populations. The single most important consideration is to ensure that there is a defined conservation goal that requires the collection and storage of biological materials. This requires that an integrated plan for a goal-orientated conservation program be established prior to initiating banking activities.
- c) Establish a globally-standardized, record-keeping database for cataloging, managing and pooling data on banked materials. It will be essential that these biological materials are linked to individually identifiable source animals.
- d) Provide expert technical advice to the appropriate taxon groups to assist in developing animal genetic resource Action Plans. The primary responsibility for developing Action Plans resides with those groups with specific responsibilities for *in situ* and *ex situ* conservation of specific taxa, species and populations. These groups should be encouraged by the Coordination Committee to include genetic resource banks as an integral component in their strategic conservation planning. The Coordination Committee will support the appropriate taxon groups to integrate information on: reproductive and genetic histories of *ex situ* and *in situ* populations; efficiency of reproductive technologies; areas requiring further research; types of biological materials requiring storage; appropriate protocols for banking biological materials; primary and secondary repository sites; strategies for using banked materials; and sources of funding.
- e) Provide a mechanism for approval and periodic review of animal genetic resource banking Action Plans.



Captive Breeding Specialist Group

Species Survival Commission
IUCN -- The World Conservation Union

U. S. Seal, CBSG Chairman

CBSG Schedule - 1992-93

31 January 1992

1992

January	3 - 5	Palm Desert: Antelope CA
	7 - 9	MN: Kirkland's Warbler PVA
	10 - 11	Apple Valley: CBSG/IUDZG/GCCN
	13 - 18	Cambridge: Parrots CBAP
	20 - 21	Cambridge: Kyoto Criteria & Elephants & Mace/Lande
February	3 - 9	Aruba: Aruba Island Rattlesnake PVA (Odum)
	10 - 16	Caracas: Parks Congress - Workshop-(13th&14th) Primates CBAP Review & Primate PVA (Baker)
	24 - 29	St. Louis: AAZPA Conservation Academy (Foose)
March	6 - 14	Front Royal: SPMAG Meeting (Foose)
	12 - 13	Raleigh, NC: NC State University Lecture
	18 - 19	Front Royal: Cheetah Husbandry Manual
	20 - 22	Front Royal: Felid TAG
	23 - 24	Front Royal: Tiger SSP
	26	Illinois: Univ/Urbana Lecture (O'Brien, Seal)

April	5 - 10	Australia: ARAZPA, CBSG Regional, Marsupial GAP
	???????	New Zealand:
	22 - 24	Ohio: Karner Blue Butterfly PHVA
	27 - 30	Morocco: Rabat Zoo - Waldrapp Ibis PHVA
May	3 - 6	Jersey: 6th International Cong. Breeding End. Sp. Captivity
	7 - 8	Jersey: CBSG Mtg, Steer. Comm., ISIS Brd.
	9 - 10	London: Rhino CAMP & CAP
	15 - 17	Fossil Rim: Global Canid CAMP
June		Pigeons CAMP?
	12 - 14	Phoenix: Conservation Biology (Zoos & Conservation)
	21 - 29	Zimbabwe: Pan African Zoos (Confirmed) (23-27) Antelope CAMP review, PHVA (Zimbabwe species)
July	5 - 8	Edinburgh: EEP/CBSG Regional Mtg
	9 - 10	Edinburgh: Global tiger Mtg.
August	8 - 16	Calgary: Cranes CAMP and PHVA Workshop
	18 - 22	New Zealand: Penguin PHVA and CAMP Workshop
	24 - 29	Melbourne: International Penguin Conference
Sept	1 - 3	Vancouver: Reptile(Lizard Groups) CAMP (Quinn, McLain)
	4 - 6	Vancouver: CBSG Meeting
	7 - 10	Vancouver: IUDZG Meeting
	10 - 12	Glasgow: International Molluscan Conference
	13 - 17	Toronto: AAZPA

October	1 - 3	Cincinnati: Reproductive Technology Workshop
	1 - 5	Pan Africa Ornithology Congress (African Hornbills CAMP: Parrot CAMP review)
	11 - 14	India: Indian Zoo Assoc & CBSG (Deer PHVA)
	17 - 25	Japan: Japan SSCJ and Workshop(CBSG)
	7 - 8	Idaho: Raptors CAMP
	30 - N3	Ohio: Cichlid Fauna
November	?	Omaha: BFF SSP Meeting
	11 - 13	Oakland: AAZPA/AAZV/CBSG Disease Workshop
	14 - 16	Oakland: Zoo Vets (&WLDA) mtg - Opening Address
	22 - 30	Indonesia: Sumatran Tiger PHVA (+WWWD PHVA)
December		Brazil: Spix's and Lear's Macaw PHVA, Marsh Deer
1993		
January	3rd Week	Indonesia: Orang PHVA
February	?	Europe: Mustelid and Viverrid CAMP
	?	UK: Edward's Pheasant CAMP & CAP
September	2 - 4	Antwerp: CBSG
	12 - 16	Omaha, NE: AAZPA Annual Mtg
October	?	India: Lion-tailed Macaque PHVA

Unscheduled as yet: Mace/Lande Categories; Wild Cattle CAMP & CAP Workshop; Muriqui PHVA;

Suzie Amy Thorgelt?



Captive Breeding Specialist Group

Species Survival Commission
IUCN - The World Conservation Union
U. S. Seal, CBSG Chairman

Date: 7 November 1991
Subject: Name of 'CBSG'
To: CBSG Steering Committee and GCCN Board
From: Seal

1. The name 'Captive Breeding' Specialist Group has been a recurring subject of discussion over the past 2-3 years. The concern has been that it does not adequately reflect the range of our activities and involvements in population management activities. This has been particularly evident in the arrangement of the 'population viability analysis' (another label that is inadequate to cover the scope of the activity) workshops. Many interested and sympathetic participants have commented that it would be valuable to better indicate this scope by some more encompassing name. The name has been used as a basis for discounting our activities but this has gradually less important.

2. The topic has been the discussion at our most recent workshop on the parrots of St Lucia, St Vincent, and Dominica involving sympathetic people with no 'axe' to grind. A problem has been to find a name that encompasses our activities yet provides discrimination from the multiple other conservation organizations and does not infringe upon the domain of the taxon Specialist Groups of the SSC. It also should not imply any rejection or denial of our fundamental role in the captive breeding community of zoos and aquariums. Indeed as I pointed out during the course of these discussions all of our core financial support comes from this community.

3. The name [Species Management' SG] has been suggested as accurately encompassing this range of interests and meeting the other concerns. There is no question that such a label would significantly change the perception of Wildlife Agencies and other concerning the scope of possible interests and expertise.

I think it's much better (and accurate!)

SES

4. I would appreciate your thoughts on the matter. depending on the comments I receive I can bring the matter up again at the SSC Steering Committee in Gland, 23-24 November.



Captive Breeding Specialist Group

Species Survival Commission
IUCN -- The World Conservation Union

U. S. Seal, CBSG Chairman

5 November 1991

Dr. Kathryn Roberts
Minnesota Zoo
13000 Zoo Boulevard
Apple Valley, MN 55124

Dear Kathryn:

I wish to express my personal and profound thanks to you and to the Minnesota Zoo for the contribution of \$10,000 to the Captive Breeding Specialist Group for core support for 1992. I would also like to extend my profound thanks for all that the Minnesota Zoo has done to further CBSG's mission. In addition to your own work and providing the office space so critical to our operation, your endorsement and support of the work of so many of the Zoo's staff on behalf of CBSG is a vital and significant contribution for which I am deeply grateful.

As you know, your support for the Captive Breeding Specialist Group has allowed us to continue successfully expanding our activities. We have undertaken a series of PVA and Conservation Plan workshops with the production of published reports. Draft Global Conservation Action Plan reports have been produced for Primates and Felids; reports for Waterfowl, Cervid, and Asian Hornbill Conservation Action Plans are in preparation. In October, we completed a PVA workshop on Caribbean Parrots and Conservation Action Plan workshop on the Tana River Reserve in Kenya.

September's CBSG Annual Meeting in Singapore was our most successful to date, with over 150 delegates from 30 countries. I was sorry that you were not able to attend, but was glad to see such good representation from the Minnesota Zoo. The upcoming CBSG newsletter will detail reports of the various working groups from the meeting. To advance the various core activities relating to captive programs, CBSG will further expand its activities by conducting regional meetings at the annual meetings of the EEP, AAZPA, JAZGA (Japan), SEAN (Southeast Asia), Brazilian, African, Australia-New Zealand, Meso-American, and Indian Zoo Associations in 1992.

Again, thank you for your active and vital support of the Captive Breeding Specialist Group and our efforts to further our role as a productive contributor to conservation activities worldwide. With your continued support and meaningful participation, we look forward to realizing the potential of the CBSG's role in global conservation in the coming years.

My best regards,

A handwritten signature in cursive script, appearing to read "Ulysses".

Ulysses S. Seal, Chairman



Captive Breeding Specialist Group

Species Survival Commission
IUCN -- The World Conservation Union

U. S. Seal, CBSG Chairman

31 October 1991

TO: CBSG Steering Committee

FR: Ulie Seal via Judi Mikolai

RE: CBSG Name

The CBSG name issue is a recurring theme. A new suggestion is to change the name to the **Species Management Specialist Group**. Please comment to the CBSG office by 6 November if you can.

Thanks.

*Judi - in afraid
names are not my
specialty - just let
me know what I
should call you when
you decide.
Ulie*



Captive Breeding Specialist Group

Species Survival Commission
IUCN -- The World Conservation Union

U. S. Seal, CBSG Chairman

Kathryn Roberts, Ph.D
Director
Minnesota Zoological Gardens
13000 Zoo Boulevard
Apple Valley, MN 55124

22 September 1991

Dear Kathryn,

The success of CBSG projects and structure continues to expand and develop. We have now produced discussion drafts of two Global Captive Action Plans: Primates and Felids and 2 more are in preparation for the Waterfowl and Cervids. We are continuing to conduct PVAs and are expanding them to include habitat and protected area risks as well as species risks. The CBSG Newsletter is being distributed on a truly global basis to more than 4500 people in 150 countries.

