

Thank You for Your Support!

AAZK recognizes our Chapter partners for their support of AAZK in 2021 via the 2022 Chapter Re-charter process and Committee/Program support.

Platinum

\$2000.00 and Above
Little Rock Chapter
Wildlife World Chapter

Gold

\$1000.00 - \$1999.99
Delaware Valley University
Student Chapter
Detroit Chapter
Milwaukee Chapter
National Capital Chapter
Omaha Chapter
Puget Sound Chapter

Silver

\$500.00 - \$999.99
Midnight Sun Chapter
Birmingham Zoo Chapter
Phoenix Chapter
California Desert Chapter
Los Angeles Zoo Chapter
San Diego Chapter
Fresno Chaffee Zoo Chapter
San Francisco Zoo Chapter
Bay Area Chapter
Greater Sacramento Chapter
Rocky Mountain Chapter
Southern Colorado Chapter
Connecticut's Chapter
America's Teaching Zoo
Student Chapter
Greater Orlando Chapter
Jacksonville Chapter
Lion Country Safari Chapter
Santa Fe Teaching College Zoo
Student Chapter
South Florida Chapter
Georgia Chapter
Iowa Chapter
Brookfield Chapter
Central Illinois Chapter
Lincoln Park Chapter
Indianapolis Chapter
Mesker Park Zoo Chapter
Topeka Zoo Chapter
Louisville Zoo Chapter
Potawatomi Zoo Chapter
New Orleans Chapter
Greater Baltimore Chapter
Chesapeake Chapter
Potter Park Chapter
Minnesota Zoo Chapter
St. Louis Chapter
Kansas City Zoo Chapter
Ozarks Chapter
North Carolina Chapter
Dakota Chapter

Cape May County Zoo Chapter
Greater New Jersey Alliance Chapter
NYC Chapter
Seneca Park Zoo Chapter
Akron Zoo Chapter
Columbus Chapter
Greater Cleveland Chapter
Toledo Zoo Chapter
Oklahoma City Zoo Chapter
Portland Chapter
Greater Philadelphia Chapter
Elmwood Park Zoo Chapter
Pittsburgh Chapter
Memphis Chapter
Nashville Chapter
Riverbanks Zoo and Garden Chapter
Roger Williams Zoo Chapter
Cameron Park Chapter
Dallas Zoo Chapter
Phoenix Chapter
Galveston Chapter
Greater Houston Chapter
San Antonio Chapter
Fort Worth Chapter
Tidewater Chapter
Rainier Chapter
Point Defiance Chapter
Toronto Zoo Chapter

Bronze

Up to \$499.99
Montgomery Zoo AAZK Chapter
Tucson Chapter
Redwood Coast Chapter
Brandywine Zoo Chapter
Brevard Chapter
Tampa Bay Chapter
Treasure Coast Chapter
Heart of Illinois Chapter
Scovill Zoo Chapter
Little Turtle Chapter
Cosley Zoo Chapter
Baton Rouge Zoo Chapter
Red River of Louisiana Chapter
Battle Creek Chapter
Zoo New England Chapter
Greater Kansas City Chapter
JZ Keepers Chapter
Staten Island Zoo Chapter
North Carolina Piedmont Chapter
ABQ Chapter
Tulsa Zoo Chapter
Greater Cincinnati Chapter
Greenville Zoo AAZK Chapter
Red River Chapter
El Paso del Norte Chapter
Roanoke Valley Chapter
High Forest Chapter
Utah Chapter

Badger Chapter
Green Bay Chapter
Assiniboine Park Zoo Chapter

Annual Contribution to AAZK

\$1000.00 or greater
Little Rock Chapter
Wildlife World Chapter
Detroit Chapter
Omaha Chapter
Puget Sound Chapter

AKF Sponsorship

\$500.00
Little Rock Chapter
Wildlife World Zoo Chapter
National Capital Chapter
Fresno Chaffee Zoo Chapter
Jacksonville Chapter
Lion Country Safari Chapter
Indianapolis Chapter
Topeka Chapter
Ozarks Chapter
Cape May County Zoo Chapter
Elmwood Park Zoo Chapter
Portland Chapter
Roger Williams Chapter
Memphis Chapter
Milwaukee County Chapter
Toronto Chapter

