



ELEPHANT MANAGERS ASSOCIATION
2018 Annual Report



Organized and compiled by
Katie Alayan, Wildlife Safari

Designed and edited by
Chase LaDue, George Mason University

Front cover photograph
Tucker, a 13-year-old male Asian elephant at Houston Zoo.
Credit: Chase LaDue.

Inside cover photograph
Maclean ("Mac"), a 35-year-old male African elephant at
Disney's Animal Kingdom. Credit: Bridget Beury.



All content © Elephant Managers Association 2019. No
material contained herein can be reproduced without
permission. For more information, please contact:

communications@elephantmanagers.com

Officially formed in 1988, the Elephant Managers Association
(EMA) is dedicated to the welfare and survival of the world's
elephants through improving communication, husbandry,
research, education, and conservation. A nonprofit group,
EMA is the largest international organization of elephant
professionals and enthusiasts.

TABLE OF CONTENTS

3	Executive Director's Message
4	President's Message
5	Board of Directors
9	Executive Committee
10	Small Grant Program Announcement
11	2018 EMA Conference Summary
13	Financial Information
14	Current Membership Directory
16	Membership Information and Application



Message from the EXECUTIVE DIRECTOR

I am pleased to present our first ever Annual Report, which will be highlighting the accomplishments of 2018 and giving you a peek into our ideas and goals for making 2019 even better.

I know I speak for the entire Board when I say “Thank you” to all of our members and supporters. The EMA is an amazing organization—the largest collective resource of elephant professionals and enthusiasts in the world—and all because of the dedication and enthusiasm of our membership.

They say history repeats itself. Well, in the elephant community this is very apparent. The elephant community is interesting in how we cause division

between ourselves even though our common goals are so similar. I remember 25 years when protected contact was starting to grow among our members. There was arguing and name calling and a struggle to find common ground. Then several years later, as people became more informed and knowledgeable about training theory and the application of operant conditioning techniques in protected contact, there became value in this method with adult male and some aggressive female elephants. It seems like for a few years there was peace within the elephant industry. Everyone was sharing ideas and methods and trying to learn if or how someone else’s practices could be implemented in their barn. As a whole, the industry was starting to accept and learn how most (if not all) of the tools in the box worked and then could make an informed decision if that tool or technique would work in their barn to benefit their herd. Fast forward several more years to current day and we again see ourselves in the midst of finger-pointing and division. Why do we do this to ourselves, and more importantly, why do we do this at the expense of the animals we all care so deeply about?

I have been attending EMA conferences regularly since 1994 and have been involved in the AZA Principles of Elephant Management classes since 2001. I have experienced the division firsthand, but I have also seen the change and understanding grow and evolve. The days of arguing at PEM or EMA are long gone. What I see now at these venues is a difference of opinions, but still the ability to discuss the hows and whys behind what we do. If we want to change and grow, pointing fingers and being divisive is not going to help anyone, especially the elephants. Let the success of your program be the influence for change in others. Share your success and experience in your barn, open your doors and let the EMA community in via a *JEMA* article or by hosting an EMA conference. On the other hand, everyone needs to accept that there is more than one way to accomplish success in your barns and with your animals. There is not a one-size-fits-all approach. Elephants, staff, facility design, resources, etc. all have an impact on how we make decisions and operate our programs. I do believe everyone can learn something from just about everyone. Bill Nye says “everyone you ever meet will know something that you do not”. I believe that, and every year at EMA or PEM I have no problem learning new things from a variety of people, many of whom I may share philosophical differences with.

As social media grows and experts become the ones who type the fastest and respond the most to issues on social media, we lose a connection with who the real experts are. We, the EMA community, should be the experts. We should be the ones leveraging our resources to increase our knowledge base and enhancing elephant care and welfare. When we reach a road block, use the EMA community to reach out for assistance. Use the friendships built at the conferences and the articles written in *JEMA* to make a connection and advance your program. I think we are at a turning point and I do not want to see history repeat itself again. Let’s continue to grow and be open-minded to the success that others are having. Let’s continue to work together to benefit the elephants and not our own agendas.

I hope that everyone had a nice holiday season and a productive and enjoyable 2018; I look forward to 2019 and what it will bring for the elephants in our care.

Daryl Hoffman
Executive Director, Elephant Managers Association



Message from the PRESIDENT

Every year during the conference, the Board of Directors meets to set goals for the following year. In 2018, the Board focused on restructuring the organization to help it run more efficiently. Certain committees were grouped together and put under the same Board Liaison, allowing an easier avenue for committees to collaborate together. We created the Executive Committee; these are individuals who have previously been on the Board and function as an experienced resource for the board to utilize when needed. The Board adopted a Google-based platform that allows information to be easier accessed by Board and committee members. We explored other merchandise options such as our 30th anniversary t-shirt campaigns. Different merchandising strategies may allow for more efficient distribution of products to our members.