These activities have been successful because of the financial support we have received from institutions like yours. We are very grateful for your commitment and are asking for the third year of financial support.

Attached is an invoice for your pledge of \$10,000, the Conservator Level of the CBSG Institutional Conservation Council, for 1992. If you are interested in paying on a semi-annual, quarterly, or monthly basis and require appropriate invoices please let us know.

Checks should be made payable to the Captive Breeding Specialist Group (Account #100 1210 173) and be mailed to the following address:

Captive Breeding Specialist Group
12101 Johnny Cake Ridge Road
Apple Valley, MN 55124

Please feel free to contact the CBSG Office if you have any questions. We appreciate your continued support!

Sincerely,

Ulie Seal, Ph.D
CBSG Chairman

Enclosure: Invoice

STATE OF MINNESOTA
OFFICE MEMORANDUM

Department: Minnesota Zoological Garden

Date: August 19, 1991

To: Bob Reece
John Knowles

From: Kathryn R. Roberts

Phone: (612) 431-9333

Subject: **FOSSIL RIM MEETING**

I am sorry that you were unable to attend the meeting at Fossil Rim, but I certainly understand the practicality of flying in for a morning meeting. Despite the fact that we were without your intelligence and wit, we did have a productive meeting.

The theme that kept coming up over and over again was Ulie's need for an additional staff person to follow through on commitments that he makes and suggestions made by his fund raising committee. Jim and I argued hard that if he is going to operate as an organization with a large capacity for work he needs the staff to back it up. Of course, this is circular because which comes first: the money or the staff?

I have attached a copy of some rough meeting notes that were taken during the meeting. I am sure Ulie will send them out in better format but I wanted you to see them as soon as possible. I am following up with Conway, Taylor, Wylie and Zucconi. I will let you know my progress and where we will need your help.

Thank you for sending your ideas with us to the meeting. They were helpful.

cc: Ulie Seal

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To	Kathryn Roberts	From	Judi Mikolai
Co.		Co.	
Dept.		Phone #	X 325
Fax #	431-9336	Fax #	

For Conway

Funding Committee meeting
August 9, 1991

Present: Jackson, Roberts, Seal

Discussion centered on need for emergency funding. Seal has not been paid for this year. Requests for service have increased at a tremendous rate without a like increase in staffing resources. Many ideas for increasing funding have been put forward, but the people power necessary to follow up is sadly missing. We are at the point of identifying two desperate needs. First, we must guarantee Seal's salary. Secondly, a staff person needs to be added to the office who faces the primary responsibility of following up on funding strategies.

GOAL: To immediately raise \$150,000 to enhance the current cash commitment

Plan of Attack:

1. Develop a one page statement defining emergency need
2. Mail statement of need to all institution Directors who belong to AAZPA
3. Mail statement of need to all vendors registered with AAZPA
4. Talk to Conway and ask if he will make a plea to all Directors at the Directors' lunch at San Diego for a \$1000.00 contribution
5. Develop a large visible list of all possible contributors to display at the lunch
6. Conway asks all members to come up to the list and line out their institution name to indicate support.
7. Talk to Meyers to arrange a space in the poster sessions which displays the list of possible contributors to further encourage commitment
8. Talk to Zucconi, Taylor, and Whyllie to let them know what is going to happen at the conference

GOAL: Increase annual contributions-tasks for new staff person

1. Look at "duck stamp" strategy. (Only federally funded art competition with payoff to conservation activities.)
2. Find company or companies to support the activity
3. Find a donor to support all PVA activities
4. Identify a paper and printer donor

GOAL: Identify organizational goals the the staff resources necessary to support the load.

Other tasks:

1. We need to have a pledge card ready for donors at the AAZPA and Singapore

meeting

2. We need a letter developed to current donors to tell them they need to sign up for the next three years at the same level or a higher level.

Dreams as stated by Ulie

1. Bring together all groups involved in captive breeding. They need to feel more of a community. Could be an information network rather than a top heavy organization. Will continue to network with people rather than organizations.

Traditional orgs carry their own death with them.

2. Tools. Newsletters, workshops which are more than FVA's, (single species and all the planet's protected areas. Captive breeding action plans. Monitoring tools to manage.

GET A LETTER TO JACKSON TO TAKE TO APPLE ABOUT THE NEED TO SET UP A GLOBAL MONITORING SYSTEM. NEEDS TO BE DONE SOON.

TRIMBLE NAVIGATION SYSTEMS NEEDS TO BE TIED IN GEOGRAPHICAL COORDINATES.

Need software, computer, mapping database, personal databases, data link, positioning information

Dissemination should be controlled by us and use CD ROM



Captive Breeding Specialist Group

Species Survival Commission
IUCN -- The World Conservation Union

U. S. Seal, CBSG Chairman

31 May 1991

Dr. Kathryn Roberts, Director
Minnesota Zoological Gardens
13000 Zoo Blvd.
Apple Valley, MN 55124

Dear Kathryn,

I wish to express my personal and profound thanks to you and the Minnesota Zoological Gardens Board for the contribution of \$10,000.00 to the Captive Breeding Specialist Group for core support for 1991, with a commitment to a similar level of support for 1992.

The broad base of financial support for CBSG from the captive breeding community, which has developed since the fall 1989 CBSG meeting in San Antonio, has meant that I have been able to recruit a 3 full time staff people for the CBSG office. Dr. Tom Foose joined the CBSG staff from his position as Conservation Director of the AAZPA on May 1, 1990. Tom is continuing, with the CBSG, in his role as a coordinator and facilitator of international collaborative projects and will provide the guidance and organizing oversight needed for urgent development of our Captive Breeding Action Plans for the vertebrates.

Judi Mikolai continues as my personal assistant and is providing the needed support and presence for response to the many and rapidly evolving projects being undertaken by the CBSG.

The support for the CBSG has allowed me to continue expanding our contacts with the wildlife manager and zoo community in several high priority countries (Japan, Indonesia, Brazil, and India). We have undertaken a series of PVA and Conservation Plan workshops with the production of published reports. Our newsletter (sent separately) will continue to detail our recent activities and the documents produced which are available to you from the CBSG office.

The potential for increasing the scope of the contribution of small population management and captive propagation to the preservation and conservation of the rapidly expanding array of endangered species has led me to a personal decision to make this work a full time activity. I have closed my research laboratory with the Veteran's Administration Medical Center and left the VA Medical Center at the end of November, 1990. I have retained my academic connections with the University of Minnesota. This change has allowed me to focus more energy and time on the activities of the CBSG and explore and develop the many opportunities for expanding the contribution of captive propagation to conservation of endangered species. I am maintaining my work with fertility control of wild species using the implants and with wild animal reproduction through collaboration with several zoos and laboratories.

I wish to thank you for your support of our efforts to develop the CBSG as a functional contributor to the conservation activities of zoos. I look forward to the potential of the coming years and to your participation in the activities of the CBSG.

I am very much looking forward to our annual CBSG meeting in Singapore, September 27-29, 1991, the preceding Hornbill Action Plan Workshop, and visiting with you.

My best regards,

A handwritten signature in cursive script, appearing to read "U.S. Seal".

U.S. Seal, Chairman



Captive Breeding Specialist Group

Species Survival Commission
IUCN – The World Conservation Union

U. S. Seal, CBSG Chairman

24 February 1991

Kathryn Roberts, Ph.D
Minnesota Zoological Garden
13000 Zoo Boulevard,
Apple Valley, MN 55124
USA

Dear Kathryn,

On behalf of the Chairman of the IUCN Species Survival Commission (SSC), I would like to invite you to continue to participate as a member of the IUCN/SSC Captive Breeding Specialist Group (CBSG).

I enclose a copy of the SSC Member's guide which will acquaint you with the functioning of the IUCN, SSC, and its Specialist Groups. I also enclose a copy of the SSC Chairman's report for the last IUCN triennium to give you an idea of the recent activities of the Commission. The revised edition of the SSC Directory will appear during the latter part of 1991 or early 1992, and to be included it is important that you complete the form enclosed and return it to the address indicated on the form. This will constitute your acceptance of this invitation to serve the CBSG and the SSC. Dr. Rabb will forward your name to the IUCN council for formal endorsement. As a member of SSC you will receive copies of Species magazine and a copy of the SSC Directory.

I very much appreciate your past participation in the CBSG which has helped development of international captive breeding action plans for conservation of endangered species and implementation of programs for species in need of this support. As a member you will receive the CBSG Newsletter and the report from the annual CBSG meetings. The CBSG now maintains a full time office at the Minnesota Zoo staffed by Dr. Tom Foose, the executive officer, Judi Mikolai, my personal assistant, Lisa Laqua, office secretary, and Terry Kreeger, CBSG News editor.

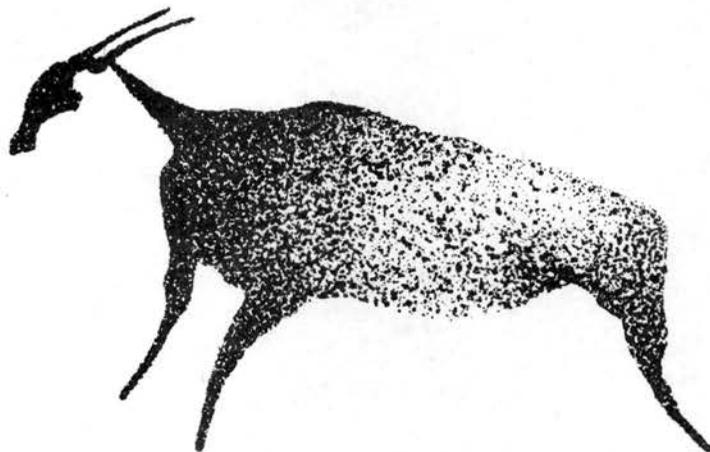
Our next annual meeting (see the Newsletter) is in Singapore, 27-29 September 1991, prior to the IUDZG meeting. To attend, it is essential that you write Bernard Harrison, Director of the Singapore Zoo, before the end of February and declare your intention to attend since there are a limited number of hotel rooms available. With best wishes,

Yours sincerely,

Chairman, IUCN/SSC Captive Breeding Specialist Group

**The IUCN Species Survival Commission
A Members' Guide**

December 1990



Thank you for accepting the invitation to join the Species Survival Commission (SSC) of IUCN—The World Conservation Union. This leaflet will introduce you to IUCN and the SSC, and explain the privileges and responsibilities of SSC membership.