AAZK Trees for You and Me Program Support

\$250.00
Southern Colorado Chapter
Brookfield Chapter
Dakota Chapter
Dallas Chapter
St. Louis Chapter

Undefined Committee/ Program Support

\$250.00
South Florida Chapter
Central Illinois Chapter
Mesker Park Zoo Chapter
Greater Cincinnati Chapter
Chesapeake Chapter
Potter Park Chapter
North Carolina Chapter
Greater Cincinnati Chapter
Tulsa Zoo Chapter
Greenville Zoo Chapter
San Antonio Chapter
Point Defiance Chapter

Conservation

\$250.00
Midnight Sun Chapter

Phoenix Chapter
Los Angeles Zoo Chapter
California Desert Chapter
Bay Area Chapter
Rocky Mountain Chapter
Connecticut's Chapter
Potawatomi Zoo Chapter
Lincoln Park Chapter
Minnesota Chapter
Greater New Jersey Alliance Chapter
Philumbus Chapter
Oklahoma City Chapter
Greater Philadelphia Chapter
Seneca Park Zoo Chapter
Riverbanks Zoo and Gardens Chapter
Nashville Chapter
Fort Worth Chapter
Red River Chapter

International Outreach Committee

\$250.00
San Diego Zoo Chapter
San Francisco Chapter
Greater Orlando Chapter
Kansas City Zoo Chapter

Animal Welfare

\$250.00
Greater Sacramento Chapter
Brandywine Chapter
ABQ Chapter
Zoo New England Chapter
Rainier Chapter

Awards

\$250.00
Iowa Chapter
New Orleans Chapter
Greater Baltimore Chapter

Grants

\$250.00
Battle Creek Chapter
Galveston Chapter

Communications/NZKW

Birmingham Zoo Chapter
Akron Chapter
Pittsburgh Chapter

Diversity

\$250.00
Greater Cleveland Chapter
Georgia Chapter
NYC Chapter

Finances

EXPENSES 2022

Association Memberships (AZA)	\$ 475.00
BFR Trip Winner Payout	\$ 6,750.00
Board Travel/Lodging	\$ 13,224.61
CEO Expenses/Travel/Lodging	\$ 2,253.73
Committee	\$ 5,018.40
Conference	\$ 15,849.00
Grants	\$ 32,956.77
Office	\$ 2,760.00
Office Rent	\$ 13,166.40
Payroll Fee	\$ 3,034.65
Payroll Taxes	\$ 25,129.25
Postage and Delivery	\$ 1,696.12
Print and Reproduction	\$ 434.00
Product Expense	\$ 4,638.17
PD/CM Expense	\$ 3,158.72
Program Expense	\$ 1,500.00
Salaries and Wages	\$ 72,819.33
Staff Expense	\$ 2,433.30
AKF Postage and Delivery	\$ 18,179.79
AKF Printing	\$ 62,604.99
Insurance	\$ 1,715.24
Professional Legal Fees/Tax	\$ 3,804.00
Refunds	\$ 503.44
Utilities	\$ 983.46
Web Revision and Management	\$ 1,697.82
ZKT Textbook Purchase	\$ 78.84
Total Expenses	\$ 284,452.56

INCOME 2022

BFR Registration Fee	\$ 1607.49
BFR Dedicated Program Income	
BFR Trip Retention	\$ 6,750.00
BFR CRG Grant	\$ 6,086.97
Conference Income	\$ 15,772.32
Donation	\$ 24,443.88
Non-member Job Posting	\$ 5,150.00
Membership	\$ 108,727.44
Product Sales	\$ 3,076.00
Re-charter Fee & Duty Obligation	\$ 69,547.63
AKF Advertising	\$ 22,530.00
Tax/Committee/Utility Refunds	\$ 619.52
Total Income	\$ 251,474.16

MEMBERS

Category	December 31, 2022
Affiliate	352
Commercial	12
Conservation Partner	33
Contributing	17
Exchange	21
Institutional	164
International	13
Library	14
Lifetime	30
Professional	1312
Student	124
Emerging Nation	1
EN - Sponsored	115
Total	2207