Every year, the EMA awards funding to various organizations and individuals. In 2018 we awarded two scholarships for our conference, donated to a research project in Sri Lanka, helped fund a mahout workshop in India, and helped fund a vet to attend an EEHV conference overseas. If you have an idea of how EMA can help fund a particular elephant project, please contact a Board member and we can help you with that process.

In 2019, here are some of the goals that we would like to accomplish:

- adopt a new membership platform that will allow better communication with our members and offer an easier process to join or renew memberships,
- update our website to offer a more engaging interface,
- update our EMA bylaws,
- update our EMA elephant standards,
- explore other merchandise options,
- create a new process for donation requests,
- use conference survey results to improve our annual conference, and
- build partnerships with other elephant welfare organizations.

It has been said many times: EMA is your organization, please don't hesitate to contact a Board member and give your input on how we can improve this organization. Member feedback and participation is extremely important in order for EMA to thrive.

Vernon Presley
President, Elephant Managers Association

Meet the 2018 – 2019 BOARD OF DIRECTORS

Elected by EMA members every year and serving two-year renewable terms, each member of the Board of Directors oversees a committee to fulfill the organization's mission. The Executive Director, appointed by the Board, does not have a term limit to ensure continuity in leadership and other activities. Other Board officers are voted on by the Board of Directors before the conference each year. To communicate your ideas, questions, or concerns, feel free to reach out to any of these Board members directly, or email emaboard@elephantmanagers.com.



DARYL HOFFMAN, Executive Director
Curator of Large Mammals, Houston Zoo

Daryl joined the Elephant Managers Association in 1992 and served as a Board member from 2000–2005 until he became Executive Director in 2005. Daryl began his career at the Buffalo Zoo as a relief keeper and worked in every area but elephants because at the time he wasn't that interested. Then one day his curator wanted him to learn to work with the elephants and it did not take long for him to realize how magnificent elephants are and become completely enthralled in everything elephant. With over 26 years of experience working with elephants, he says that the births of babies are his favorite and make for fondest memories because "everyone is different and just as amazing."



VERNON PRESLEY, President
Curator of Elephants and Ungulates, Fresno Chaffee Zoo

When Vernon was a child, his family would regularly visit zoos. He fell in love with the excitement of seeing a variety of animals from all over the world. When he started to learn about the passion that the staff had for their animals and about the incredible work that they do, Vernon decided that he needed to devote his career to this field and share that passion. Vernon began his elephant career at the Toronto Zoo in 1996 with seven female African elephants. He started his full-time zoo keeping job in a different area of the zoo, but was transferred to the elephant team four months later. There was no looking back: "I consider it an honor to be able to work with these amazing animals and I am just as eager to learn about them as I did over 20 years ago." Vernon joined the EMA in 1998 and has been the chair of the Training Committee since 2002. "My favorite part of this industry is the training that we do with our elephants. I find it amazing when a trainer and an elephant work together and create an incredible atmosphere of communication and trust. It's a privilege to work with and care for these animals." Vernon was re-elected to EMA's Board in 2018 and has been President since then.



SHAWN FINNELL, Vice President
Board Liaison for Conservation & Education Committee
Senior Elephant Keeper, Oregon Zoo

Shawn has been working with wildlife for over 15 years, more than 12 of which have been with elephants. He has worked with African and Asian elephants throughout various management styles. At Wildlife Safari, located in Winston, Oregon, he started his career working with three African elephants. Shawn has had the fortune to work with multiple breeding herds, bulls, and calves. Between the Oklahoma City Zoo and the Oregon Zoo, he has experience with two large exhibit and program expansions. He is passionate about many aspects of elephant management including conservation, welfare, and training. Shawn believes the best thing about working with elephants is that we are all students. No matter how much we think we know, elephants always show us that we have more to learn. Shawn became an EMA member in 2006 and was elected to the Board of Directors in 2017. He was appointed Vice President in 2018. Shawn is involved in the Conservation & Education, and Training Committees. He has had the privilege to organize multiple workshops at the annual conferences. “EMA is a great organization to see many approaches to elephant care. The EMA has been a tremendous resource; it’s the largest group of elephant professionals united to improving the lives of these amazing animals.”