IUCN—The World Conservation Union

IUCN stands for the International Union for Conservation of Nature and Natural Resources, although the organization is more commonly known by its abbreviated title: The World Conservation Union. IUCN is the umbrella organization for the world's conservation agencies and institutions. IUCN is particularly unusual among international organizations because it includes both governmental and non-governmental members. IUCN members include, for example, the Government of France, the Government of India, the United States Fish and Wildlife Service, the Wildlife Division of Tanzania, the World Wide Fund for Nature (WWF), and the Fundacion para la Defensa de la Naturaleza (FUDENA) in Venezuela. At the time of writing, IUCN's members comprise 65 governments, 111 government agencies, and 414 non-governmental organizations. IUCN's hybrid governmental and non-governmental status is particularly important, since it gives it formal access to the governmental and inter-governmental arena and yet still allows it to operate with the flexibility and independence of a non-governmental organization.

Guiding Philosophy of IUCN Members

IUCN members are united in their acceptance of the principles of the World Conservation Strategy (WCS); a document prepared in 1980 by IUCN, in collaboration with the United Nations Environment Programme (UNEP) and the World Wide Fund for Nature (WWF). The WCS stresses three basic principles: conservation of biological diversity; preservation of life-support systems; and sustainable use of living natural resources. IUCN, UNEP, and WWF are preparing a follow-up volume to the WCS, to be entitled "Caring for the World," which will be released during the course of 1991.

IUCN General Assembly

Every three years, IUCN's member governments and organizations come together in the IUCN General Assembly. The General Assembly approves the programme, budget, and membership dues of IUCN for the next triennium (i.e. until the next General Assembly), adopts resolutions on important conservation issues, establishes the IUCN Commissions, and elects members of the IUCN Council.

IUCN Council

The Council is the governing body of IUCN between the General Assemblies. Most of its members are elected by the General Assembly, including: the IUCN President; 24 Regional Councillors (three each from eight regions of the world); and the Commission Chairmen (six at present). The Council co-opts a small number of additional Councillors to ensure a good geographical and interdisciplinary balance among its members.

IUCN Secretariat

The Secretariat is headed by the Director General, who is appointed by Council. The current Director General is Dr. Martin W. Holdgate. There are about 70 staff at the IUCN headquarters, in Gland, Switzerland, with others in various regional offices around the world. The SSC Executive Office is part of the IUCN Secretariat in Switzerland.

IUCN Commissions

One of the most important services that IUCN provides member governments and organizations is expertise and guidance on a wide range of conservation-oriented issues. To a large extent, this is carried out through the voluntary networks that constitute the Commissions. Commissions are established by the General Assembly, which also determines their mandates and elects their Chairmen. Commission members are appointed by the relevant Commission Chairman and their appointment is ratified by Council. IUCN currently has six Commissions, which cover Species Survival, National Parks and Protected Areas, Ecology, Environmental Law, Education and Communication, and Environmental Strategy and Planning. The SSC is the largest and most active of the Commissions, with some 2,500 members in 135 countries. Since its small beginnings in 1949, the SSC has grown into a large global network.

Role of SSC

A global network, SSC harnesses the skills and insights of species conservation experts for the worldwide conservation movement. Through its members and the work of its Specialist Groups, SSC promotes action to arrest the loss of the world's biological diversity and to restore threatened species to safe and productive population levels.

Structure of SSC

The basic components of SSC are the *Members*, *Regional Vice-Chairmen*, *Steering Committee*, and *Chairman*. Most members serve in *Specialist Groups* or on *Task Forces*. *Regional*

Members are appointed for their regional or national influence, rather than specialist scientific expertise. Organization members are termed *Cooperating Organizations*. Some members are also *Members Emeritus*, and there is also a small *Roll of Honor*.

SSC Chairman

The current Chairman of the SSC is Dr. George B. Rabb, who is also Director of the Chicago Zoological Park in Brookfield, Illinois, in the United States. Dr. Rabb assumed this position in August 1989. The Chairman of the Commission is a volunteer (like other Commission members), and is supported in large part by his institution.

SSC Steering Committee

The SSC *Chairman* runs the Commission with the assistance of a *Deputy Chairman* and the *SSC Steering Committee*. The current Steering Committee consists of 24 people, with a good geographical and interdisciplinary balance. Many of the Steering Committee members are also *SSC Regional Vice-chairmen*, responsible for representing and leading the Commission in the various regions of the world. Meeting twice a year, the Steering Committee makes policy decisions and carries out long-range planning for the Commission.

SSC Regional Vice-chairmen

SSC Regional Vice-chairmen provide the link between the Steering Committee and the Regional Members, Specialist Group Members, and Cooperating Organizations. Regional Vice-chairmen are responsible for keeping a close overview of important regional species conservation issues and for keeping in close contact with the members in their region. They should ensure that the Steering Committee is fully briefed on important regional issues in species conservation. In the past, the SSC has not devoted great attention to developing its regional network due to lack of staff. Steps will be taken to remedy this in the 1990-1993 IUCN triennium. The names and addresses of the Regional Vice-chairmen are given at the end of this leaflet.

SSC Regional Members

All *SSC Regional Members*, in conjunction with their Regional Vice-chairman, should act as focal points for the Commission and its Specialist Groups within their country or a region. They are specifically responsible for representing SSC and promoting its activities on a national level: for example, working closely with members of the taxa-based Specialist Groups to help ensure implementation of Action Plans. Many Regional Members tend to be chosen for their experience and ability to advance SSC policies, priorities, and activities. Regional members are often senior officers in government service or influential non-governmental organizations, and are therefore in particularly strong positions to

promote recommendations of the Commission and its Specialist Groups. In representing SSC at national and regional levels, all members should keep in close contact with their local Regional Vice-chairman.

SSC Members Emeritus

SSC Members Emeritus are typically individuals who have given considerable service to the Commission in the past, but who have stepped down or retired from their previous positions. Members Emeritus may also be eminent people in the species conservation community. In addition to the *Members Emeritus*, SSC has a *Roll of Honor*, consisting of a small number of highly distinguished individuals recognized for major contributions they have made to species conservation in general and to SSC in particular.

SSC Cooperating Organizations

SSC also has organizational as well as individual members. *SSC Cooperating Organizations* establish formal links with SSC in order to contribute to the Commission's global conservation efforts. The principal role of Cooperating Organizations is to support the work of particular Specialist Groups of interest to them, either through support for operations of a Group or for implementation of Specialist Group Action Plans. Some Cooperating Organizations lend support for the work of the Commission in general, and should liaise with their Regional Vice-chairmen. All Cooperating Organizations are asked to produce at least one article on SSC each IUCN Triennium in their newsletters, bulletins, annual reports or journals.

SSC Specialist Groups

The heart of the SSC has always been the *Specialist Groups*. There are now about 95 Specialist Groups within the Commission, and most of these are organized on a taxonomic basis. Among the existing taxa-based Groups are: Primates, Asian Rhinos, Marine Turtles, Lepidoptera, Orchids, and North American Plants. SSC also has some "disciplinary" groups, which provide guidance on thematic issues. These Groups include: Captive Breeding (which advises on captive breeding matters in general as well as on the conservation problems associated with captive and wild small populations); Re-introductions (which advises on techniques for returning species to parts of their former ranges); Trade (which monitors the impact of trade on wild plant and animal populations and assists other Specialist Groups in using the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) as a conservation tool); and Veterinary (which advises on veterinary matters related to wild populations, in particular the veterinary problems resulting from the translocation of animals).

The SSC is currently in the process of expanding its capacity to advise on the use of sustainable utilization as a conservation methodology, and also on the techniques needed

to manage the conservation problems that result from introduced species. As a result, two new disciplinary groups on Wise Use and Introductions have recently been established. The taxa-based Specialist Groups in particular are encouraged to make use of the "service" groups to assist them in their work.

On matters relating to bird conservation, SSC works with the existing Specialist Groups under the auspices of the International Council for Bird Preservation (ICBP) and the International Waterfowl and Wetlands Research Bureau (IWRB).

Each SSC Specialist Group has a Chairman (or occasionally Co-chairmen), and can have a flexible number of Group officers (such as Deputy Chairmen, Regional Vice-chairmen, Secretaries, Newsletter Editors, Regional Coordinators, and Action Plan Officers). Specialist Groups are encouraged to adopt whatever structure makes them most effective in their work. Experience has shown that Specialist Groups are wise to adopt a relatively open membership policy, admitting to membership anyone with sufficient expertise who is willing to contribute seriously to the aims and objectives of the Group.

Some Specialist Groups have had both full and corresponding members, but this approach has been discontinued from the start of the 1990-1993 IUCN triennium. Henceforth, all Specialist Group Members are full Members of not only the Specialist Group in question, but also of the SSC as a whole.

SSC Task Forces

A recent innovation within SSC has been establishment of *Task Forces* to provide coordination and direction to particular taxa-based Specialist Groups. SSC now has Task Forces covering plants, invertebrates, fish, and reptiles and amphibians. The task forces provide global overviews of the conservation needs for groups of species, and help emphasize these species in the overall work of the Commission.

Role of the Specialist Groups

Specialist Groups work to:

- Provide leadership for conservation of threatened taxa within the brief of each Group.
- Determine and continually review the status and needs of these taxa, and promote implementation of necessary research and management programs.
- Make status and conservation needs of taxa known through published books, scientific and popular articles, films, newsletters, symposia, and meeting proceedings.
- Promote wise management and sustainable utilization of all taxa covered by the Group (including non-threatened species).

- Ensure conservation of these taxa through development of conservation strategies and promotion of specific projects to be carried out by appropriate organizations and governments.

Specialist Group Activities

Specialist Groups have developed a variety of means of functioning, and this diversity is one of the strengths of SSC. Following are examples of the sorts of activities carried out:

Action Planning. Action Planning is one of the most important activities carried out by most taxa-based Specialist Groups. The current SSC Action Planning program was launched in 1986 and is generously supported by an annual grant from WWF. More recently, a donation from the Sultanate of Oman has been received to advance this program. Additional funding is required to maintain and expand the Action Plan program.