AAZK BOARD OF DIRECTORS

Paul Brandenburger, President
Baltimore Zoo
Baltimore, MD

Nicole Pepo – Vice President
North Carolina Zoo
Asheboro, NC

Sara Bjerklie
Dallas Zoo
Dallas, TX

Joseph Nappi
Bronx Zoo/WCS
New York, NY

Russell Pharr
Point Defiance Zoo and Aquarium
Tacoma, WA

Erika Defer
Safari West
Santa Rosa, CA

AAZK STAFF

Ed Hansen
CEO/CFO
Tucson, AZ

Bethany Bingham
Director of Professional Development/
Conference Management
Salt Lake City, UT

Shane Good
Editor, *Animal Keepers' Forum*
Valley City, OH

Elizabeth Thibodeaux
Graphic Designer
Cleveland, OH



American Association of Zoo Keepers
(520) 298-9688 | member@azk.org | www.azk.org

The mission of The American Association of Zoo Keepers is to advance excellence in the animal keeping profession, foster effective communication beneficial to animal care, support deserving conservation projects, and promote the preservation of our natural resources and animal life.

American Association of Zoo Keepers, Inc.

Annual Report 2022

Dear Friends,

AAZK is once again pleased to offer our Member, Chapter and Conservation Partners a transparent view into AAZK through our 2022 Annual Report. The pandemic years of 2021 and 2022 had a tremendous, negative impact on the finances of this organization. The coming year will be one of drastic change for AAZK.

The *Animal Keepers' Forum* has been continually published in varying forms since 1968. Shane Good, the Editor of *AKF* Editor reports on the highlights of *AKF* in 2022.

Paul Brandenburger AAZK President reports on 2022 and keeping AAZK on a path forward with some internal shifts in the Association.

Bethany Bingham, the AAZK Director of Professional Development and Conference Management, reflects on the success of the 2022 AAZK Conference, the first in-person meeting of the membership in two years.

Ed Hansen
AAZK CEO/CFO

Questions regarding the AAZK Annual Report may be directed to Ed.Hansen@aazk.org.



\$172,000

the amount AAZK Chapters donated to 183 worldwide conservation projects, emergency relief, or other charitable venture



20 AAZK Chapters donated **\$43,403** directly *back* to their Host Facilities

1722

AAZK Members



111

Duly chartered AAZK Chapters



Top 2 charities to receive AAZK Chapter donations for conservation

2 EAZA (Ukraine Zoo Support) Wildlife Conservation Network

President's Message

Toronto hosted the first fully in-person AAZK National Conference since 2019 in October and saw two significant panel discussions that highlighted the need to better recognize the voices of keepers in the profession and the association. The first was the joint AZA/AAZK discussion panel titled "Keeper's Role in Culture Change: Ideas and Lessons in DEAI" and highlighted keepers as a key component of the current culture of zoos and aquariums and their role in promoting inclusivity and diversity in the field. The other change saw the annual Town Hall shift to the Q&AAZK with the Board of Directors as the seated Board took a larger role in discussing the activities of AAZK and fielding questions from the membership.

Outside of the Conference, recognition of the compassion fatigue and burnout often faced by animal care professionals had a spotlight shined during the pandemic and AAZK hosted its first compassion fatigue discussion panel in August to share stories and provide insights for our members' benefit. Continued growth and adaptation of the animal care profession will likely require increased acknowledgment of keepers' voices and AAZK will continue to support these voices in emerging topics within the field.

Paul Brandenburger
AAZK President



Professional Development and Conference Management

The 47th annual AAZK National Conference was hosted by the AAZK Toronto Chapter – their third time hosting in AAZK conference history. Delegates gathered in Toronto, returning to our regular in person format for the conference program, the first since 2019. Everyone brought their passports, their best flannel shirts, and embraced the opportunity to learn and network together again.

Keynote speaker Travis Steffans, Executive Director of Planet Madagascar, began the week with an inspiring conservation conversation. The annual AZA/AAZK panel discussion titled the Keeper's Role in Culture Change: Ideas and Lessons in DEAI, featured speakers from AZA and AAZK Diversity committees who discussed the challenges of implementing organizational change. The conference program also offered 12-hour Professional Certificate

Courses in rhino husbandry, polar bear husbandry and animal transportation.

The Conservation Rally, one of the evening events that takes place annually during the conference, highlighted AAZK Conservation Partners through incredible shared videos and inspiring updates from the field. This event is so valuable for our partners and chapters to engage about fundraising and the important work that is supported through our efforts. During the professional Awards Ceremony the following evening we celebrated the work of our chapters and individual members through recognition and grant awards.