The purpose of the Action Planning program is for each Specialist Group to review the conservation needs of species within its brief and to recommend conservation actions that are sufficient to ensure long-term survival of these species. For Specialist Groups concerned with very large numbers of species, more preliminary conservation assessments are sometimes appropriate as first steps to the overall Action Planning process. To date, 16 Action Plans have been published, with many more in preparation.

Action Plan Implementation. The Action Planning process does not stop with the publication of an Action Plan. Specialist Groups have an even greater responsibility to promote its implementation, through contacts with governments, conservation organizations and donors. In some cases, Specialist Groups might raise funds to hire a full-time Action Plan coordinator to promote implementation of the Action Plan and coordinate voluntary efforts of individuals and organizations. Usually the process of writing an Action Plan brings a Specialist Group to an increased level of activity, which is further enhanced by the process of implementation.

Newsletters. About 25 Specialist Groups regularly produce newsletters, and this number is increasing. IUCN and SSC are unable to provide financial support for the production of newsletters, but Specialist Groups have often successfully raised necessary support and in a few cases fund the endeavour through subscriptions. Newsletters are an excellent way for Group members to share information, and they do much to bolster the cohesiveness and effectiveness of Specialist Groups. Thirty copies of each newsletter should be sent to the SSC Executive Office for distribution to senior SSC members outside the Specialist Group.

Meetings. Many Specialist Groups regularly meet to organize and discuss their program of activities. For a few Groups, the annual meeting is the time at which most of the business of the Group is carried out. Because international meetings are expensive, Specialist Groups are advised to tie

in their meetings if possible to other international gatherings at which many of their members are likely to be present.

Workshops. In addition to full Group meetings, many Specialist Groups are finding it increasingly useful to hold small workshops to address and resolve specific species conservation issues. Such workshops might involve taxa-based Specialist Groups with representatives of some of the service groups.

Correspondence. Correspondence, and other forms of communication, are the bread and butter of the work of a Specialist Group. Members who do not communicate reliably usually have little impact on the work of the Group. Specialist Groups are encouraged to adopt a letterhead, which should include the IUCN and SSC logos. Specialist Group Chairmen should contact the SSC Executive Office before finalizing their letterheads.

Interventions. On behalf of IUCN and SSC, Specialist Groups may make formal interventions to governments and others on species conservation issues within their briefs. However, before doing so, Specialist Group Chairmen should contact the SSC Chairman's Office and the Executive Office to ensure that such interventions are widely reviewed and are in accord with other SSC and IUCN policies.

Threatened Species Categories. Specialist Groups have major roles in assignment of IUCN threatened species categories for the species within their brief. This process will change somewhat during the 1990-1993 IUCN triennium for two reasons: 1) the category system is being changed, and the new one will probably be finalized during the course of 1991; 2) a new system will be adopted within SSC for approving assignment of categories, to ensure standardization among Specialist Groups. The new system will probably be parallel to the present system, but on a more solid scientific basis.

Triennial Reports. Each Specialist Group is requested to make a triennial report for presentation to the SSC meeting prior to each General Assembly. Specialist Groups will also be asked to provide more frequent updates on their activities for publication in *Species*, the newsletter of SSC.

Project Promotion. Specialist Groups are encouraged to lobby governments and conservation organizations to carry out field conservation projects on behalf of their species. It is essential that proposals for field projects be widely reviewed by experts beyond the membership of a single SSC Specialist Group. For potentially controversial issues, such as sustainable utilization, captive breeding, animal capture, wildlife trade, reintroductions, eradication of exotics, and disease control, proposals should be reviewed by the SSC Chairman's Office and the Executive Office before they are submitted to potential implementing agencies. Specialist Groups should not carry out field projects *per se* under their own auspices, but should instead encourage IUCN member organizations and governments to take up these challenges. Specialist Groups frequently act as technical advisors to field projects being

carried out by other organizations, and a Specialist Group member can often be the principal investigator of such projects.

Financial Resources

Neither IUCN nor SSC is well resourced, and neither is a donor in the traditional sense. Both the SSC Chairman's Office (where the SSC Financial Development Officer is located) and the Executive Office are in positions to advise Specialist Groups on fund-raising possibilities. The funds that SSC has at its disposal are generally programmed as a result of prior discussions with Specialist Group Chairmen, and so very few uncommitted funds are available. However, the SSC Chairman does receive a small discretionary fund annually from IUCN to help with the costs of running the Commission, and it is occasionally possible to make small enabling grants from this source.

Guidelines for Fund-raising in SSC

Although Specialist Groups are encouraged to raise funds, there are some simple rules that must be followed in order to avoid the risk of different elements of SSC or IUCN simultaneously approaching the same donors.

1. Before any fund-raising activities for the Group are started, the Group Chairman should contact the SSC Financial Development Officer, who will review potential donors and assist in developing a funding plan.
2. Once clearance to proceed is given, both the SSC Financial Development Officer and the Executive Officer should review and approve the final proposal before it is submitted.

It should be emphasized that many donors, especially those most familiar with IUCN, see the SSC Specialist Groups as being sufficiently distinct from the Secretariat that they are willing to entertain proposals from both sources at the same time. It is the job of both the Financial Development Officer and the Executive Officer to help each Specialist Group raise the resources it needs, and the guidelines above are intended to encourage, not discourage, fund-raising by the Specialist Groups. Much of the fund-raising carried out by Specialist Groups is not raising support for Groups themselves but assisting other organizations to raise funds for field projects. Since this does not constitute fund-raising in the name of IUCN, SSC, or any one of their elements, such activities do not need to go through the above procedure.

Management of Funds by Specialist Groups

Once again, there are some important basic guidelines. These are:

1. The account in which the funds are to be held by Specialist Group must be agreed to in advance with the SSC

Chairman's Office and Executive Office. In general, Specialist Groups should not have bank accounts in their own names. The preferred option is for Groups to make arrangements with actual or potential member organizations of IUCN, who will manage the funds on their behalf as a contribution to the work of SSC. Alternatively, IUCN itself can manage funds for Specialist Groups, either through the headquarters or through one of the Regional Offices.

2. Any account in which Specialist Group funds are held must be audited annually.
3. Specialist Groups with funds should provide a spreadsheet of income and expenditure on their accounts to the SSC Chairman's Office and the Executive Office every three months. The reporting format can be obtained from the Chairman's Office.

Appointment of SSC Members

According to IUCN regulations, all SSC members are chosen by the Commission Chairman, with agreement of the Steering Committee, and then ratified by the IUCN Council. In practice, for a Commission of 2,500 members, this process is too cumbersome for effective functioning. In SSC, the following steps have been taken to make the process more flexible, and yet keep it within the IUCN Regulations:

1. The Commission Chairman is the only member elected by the IUCN General Assembly. At the meeting of the Council held at the close of the General Assembly, the Chairman nominates his Deputy Chairman and Steering Committee, who are then formally appointed. A Commission Chairman may be elected for two consecutive three-year terms.
2. The only appointments reviewed by the SSC Chairman and Steering Committee at their biennial meetings are the Specialist Group Chairmen, Regional Members, Members Emeritus, the Roll of Honor, and Cooperating Organizations. These categories represent only a few hundred of the 2,500 SSC Members. Letters of appointment are sent out soon after each Steering Committee meeting.
3. The Commission Chairman delegates to the Specialist Group Chairmen the right to choose group members on his behalf. In appointing their members, Group Chairmen should use the standard letter which is provided to them by the Executive Office. The Group Chairmen should supply each of their prospective members with a copy of this *Members' Guide* and also a copy of the *SSC Membership Nomination Form*. Group members should return this form to the Executive Office as quickly as possible. The Group Chairmen should also copy all their membership appointment letters to the Executive Office, so that the membership database can be continually updated and the membership Directory can be as accurate as possible.

4. All SSC membership appointment letters are sent out pending Council ratification. Once a year, when the SSC Membership Directory is published, the Council is asked to ratify the appointments made the previous year.
5. All SSC membership appointments are valid from the time they are made until the next IUCN General Assembly. Reappointment is normally automatic, except in cases of members who have resigned or who have been inactive in their service of the Commission.
6. Anyone—SSC Members, IUCN members, or IUCN staff—may nominate individuals or organizations to become members of SSC. Membership nominations should be sent to the Executive Office, except for nominations for Specialist Group members, which should be sent to the appropriate Group Chairman.

Benefits of Membership

People join SSC primarily for the opportunity to contribute to conservation through a well-respected and effective body of experts. The greatest reward that most SSC members feel they have from being a member is the ability to contribute their own particular expertise to the global conservation effort. Members are also able to interact with a wide body of experts, to make their views heard through a reputable channel, and to enhance the realization of projects or other ideas. Other benefits include:

1. *Species*, the newsletter of the SSC, is published twice a year. Members may contribute articles or other appropriate material by writing to the Newsletter Editor at the SSC Chairman's Office.
2. *SSC Directory*. This is the list of the SSC members, produced once a year, starting in 1990. The Directory enables SSC members to know each other, and to work together in a more flexible manner.
3. If you are a Specialist Group member, the newsletter of your Specialist Group if your Group publishes one.
4. If you contribute information for the preparation of an Action Plan, you will receive a free copy when it is published.
5. SSC members are also invited to participate in Commission meetings, which are held in different parts of the world to give all members a greater chance of attending over time, since IUCN does not have the resources to fund participants' costs. Starting in this triennium, SSC will hold one regional meeting each year, and a full meeting in conjunction with each General Assembly (every three years). SSC members are also invited to attend the IUCN General Assembly as observers.

Communications among SSC Members

SSC members are encouraged to share their views, concerns and expertise, primarily through the following three ways:

1. *Species* newsletter and Specialist Group newsletters.
2. General correspondence, telephone, FAX, and telex.
3. Meetings, including the meetings of the Commission, meetings and workshops of the Specialist Groups, and other international meetings at which significant numbers of SSC members are present.

In addition, work is now being carried out on building an electronic mail system to link members of the Commission. This will include a special SSC bulletin board through which members will be able to gather information.

SSC Computerized Database

A system is being designed in which certain standardized sorts of species information can be collected by Specialist Groups and individuals and held on personal computers. Copies of all this information will be sent (via diskette or modem) to the global environmental database being developed by the World Conservation Monitoring Centre (WCMC) in Cambridge, United Kingdom. The details are still being worked out, but probably in return for their data, WCMC will provide Specialist Groups with broader categories of information, such as habitats, ecosystems, and human population trends. It is hoped that this system will be started during the 1990-1993 IUCN triennium on a trial basis among certain Specialist Groups.

Staff of SSC

In the SSC Executive Office at the IUCN headquarters, Gland, Switzerland, there are five staff supported by IUCN: the Executive Officer, Dr. Simon Stuart; the Program Officer, to be filled; the Administrative Officer, Ms. Linette Humphrey; and two Secretaries, Ms. Doreen Zivkovic (part-time) and Ms. Gabriela Seifert.

In the SSC Chairman's Office at Brookfield Zoo in Brookfield, Illinois, in the United States, there are four staff members supported by the Chicago Zoological Society: Personal Assistant to the SSC Chairman, Mr. Craig Pugh; Conservation Officer and Editor of *Species*, Mr. Tim Sullivan; Financial Development Officer, Ms. Mena Boulanger; and Publications Officer, Ms. Karin Nelson.

In addition, staff support is available to SSC on wildlife utilization matters from Dr. Stephen Edwards at the IUCN-US Office in Washington DC.

SSC Staff Assistance to Members

SSC staff exists to help you make work of the Commission more efficient and effective. You should contact the Executive Office on the following matters: Action Planning; mem-

bership appointments; policy matters; meetings; and species information management. You should contact the Chairman's Office on: direct business with the SSC Chairman; fund raising and finance; *Species* newsletter; and the SSC electronic mail system.

Please be aware of one thing. The staff support is simply insufficient to handle ongoing requests from all 2,500 SSC members. To alleviate this problem, Specialist Group members are asked to use their Group Chairman as their primary link to the staff, except in emergencies.

Assistance from Other IUCN Headquarters Staff

Many IUCN programs interrelate closely with the SSC. Among the other Commissions, the one with closest contacts with SSC is the Commission on National Parks and Protected Areas (CNPPA). SSC members seeking advice on protected areas issues should contact Jeff McNeely or Jim Thorsell at IUCN headquarters.

IUCN has three thematic programs aimed at stimulating conservation action in different biomes, and these have obvious close links with SSC interests. The programmes are: Tropical Forests (contact Jeff Sayer); Wetlands (contact Patrick Dugan); and Marine and Coastal Areas (contact Danny Elder). IUCN also has a Human Population and Natural Resources Program (contact Nellie van den Oever).

IUCN also runs field projects through its Regional Program Division. Often funded by aid agencies, these large projects are usually multi-disciplinary in approach. IUCN does not normally support projects involved solely in species conservation, but almost all of its projects have a species conservation component. SSC has major roles in the technical supervision of projects, and in influencing the development of new projects that address species conservation priorities. Those interested in the Regional Programme Division should contact Mark Halle at IUCN headquarters.

IUCN Regional Offices

IUCN Regional Offices come under the Regional Program Division (with the exception of the office in the United States). Until now, because of funding constraints, Regional Offices have had to devote most of their time to management of field projects. Regional Offices are now increasingly interested in supporting the work of the Commissions at local levels. Names and contact addresses are provided at the end of this leaflet.

Getting Started as a New Member

All Members. Use the SSC Directory to see how you can be most effective in your country or region. This will probably involve contacting the relevant Regional Vice-chairman and Specialist Groups to learn how their activities can best be promoted in the local situation.

Cooperating Organizations. Consult the SSC Directory to identify Regional Vice-chairmen and Specialist Groups of greatest interest to you. Then contact the Group Chairmen and/or members in the region to find out how you can work together to promote conservation action.

Specialist Group Chairmen. Contact the SSC Executive Officer and relevant Regional Vice-chairmen to plan out your activities for the coming IUCN triennium. Then convey this to your Group members and assign responsibilities for action.

Specialist Group Members. Contact your Group Chairman and report for duty!

Summary of Members' Responsibilities

Regional Members should keep in contact with their Regional Vice-chairman and:

- act as focal points for the Commission and its Specialist Groups within the country or region in which they live.
- make relevant sections of the conservation community (including responsible government agencies) aware of priorities and policies established by the Commission.
- provide information of species conservation to appropriate parts of the Commission.
- liaise with other elements of SSC, IUCN, and the IUCN membership to promote the conservation objectives of the Commission.
- contact their Regional Vice-chairman, the SSC Chairman's Office, and the Executive Office on sensitive issues before making formal interventions to governments and other bodies.

Specialist Group Chairmen should:

- act as the Commission focal point for conservation issues within the purview of their Specialist Group.

- use the Specialist Group membership as much as possible to pursue the conservation activities of the Group, and liaise closely with Regional Vice-chairmen in promoting the work of the Group in local situations.
- keep the Executive Office and Chairman's office fully informed of the Group's activities.
- prepare a triennial report of the group's activities for presentation to the SSC meeting just prior to each General Assembly and provide regular reports to the Chairman's office for updates in *Species*.
- for all taxonomic groups, prepare conservation Action Plans and promote their implementation.
- maintain, or establish if possible, regular production of a newsletter, 30 copies of which should be sent to the Executive Office for distribution to senior SSC members outside the Specialist Group.

Specialist Group Members should:

- keep in regular contact with their Specialist Group Chairman and work on the agreed programme of activity of the Group.
- use their Specialist Group Chairman as the principal point of contact with the rest of SSC and IUCN.

A Final Note

We are always keen to listen to advice on how the Species Survival Commission can be more effective within available resources, and more responsive to species conservation issues and members' needs. If you have ideas, contact a member of the Steering Committee or one of the staff in the Executive Office or office of the SSC Chairman.

Names and Addresses

SSC Chairman's Office

(George Rabb, Mena Boulanger, Karin Nelson, Craig Pugh, Tim Sullivan)
Chicago Zoological Society, Brookfield Zoo, Brookfield, IL 60513, UNITED STATES, Phone 1/708/485/0263, ext. 304, Fax 1/708/485/3532

SSC Executive Office

(Simon Stuart, Linette Humphrey, Doreen Zivkovic, Gabriela Seifert)
IUCN Secretariat, Avenue du Mont-Blanc, 1196 Gland, Switzerland, Phone 41/22/649114, Telex 419605 iucn ch, Fax 41/22/642926

SSC Deputy Chairman

(Prof. Arturo Gomez-Pompa)
c/o Dept. of Botany and Plant Sciences, University of California, Riverside, Riverside, CA 92521, UNITED STATES, Phone 1/714/7873519, Fax 1/714/7873856

IUCN Wildlife Utilization Initiative

(Steve Edwards)
c/o IUCN-US, 1400 16th Street NW, Washington DC, 20036, UNITED STATES, Phone 1/202/7975454, Fax 1/202/7975461

World Conservation Monitoring Centre

(contact Harry Miles)
219c Huntingdon Road, Cambridge, CB3 0DL, UNITED KINGDOM, Phone 44/223/277314, Telex 817036 scmu g, Fax 44/223/277136

International Council for Bird Preservation

(contact Christoph Imboden)
32 Cambridge Road, Girton, Cambridge, CB3 0PJ, UNITED KINGDOM, Phone 44/223/277318, Telex 818794, Fax 44/223/277200

International Waterfowl and Wetlands Research Bureau

(contact Mike Moser)
Slimbridge, Glos, GL2 7BX, UNITED KINGDOM. Phone 44/453/890624, Telex 437145 wwf, Fax 44/453/890827

SSC Disciplinary Groups

Captive Breeding Specialist Group

(contact Ulysses Seal, c/o Minnesota Zoo, 12101 Johnny Cake Ridge Road, Apple Valley, MN 55124, United States, Phone 1/612/431/9325, Fax 1/612/432/2757)

Re-introductions Specialist Group

(contact Mark Stanley Price, c/o African Wildlife Foundation, P.O. Box 48177, Nairobi, Kenya, Phone 254/2/23235 or 331542, Telex 22152 awf ke, Fax 254/2/332294)

Trade Specialist Group

(contact Amie Bräutigam, 15 Herbert Street, Cambridge, CB4 1AG, UNITED KINGDOM, Phone 44/223/327769, Fax 44/223/64533)

Veterinary Specialist Group

(contact Michael Woodford, Apt. B-709, 500 23rd Street NW, Washington, DC 20037, UNITED STATES, Phone 1/202/331/9448)

Wise Use Specialist Group

(contact Robert and Christine Prescott-Allen, PADATA, 627 Aquarius Road, RR2 Victoria, BC, V9B 5B4, CANADA, Phone 1/604/4741904, Fax 1/604/4746976)

SSC Regional Vice-chairmen

North and Central America

Mr. Roger McManus, Center for Marine Conservation, 1725 De Sales Street NW, Suite 500, Washington DC 20036, UNITED STATES, Phone 1/202/4295609, Telex 413066 iucn ssc tsg, Fax 1/202/8720619

South America

Mr. Jorge Orejuela, Environment and Natural Resources Area, Foundation for Higher Education, Apartado 5744, Cali, COLOMBIA, Phone 57/3/82252

West and Central Africa

Mr. Mankoto ma Mbaelele, Institut Zairois pour la Conservation de la Nature, 868 Kinshasa 1, ZAIRE, Phone 243/12/31252, Telex 21112 tabaza zr

East and Southern Africa

Dr. Perez Olindo, African Wildlife Foundation, P.O. Box 48177, Nairobi, KENYA, Phone 254/2/23235 or 331542, Telex 22152 awf ke, Fax 254/2/332294

North Africa and the Middle East

Dr. Abdul-Aziz Abu-Zinada, National Commission for Wildlife Conservation and Development, P.O. Box 61681, Riyadh 11575, SAUDI ARABIA, Phone 966/1/4418700, Telex 405930, Fax 966/1/4410797

Indian Subcontinent

(position to be filled)

Southeast Asia

Mr. Mohd Khan bin Momin Khan, Department of Wildlife and National Parks, KM 10, Jalan Cheras, 56100 Kuala Lumpur, MALAYSIA, Phone 60/3/9053134, Telex 08428154 mostec ma, Fax 60/3/9052873)