The AAZK Toronto Chapter truly put the Eh in collaborEhtion during our visit to Toronto.

Thank You - Bowling for Rhinos

Contributors to the preservation of all species in Asia and Africa

Sondaicus
\$50,000 and Up

Sumatrensis
\$15,000 to \$49,999

Greater Cincinnati Chapter
Indianapolis Chapter
Jacksonville Chapter
Los Angeles Chapter
Lincoln Park Chapter

Unicornis
\$5,000 – \$14,999

Columbus Chapter
Dallas Chapter
Ferrell Gas/Blue Rhino
Fort Worth Chapter
Greater Houston Chapter
Mesker Park Chapter
Nashville Chapter
Ozarks Chapter
Phoenix Chapter
Point Defiance Chapter/Steffi Fund
Potter Park Chapter
Riverbanks Chapter

St. Louis Chapter
San Antonio Chapter

Bicornis
\$1000 - \$4999

Badger Chapter
Baton Rouge Chapter
Battle Creek Chapter
Brevard Chapter
Cape May County Zoo Chapter
Connecticut's Chapter
Elmwood Park Zoo Chapter
Galveston Chapter
Georgia Chapter
Greater Cleveland Chapter
Greater Houston Chapter
Greater New Jersey Alliance Chapter
Greater Orlando Chapter
Greater Kansas City Chapter
Greater Philadelphia Chapter
Greenville Zoo Chapter
Kansas City Zoo Chapter
Lion Country Safari Chapter
Little Rock Chapter
Little Turtle Chapter
Louisville Chapter

Simum
Up to \$999

Bay Area Chapter
William Bartinelli
Bethany Bingham
Michelle Brown
Cameron Park Zoo Chapter

Terry Lutz
Memphis Chapter
Milwaukee County Zoo Chapter
New Orleans Chapter
Northern Nevada Chapter
Omaha Chapter
Portland Chapter
Potawatomi Chapter
Puget Sound Chapter
Roger Williams Chapter
San Diego Chapter
San Francisco Chapter
Santa Fe College Student Chapter
Scovill Zoo Chapter
Southern Colorado Chapter
Tidewater Chapter
Tulsa Chapter
Utah Chapter

Simum
Up to \$999

Bay Area Chapter
William Bartinelli
Bethany Bingham
Michelle Brown
Cameron Park Zoo Chapter

Diane Fell
Greater Baltimore Chapter
Laurie Adair Guillot
Heart of Illinois Chapter
Iowa Chapter
JZ Keepers Chapter
Jonathan Lutz
Suzanne Lutz
Melinda McCoy
Mesker Park Zoo Chapter
New York City Chapter
Gwen Noda
Tyler Norby
NC Piedmont Chapter
Pittsburgh Chapter
Quad City Chapter
Rainier Chapter
Redwood Coast Chapter
Staten Island Chapter
Robert Seals
Dale Suter
Mackenzie Turner
Alec and Margo Works

Animal Keepers' Forum

The *Animal Keepers' Forum* continues to be the main communication tool for members, sponsors and advertisers. The monthly journal shares quality articles submitted by our members and supporters through features such as Training Tales, Enrichment Options and Conservation Station. This year the AKF welcomes two new column coordinators to our team. Erica Royer is the new coordinator of the Conservation Station column, and Ana Frace is the new coordinator of Enrichment Options and Animal Welfare. The AKF highlights best practices and innovations in animal care, conservation success stories, plus training and enrichment ideas. Animal care professionals share and learn from experiences shared by their colleagues, and we are always interested in hearing from you. If you have comments

for the Editor or would like to submit an article or cover photo— please e-mail Shane.Good@aazk.org.

- » **Shane Good**, Editor
- » Elizabeth Thibodeaux, Graphic Designer
- » *Enrichment Options Column Coordinators:* Ana Frace, Stephanie Chandler, Beth Stark-Posta, Beth Ament-Briggs
- » *Training Tales Column Coordinators:* Kim Kezer, Jay Pratte, Angela Binney
- » *Conservation Station Column Coordinator:* Erica Royer
- » *Animal Welfare Column Coordinators:* Ana Frace, Stephanie Chandler, Beth Stark-Posta, Beth Ament-Briggs