China

(contact Prof. Wang Sung, Institute of Zoology, Academica Sinica, 19 Zhong-guan-cun Lu, Haidian, Beijing 100080, CHINA, Phone 86/1/2562717, Telex 22040 baoas cn, Fax 86/1/2565689)

Japan

Prof. Hideo Obara, Dept Zoology, Kagawa Nutrition College, Chiyoda 3-9-21, Sakado-Shi, Saitama 350-02, JAPAN, Phone 81/492/823603, Telex 02428231 wwfnjp j, Fax 81/492/890458

Soviet Union

Dr. Vladimir Flint, All Union Research Institute of Nature Conservation, Znamenskoye-Sadki, P.O. Vilar, 113628 Moscow, SOVIET UNION, Phone 70/95/9380656

Europe

Dr. Simon Lyster, WWF-UK, Panda House, Weyside Park, Godalming, Surrey GU7 1XR, UNITED KINGDOM, Phone 44/483/426444, Telex 859602, Fax 44/483/426409

Australasia and Oceania

Dr. Barry Richardson, Australian Biological Resources Study, G.P.O. Box 1383, Canberra City, ACT 2601, AUSTRALIA, Phone 61/62/741050

IUCN Regional Offices**Central America**

(contact Cesar Barrientos, UICN/Oficina Regional de America (ORCA), Apartado 91-1009, Fecosa, San Jose, COSTA RICA, Phone 506/356568, Telex 2363 energia (attn: Carlos Queseda), Fax 506/362733)

United States

(contact Byron Swift, IUCN-US, 1400 16th Street NW, Washington DC, 20036, UNITED STATES, Phone 1/202/7975454, Fax 1/202/7975461)

West Africa

(contact Gerard Soumia, Regional Office Western Africa, B.P. 3215, Dakar, Senegal, Phone 221/320545 or 328521, Telex 3103 coop, Fax 221/329246)

East Africa

(contact Rob Malpas, Regional Office Eastern Africa, P.O. Box 68200, Nairobi, Kenya, Phone 254/2/502650 or 502651, Telex 25190 iucn ea, Fax 254/2/503511)

Southern Africa

(contact India Musokotwane, Regional Office Southern Africa, P.O. Box 745, Harare, Zimbabwe, Phone 263/4/728266, Telex 22670 iucn zw, Fax 263/4/728267)

Pakistan

(contact Aban Marker Kabraji, IUCN Pakistan Office, 1 Bath Island Road, Karachi 75530, Pakistan, Phone 92/21/573082 or 573046 or 573079, Telex 24154 mark pk, Fax 92/21/533937)

Roberts



Captive Breeding Specialist Group

Species Survival Commission
IUCN -- The World Conservation Union
U. S. Seal, CBSG Chairman

John Knowles, Director
Marwell Zoo
Colden Common, Winchester
Hampshire SO21 1JH
England

14 December 1990

Dear John,

My thanks for your hosting of the CBSG Steering Committee meeting at Marwell. I especially enjoyed the evening with you and Margaret at your home. Give her my thanks. This provided the setting for the group to become much better acquainted with one another and will provide an important shared experience for the continuing work of the group.

The filming with the BBC team was a real plus for zoo conservation activities and CBSG. They were especially complementary about Marwell as an exhibit facility. The release and activity of the oryx provided some unique footage.

I enclose a copy of my report for CBSG files on the Marwell meeting and on the meeting in Texel for your information. There are many items for which we are preparing materials, but I am particularly interested in the outcome of the discussions concerning the Zoo Conservation Strategy document. I suspect this will be complex.

I have talked to Nate about possible dates for back to back meetings of the ISIS board and the CBSG Steering Committee. We suggest considering (1) either before or after the EEP meeting in Budapest but perhaps held in another location (Marwell, Koln?), (there are the rhino - May 9-11 - and bonobo - May 13-14 - meetings in San Diego as possible conflicts) (2) before or after the Giant Panda & Red Panda Workshop in Washington, 2-7 June. I will circulate suggestions to the other Steering Committee members after I hear from you on preferred options.

I will definitely be in the UK April 12-15 for the Pink Pigeon PVA at Jersey.

My best wishes,


U. S. Seal

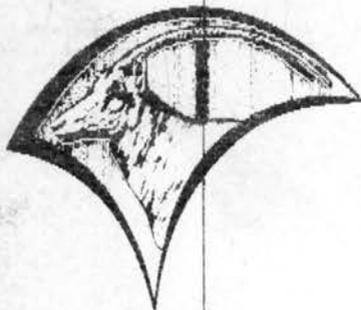
*In recognition of significant contributions to
international programs for endangered species.*

Minnesota Zoo



1990

Captive Breeding Specialist Group
SSC/IUCN



MARWELL ZOOLOGICAL PARK

Colden Common Winchester Hampshire SO21 1JH

Visitor Enquiries
Tel: (096274) 406

Administration
Tel: (096274) 407
Telefax: 096274 511
Telex: 477254 MARZOO

21st. November, 1990.

FAX MEMORANDUM

TO: Kathryn Roberts
Minnesota Zoo

FROM: John Knowles
Marwell Zoo

Thank you for confirming your flight time. You will be met by a hire company whose representative will be suitably identifiable with a Marwell card at arrivals. He will be collecting the Minnesota group followed by Bob Reece and Jim Jackson.

Reference John Aspinall. I read his letter to mean it was a one only. However, I suggest that you write a charming letter thanking him, in your charming way, for his donation and expressing the hope that this would be an annual one, in which case you would invoice him for a year hence. I suggest you mark it copy to myself.

We are looking forward to seeing you here on December 6th.



Captive Breeding Specialist Group

Species Survival Commission
International Union for the Conservation of Nature and Natural Resources

U. S. Seal, CBSG Chairman

30 January 1989

Dr. Kathryn Roberts, Director
Minnesota Zoological Garden
12101 Johnny Cake Road
Apple Valley, MN 55124

Dear Kathryn,

I would like to invite your active participation in the Captive Breeding Specialist Group (CBSG) of the Species Survival Commission (SSC) as a full member. I would like to thank you for the special role that the Minnesota Zoo plays in providing the CBSG a home.

The appointments of all Specialist Group Chairpersons and Members are for three year terms from one IUCN General Assembly to the next. The CBSG has continued to make significant contributions to the species conservation activities of the IUCN and to institutions involved in captive breeding. I have been reappointed Chairman and also have been appointed to the steering committee of the SSC. Members of Specialist Groups are formally appointed by the Chairman of the SSC on the recommendation of the Chairman of the Specialist Group.

In order to complete the process it is necessary that you complete the enclosed information form and return it to the CBSG office. This information will be transmitted to the SSC office in Gland, Switzerland for reference and preparation of a mailing list for the SSC magazine 'SPECIES' and the IUCN Bulletin which you will receive as a CBSG member.

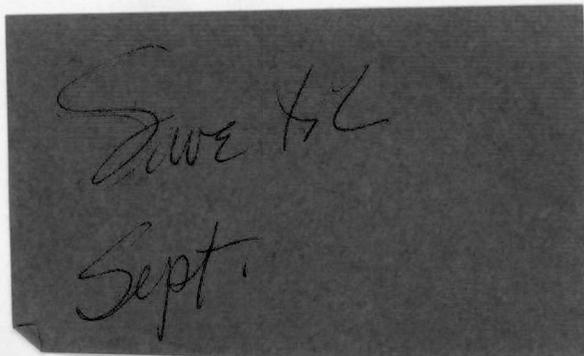
Documents concerning the CBSG are enclosed for your information. One is a recently drafted mission and objectives statement for the CBSG and the second is a copy of the IUCN POLICY STATEMENT ON CAPTIVE BREEDING which was prepared by the CBSG. Minutes from our 1988 meeting in Stuttgart are enclosed.

Our contact people in the CBSG office are Judi Mikolai (fulltime) and Terry Kreeger (parttime). Judi has a broad range of skills and experience in biology, administration, and teaching and speaks German. Our fax number is 612-432-2757.

I look forward to seeing you at our next annual meeting in San Antonio, Texas, 16-17 September 1989, prior to the IUDZG meeting. The contact person at the San Antonio Zoo for the meeting is Mary Healy. You will be receiving a mailing from the San Antonio Zoo concerning the meeting.

My best wishes for the New Year,

U. S. Seal
U. S. Seal, Chairman





Captive Breeding Specialist Group

Species Survival Commission
International Union for the Conservation of Nature and Natural Resources

U. S. Seal, CBSG Chairman

LONG RANGE PLAN PROGRAM REVIEW

Mission:

To assist in the preservation and conservation of biological diversity by advising the SSC/IUCN and captive breeding institutions on the science, policy, programs, and procedures for establishing captive populations of threatened species to prevent their extinction, to aid their continued presence in the wild, and to assure the maintenance of at least minimum viable populations.

Goals:

1. To provide a global network of experienced professionals in captive animal management, reproductive technology, small population biology, and species survival planning who would advise the SSC/IUCN and its Specialist Groups about the use of captive breeding for preservation of particular species and the availability of resources to undertake specific tasks.
2. To identify and organize a global network of captive breeding resources to assist in the conservation of biodiversity by establishment of collaboratively managed captive populations of threatened species.
3. To assist the global network of institutions undertaking captive breeding by a continuing systematic review of the status of species and suggesting high priority species for conservation by captive breeding.
4. To assist with the international collaboration of institutions undertaking captive breeding and the relevant governments and wildlife agencies in the development of programs involving captive and wild populations for the conservation of species.

Objectives:

1. To establish systematic recommendations, by taxonomic groups, for the establishment and review of studbooks and species survival programs used to assist the conservation of threatened species now held in captivity.
2. To establish systematic recommendations for the establishment of captive populations of threatened species requiring acquisition of or exchange with new founder stock from the wild.

3. To provide a forum and communication network for development and recommendation of policies, procedures, and methods suitable for national and international collaborative captive breeding programs of threatened species in support of their conservation.
4. To respond to crisis requests for information, advice, and assistance on captive breeding programs for species considered in imminent danger of extinction.

Resources Required:

1. A global membership and network of zoo directors, professional and technical staff involved with captive and small population management, and other scientists with an interest in this field willing to provide the advice and resources for captive breeding programs and assorted field and reintroduction programs on a global basis.
2. Meetings of CBSG membership on an annual basis to discuss problems, review programs, develop collaborative agreements, and exchange information on active and proposed captive breeding programs for the conservation of threatened species. Other regional and local meetings will be undertaken as opportunity and need arises to meet with CBSG members and other interested parties for the same purposes.
3. A means of regular communication among all members of the CBSG and other interested parties concerning issues, events, and needs concerning captive breeding programs and threatened species.
4. Ready access to a global database of institutions and their staff involved with captive breeding and a wide range of relevant experts from other disciplines who may be consulted for advice and who may be assembled in small groups to travel and advise on problems and programs for particular species.
5. Ready access to suitable experts and to global databases on the status of species and populations of species in the wild to assist evaluation of their status in the formulation of captive breeding programs and intensive management programs. Regular contact with other SSC specialist groups with whom CBSG needs to coordinate its activities.
6. An organizational structure of the CBSG membership and advisors that will allow effective use and coordination of the activities of the volunteer members of the CBSG and its advisory network.
7. Support of an office and professional and support assistance to allow: a) response to requests for assistance, b) continuing coordination of program and planning activities, c) preparation of communication materials for the global network, d) preparation of program planning documents (such as the Primate and Parrot Action Plans), e) preparation of presentations, f) preparation of materials for meetings, and g) preparation of minutes and documents resulting from meetings. Support of participation of the Chairperson of CBSG in international meetings appropriate to the mission of the CBSG including travel, administrative assistance, and preparation of materials.



Captive Breeding Specialist Group

Species Survival Commission
International Union for the Conservation of Nature and Natural Resources

U. S. Seal, CBSG Chairman

ACTION ITEMS

Stuttgart CBSG Meeting September 10-11, 1988

1. Distribute copies of the IUCN policy statement on Captive Breeding to all members and to all zoos listed in the IZYB.
2. Distribute copies of draft policy statements on 'State Gifts of Animals' and 'Research Involving Species at Risk of Extinction'.
3. Support establishment of regional and international studbooks on chimpanzees. Support the conduct of field surveys on the status of chimpanzees in the wild and of appropriate molecular genetic studies on population substructure of the species.
4. Distribute the CBSG statement on orphan and unwanted gorillas.
5. Prepare recommendations for a population viability analysis of the Mediterranean Monk Seal and for the role of captive breeding in the conservation of this species.
6. Complete program to establish a second captive population of the Northern White Rhinoceros including remaining known isolated animals (Khartoum and San Diego) with a core group from Dvur Kralové.
7. Support and participate in conduct of a population viability analysis of the Javan Rhinoceros in Indonesia. Include search for the Javan Rhinoceros in the field survey for the Kouprey.
8. Support plans for conduct of an International Symposium on Wild Cattle to held in St. Louis.
9. Respond to request of the Philippine Government to work with them to develop a field and captive breeding program for the conservation of the Tamaraw.

10. Complete formation of a Kouprey trust with continued support and advisory participation of the CBSG. CBSG will provide a zoo coordinating role, maintain files of correspondence and other information, and assist in enlistment of participants.
11. CBSG has completed its formal participation in the Black-footed Ferret with expansion of the captive population and establishment of colonies at two zoos. We will continue to monitor the program and urge formation of an SSP program.
12. Interested members of the CBSG should review the draft Convention on Biodiversity which has been prepared by the IUCN/SSC since it will impact captive breeding aspects of conservation.
13. Prepare, on a continuing basis, information on the captive breeding programs for species selected for the IUCN list of Priority Endangered Species.
14. Support formation of an International Studbook for the Red-cheeked Ibis. Recruit a studbook keeper.
15. Support organization of an international meeting in 1990 on conservation and captive breeding programs of wild equids including the Przewalski's Horse.
16. Assist continued development of wild release programs for the P. Horse in Russia, Mongolia, China, and Canada.
17. Determine if a captive breeding program for Marco Polo Sheep is feasible. Work with appropriate governments to develop such a program if needed.
18. Prepare an initial listing of fauna of the Solomon Islands that might require captive breeding to assist their survival.
19. Assist in conduct of a population viability analysis for the Bald Ibis, computerization of the Studbook, and organization of working group of zoos for a captive breeding and release program.
20. Prepare a working list of Philippine's fauna that are in need of an active conservation program and evaluate each species for inclusion in a captive breeding program.
21. Continue preparation of a CBSG Primate Action Plan with priority lists of species for captive breeding programs.

22. Continue preparation of a CBSG Parrot Action Plan with priority lists for captive breeding programs and studbooks. Assist establishment of regional programs. Initiate population viability analyses for selected species in collaboration with wildlife managers. Continue to explore development of working agreements with private avicultural groups as sources of founder stock and as participants in establishment of self-sustaining captive populations.
23. Initiate preparation of CBSG Antelope, Cervid, and Bovid Action Plans.
24. Initiate preparation of a CBSG Carnivore Action Plan.
25. Complete development of a Madagascar trust to provide a unified program for local and international captive breeding programs for critically endangered fauna of Madagascar working with officials in Madagascar.
26. Continue development of a CBSG Aquarium working group for development of regional and species priority lists for captive propagation programs of aquatic species.
27. Initiate a population viability analysis of the Giant Panda including the best available data on the wild and captive populations.
28. Develop a CBSG Reptile and Amphibian working group for development of regional and species priority lists for captive propagation programs of reptiles and amphibians.
29. Work with the Chinese and the Cat Specialist Group to develop a population viability analysis and a recovery plan for the South Chinese Tiger. Emphasis needs to be placed on development of reserves and active use of Chinese zoo resources for the captive program.
30. Complete the development of a mission and goals analysis for CBSG. Develop an organizational plan to provide an active role for all CBSG members. Include presentation of budgets (1) as currently functioning, (2) as needed for the immediate future, and (3) as thought ideal. Establish a means for regular communications with all members of the CBSG and zoos.

U. S. Seal, Chairman



Species Survival Commission
Commission de la sauvegarde des espèces
The World Conservation Union
l'Alliance mondiale pour la nature

George B. Rabb, Chairman
Species Survival Commission
Chicago Zoological Society
Brookfield, IL 60513 U.S.A.

May 31, 1990

708.387.0269
312.242.2630, ext. 305
Fax: 708.485.3532

Kathryn R. Roberts
Minnesota Zoo
13000 Zoo Boulevard
Apple Valley, MN 55124

Dear Kathryn:

The fund-raising effort that you, Jerry Lieberman, and Jim Jackson have made on behalf of CBSG is remarkable and commendable. As a consequence, I write to ask for your suggestions on guidelines that I might institute as Chair of SSC in regard to fund-raising by Specialist Groups. It is only in the last year that IUCN has accepted that SSC and its specialist groups should proceed with fund-raising for their programs and projects. However, there are no guidelines, except a general admonition to avoid conflict with IUCN's own appeals to major foundations.

Since both SSC and IUCN-US will soon be engaging fund-raising officers, I feel that there will have to be a communication standard set so that we're not stumbling over the trail of enterprising Specialist Groups as they approach foundations, corporations, institutions, and others. At the other end of the process, I also feel that we must have definite recommendations on accounting for usage of funds. Fiscal accountability is critical to the ongoing credibility of SSC, yet is a problem in terms of what kind of audit should be required of the Specialist Groups at what levels.

Sincerely,

George B. Rabb

pb

P.S. IUCN does have a complete panoply of bureaucratic procedures in regard to SSC funds that come from IUCN core funds. I wish to avoid encumbering our Specialist Group network with such procedures lest we also end up paying IUCN their usual overhead.



Captive Breeding Specialist Group

Species Survival Commission
International Union for the Conservation of Nature and Natural Resources

U. S. Seal, CBSG Chairman

15 February 1990

Dr. Kathryn Roberts, Director
Minnesota Zoological Gardens
12101 Johnny Cake Road
Apple Valley, Minnesota 55124

Dear Kathryn,

I wish to express my personal and profound thanks to you and the Minnesota Zoological Gardens Board for the contribution of \$10,000 to the Captive Breeding Specialist Group for core support for 1990, with a commitment to a similar level of support for the years 1991 and 1992.

The broad base of financial support for CBSG from the captive breeding community, which has developed since the meeting in San Antonio, has meant that I have been able to recruit a full time senior staff person as well as continue to support for a personal assistant for me. Dr. Tom Foose will join the staff of CBSG from his position as Conservation Director of the AAZPA around May 1, 1990. The AAZPA is currently recruiting a replacement for Tom (I am serving on the selection committee). We will assist this new person during the transition and training period prior to the move of the AAZPA Conservation office to Washington, D.C. Tom will continue, with the CBSG, in his role as a coordinator and facilitator of international collaborative projects and will provide the needed guidance and organizing oversight needed for the urgent development of our Captive Breeding Action Plans for the vertebrates.

Judi Mikolai continues as my personal assistant and is providing the needed support and presence for response to the many and rapidly evolving projects being undertaken by the CBSG.

The assurance of support for the CBSG has allowed me to begin expanding our contact with the wildlife manager and zoo community in several high priority countries (India, Indonesia, Brazil) and to undertake a series of PVA and Conservation Plan

workshops with the production of published documents. You should have received a copy of our mid-year activity report in February which provides a more detailed summary of recent activities and a listing of the recent documents we have produced which are available to you from the CBSG office.

The potential for increasing the scope of the contribution of small population management and captive propagation to the preservation and conservation of the rapidly expanding array of endangered species has led me to a personal decision to make this work a full time activity. I have begun the process of closing my research laboratory with the VA and will probably retire from the VA at the end of 1990 after 32 years with them. I will retain my academic connections with the University of Minnesota. This change will allow me to focus more energy and time on the activities of the CBSG and explore and develop the many opportunities for expanding the contribution of captive propagation to conservation of endangered species which are rapidly emerging. I will maintain my work with contraception with the implants and some newer methodologies and with wild animal reproduction through collaboration with several zoos and laboratories.

Details of additional ways of recognition of the contribution made by your institution to CBSG are still being developed and we will be discussing this with you in the near future.

I wish to thank you for your personal support of me and my efforts to develop CBSG as a functional contributor to the conservation activities of zoos. I look forward to the potential of the coming years and the participation in the collaborative projects and activities of the CBSG by members of your staff.

Please plan to attend the CBSG meeting in Copenhagen, August 25-26, 1990 and remember that we plan to meet in Singapore in 1991.

My best regards,



U. S. Seal, Chairman

cc: Jackson



Captive Breeding Specialist Group

Species Survival Commission
IUCN – The World Conservation Union

U. S. Seal, CBSG Chairman

INVOICE

14 September 1990

Billed to: Kathryn Roberts
Minnesota Zoological Garden
13000 Zoo Boulevard
Apple Valley MN 55124

Second of three annual payments for contributions to the IUCN/SSC's Captive Breeding Specialist Group at the Participating Level:

Total due upon receipt ————— \$10,000.00

Please make checks payable to CBSG, Account #1210-173, or funds may be wired to CBSG: Account number 1210 173, routing number: 09190 5033, Marquette Bank of Apple Valley, 14801 Glazier Avenue South, Apple Valley, MN 55124-0009.

If you have questions, call either (612) 431-9325 or (612) 431-9299.

1-1/CBSG

SF-00006-05 (4/86)

DEPARTMENT : DIRECTOR'S OFFICE
MINNESOTA ZOOLOGICAL GARDEN

STATE OF MINNESOTA

Office Memorandum

DATE : December 11, 1989

TO : Dick Buske

FROM : Kathryn Roberts

PHONE : x333

SUBJECT : PAYMENT OF PLEDGE TO CBSG

As we discussed by telephone on Friday, December 8th, I want you to identify the AID from which we can make a \$10,000 payment to CBSG.

Since the Zoo Board has repeatedly affirmed its commitment to conservation, I felt justified in pledging \$10,000 a year for three years to help fund operating costs for the Captive Breeding Specialist Group (CBSG), which is housed here at our zoo. The commitment was made at the CBSG meeting in San Antonio, TX on September 16-17, 1989. The attached letter is a sample of the letter which I sent to other zoo directors around the world. As chair of the CBSG fund raising committee, and the originator of this letter, we did not receive one. This memo, I hope, will serve the same purpose.

Please make the first payment of \$10,000 on this three year pledge prior to December 31, 1989. Payment should be made to Captive Breeding Specialist Group. In addition, please be sure that \$10,000 in each of the following two years is budgeted for CBSG.

RR/gb

Attachment

October 9, 1989

Mr. Steve Graham
Detroit Zoological Park
P. O. Box 39
Royal Oak, MI 48068

01

Dear Mr. Graham:

I am writing to you on behalf of Dr. Ulie Seal and the fundraising committee of the IUCN's Captive Breeding Specialist Group. Dr. Seal and the committee offer you our most sincere thanks for considering a commitment to support the CBSG.

The purpose of this letter is to request your confirmation for a commitment of your institution to the CBSG and then to summarize the basic terms and logistical aspects of your contribution.

1. Your institution has indicated a willingness to contribute \$10,000 for a period of three years. As a contributor of \$10,000 per year or more, your institution is authorized to indicate on its letterhead that it is a member of the "Council of the Captive Breeding Specialist Group." You may also include the logo on your letterhead if you wish.
2. Funds will be managed, on behalf of the CBSG, by the ISIS Foundation.
3. **Checks should be made payable to the CBSG Foundation, and designated for the CBSG Secretariat and should be sent to the following address:**

Captive Breeding Specialist Group c/o ISIS
12101 Johnny Cake Ridge Road
Apple Valley, Minnesota 55124

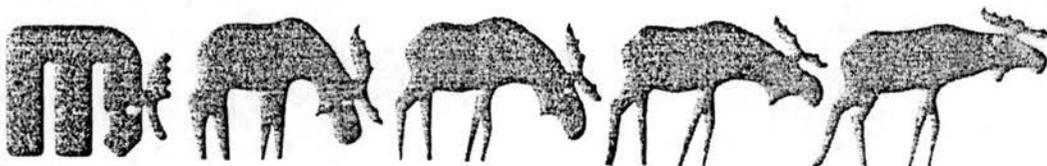
4. Dr. Seal has indicated that the budgeting period for the CBSG Secretariat will begin as of October 1, 1989. It would be greatly appreciated if you can make a commitment quickly and submit a payment.
5. As a Council member you will receive the following:
 - a. A quarterly activities report from the CBSG Secretariat;
 - b. An institutional plaque which indicates your membership in the CBSG Council; and,
 - c. One visit by either Dr. Seal or the Executive Officer of the Secretariat during each two year period during your membership in the Council.

Thank you for your consideration of support for the CBSG. Your contribution will allow for substantial expansion of Dr. Seal's efforts and should provide broad-ranging benefits to the conservation and captive propagation programs throughout the world.

Please feel free to contact me if you have any questions. Your participation is vital!

Sincerely,

Kathryn R. Roberts, Director
Minnesota Zoo





orig to Buske

October 2, 1989

Kathryn Roberts, Ph.D., Director
Minnesota Zoological Garden
12101 Johnny Cake Ridge Rd.
Apple Valley, MN 55124

Dear Dr. Roberts: *Kathryn*

I am writing to you on behalf of Dr. Ulie Seal and the fundraising committee of the IUCN's Captive Breeding Specialist Group. Dr. Seal and the committee offer you our most sincere thanks for your commitment to support the creation of a Secretariat for the CBSG.

The purpose of this letter is to reconfirm the commitment which your institution has made to the CBSG and to summarize the basic terms and logistical aspects of your contribution.

1. Your Institution committed to funding in the amount of \$ 10,000.00 for a period of 3 years. As a contributor of \$10,000 per year or more, your institution is authorized to indicate on its letterhead that it is a member of the "Council of the Captive Breeding Specialist Group". You may also include the logo on your letterhead if you wish.
2. Funds will be managed, on behalf of the CBSG, by the ISIS Foundation.
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Captive Breeding Specialist Group
12101 Johnny Cake Ridge Road
Apple Valley, Minnesota 55124

4. Dr. Seal has indicated that the budgeting period for the CBSG Secretariat will begin as of October 1, 1989, therefore it will be greatly appreciated if you can submit your payments as soon as is possible for your institution.
5. As a Council member you will receive the following:
 - a. A quarterly activities report from the CBSG Secretariat;
 - b. An institutional plaque which indicates your membership in the CBSG Council; and,
 - c. One visit by either Dr. Seal or the Executive Officer of the Secretariat during each 2-year period during your membership in the Council.

Again, thank you for your support of the CBSG. Your contributions will allow for a substantial expansion of Dr. Seal's efforts and should provide a broad-ranging benefits to the conservation and captive propagation programs throughout the world.

Please feel free to contact me if you have any questions on this matter.

Sincerely yours,



Gerald A. Lieberman, Ph.D.
Executive Vice President
Fossil Rim Foundation

I thought that you would want a final, official copy.

Institutions which have committed to Membership on the CBSG Council
(a commitment of \$10,000 each year for 3 years):

Atlanta Zoo
Cincinnati Zoo
Jacksonville Zoo
Minnesota Zoo
San Diego Zoo

Brookfield Zoo
Fossil Rim
Los Angeles Zoo
New York Zoological Society

Institutions which have committed to being Supporters of the CBSG Secretariat
(a commitment of \$500 - \$10,000 each year for 3 years):

Caldwell Zoo
Henry Doorly Zoo
King's Island
Living Desert
Washington Park Zoo

Chester Zoo
Japanese Zoological Association
Koln Zoo
Royal Zoological Society of Antwerp
WWF - Japan

Members of the Fund-raising Committee:

Dr. Kathryn Roberts, Director, Minnesota Zoological Garden

Mr. Jim Jackson, President, Fossil Rim Wildlife Center

Dr. Gerald Lieberman, Executive Vice President, Fossil Rim Foundation

REC'D
FEB 2 1989
MZG FINANCE



October 2, 1989

A64 079		VENUE NUMBER 63-014		TYPE
INVOICE NUMBER CBS6		10-2-89		CONFIRMATION 77700
ISSUE NO. 13686	ISSUE 01			SUBJECT 798
AMOUNT OF \$ 10,000.00		123189	TASK	
SUB TASK 3471020290		590067		
021290-02379		David Lynn		
SYSTEM ASSIGN REF. NO.		DEPT. NORTH HONOLULU		

Kathryn Roberts, Ph.D., Director
Minnesota Zoological Garden
12101 Johnny Cake Ridge Rd.
Apple Valley, MN 55124

Dear Dr. Roberts:

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The purpose of this letter is to reconfirm the commitment which your institution has made to the CBSG and to summarize the basic terms and logistical aspects of your contribution.

1. Your Institution committed to funding in the amount of \$ 10,000.00 for a period of 3 years. As a contributor of \$10,000 per year or more, your institution is authorized to indicate on its letterhead that it is a member of the "Council of the Captive Breeding Specialist Group". You may also include the logo on your letterhead if you wish.
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Captive Breeding Specialist Group
12101 Johnny Cake Ridge Road
Apple Valley, Minnesota 55124

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 - c. One visit by either Dr. Seal or the Executive Officer of the Secretariat during each 2-year period during your membership in the Council.



DEPARTMENT OF FINANCE

STATE OF MINNESOTA

400 CENTENNIAL BLDG. 658 CEDAR ST.
ST. PAUL, MINNESOTA 55155
612-296-1706

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079632-014

DATE 02-13-90

NO 49748454

ISIS FOUNDATION

12101 JOHNNY CAKE RD
APPLE VALLEY MN 55124

NET AMOUNT
\$*****10,000.00



STATE OF MINNESOTA

400 CENTENNIAL BLDG. 658 CEDAR ST.

ST. PAUL, MN. 55155

TRANSACTION NO.	DEPT./DIV.	DEPARTMENT NAME	VENDOR'S INVOICE NO./DATE	AMOUNT
02129002379	77700	ZOOLOGICAL BD	CBSG 10-2-90	10,000.00
			WARRANT NO 49748454	TOTAL
				10,000.00

KEEP THIS STATEMENT FOR YOUR FILES. FOR INFORMATION REGARDING THIS PAYMENT PLEASE TURN OVER THIS FORM.