KATIE ALAYAN, Secretary
Board Liaison for Behavioral Husbandry Committee
Elephant Department Supervisor, Wildlife Safari

Katie always knew she wanted to work with animals, but she never knew how much working with animals, especially elephants, involves working with people. When she began working in the animal care field as a professional, Katie wanted to find the most knowledgeable teacher to learn from and for her, that person was the elephant manager at her facility. Katie started working with elephants because she was looking for a mentor. Katie believes that the effort we put forth in forming relationships with elephants is equaled to that which is needed to form the relationships with our fellow caretakers. In one of the first conversations she had with her elephant manager when Katie expressed interest in working for her full time, her manager wanted her to understand that working with the elephants was a privilege. She told Katie that she could teach her about training and husbandry, but that elephants need more than just those basic things. She sent Katie home to think about what it would mean to take on the level of responsibility that she and the elephants would expect from her. Katie came back the next day and got to help brush off one of the elephants. Through their many conversations over the years, Katie’s

manager frequently references back to a single word: caring. Taking care of elephants is about caring, and while her manager always says she can’t teach people to care, her example has taught Katie what it means to be a true advocate for elephants. Outside of spending time with the elephants, seeing people who have that same level of passion and dedication to elephants is what Katie loves most about our profession. Every day is a chance to learn from each other, whether human or elephant. Katie was elected to the Board of Directors in 2017, and she was appointed Secretary in 2018.



TRIPP GORMAN

Board Liaison for Communication Committee

Elephant Keeper, Fort Worth Zoo

Tripp joined the Elephant Managers Association in 2001, the same year as his first EMA conference, and the same year he started volunteering around elephants at the Greenville Zoo. From there, he went on to complete an internship at the Knoxville Zoo, then on to another internship at the Riverbanks Zoo. Tripp started his paid animal care profession at Ringling Bros. and Barnum & Bailey Circus on the Red Unit in December 2006. He was hired on as a horse and zebra groom, but quickly moved on to what he was really there for. After a year of being an elephant groom, Tripp became an elephant handler and stayed with the company for six years. After traveling across the country multiple times, Tripp decided it was time to leave the road and start to settle down. Tripp's second elephant job started at the Nashville Zoo in September 2012, where he started working with African elephants. After two years of being a keeper, Tripp was promoted to Elephant Manager, and while it was a short stint, he enjoyed it and learned a lot. Once the elephants left the Nashville Zoo, he was once again on the search for a job, and that is how Tripp landed at the Fort Worth Zoo! During Tripp's elephant career, he's had the great opportunity to not only meet many wonderful elephants, but also a lot of great people. He's been given the chance to help in many different aspects of elephant care. Tripp's favorite part of his job is working with calves and also interacting with the public, who he loves to engage and inspire. Tripp was elected to the Board of Directors in 2017.



CECIL JACKSON, JR.

Board Liaison for Membership Committee

Elephant Manager, Cincinnati Zoo & Botanical Garden

Cecil Jackson, Jr. has dedicated his 41-year career at the Cincinnati Zoo & Botanical Garden (CZBG) to maintaining the highest standards of care in captive elephant management, focusing on the welfare and safety of both the animals and his staff. He began his zoo career as a seasonal keeper, working in various areas of the Cincinnati Zoo including the Children's Zoo, hoofstock, primate, and elephant departments. It wasn't until 1983 that Cecil started down his path with elephants as a full-time keeper. After establishing himself as a dedicated elephant keeper, Cecil was promoted to the position of Head Elephant Keeper in April 2000, which entailed managing the five Asian elephants in the Zoo's collection. Shortly thereafter, Cecil was appointed to Elephant Manager, which earned him the responsibility of overseeing the daily husbandry, enrichment, training, and other aspects of elephant care. Cecil is proud to follow in the footsteps of many dedicated CZBG professionals, including his father, an animal trainer at the Cincinnati Zoo for 50 years. To further his knowledge of caring for elephants, Cecil became a member of the Elephant Managers Association in 1988 and he is currently a member of the Ethics Committee. Cecil has attended numerous EMA conferences (from 1988 until present), participated in the Principles of Elephant Management I and II courses, participated in the EMA Training workshop, and presented papers at EMA. The last few years have seen a lot of changes in elephant care and management, and Cecil as Elephant Manager has led his team and elephants through this change with great success. Significant achievements include: successful transition from free contact to protected contact, implementation of a formal operant conditioning program with three cows and one bull elephant, expansion of the elephants' enrichment program, development of formal exercise programs for all elephants, and initialization of the Elephant Welfare Initiative to track and monitor changes in elephant well-being. Overall, Cecil has successfully led CZBG's elephant program to meet and surpass evolving elephant management standards; his practical experience and historical perspective are highly valuable to the future of elephant management in zoos. Cecil is proud of the progress his team and the elephant care community have made in recent years and looks forward to continuing to guide the field forward as part of EMA's Board of Directors. Aside from his professional passions, Cecil is an avid bluegrass performer and enjoy spending time with his family on their 100 acres of land. Cecil was elected to the Board of Directors in 2018.



MIKE McCLURE

*Board Liaison for Ethics & Legislative Committee
General Curator and Elephant Manager, The Maryland Zoo*

Mike has been working with elephants for over 20 years, and he has worked in zoos professionally for over 30 years. Having started his career working around the zoo in all the other animals areas, Mike always found the elephants more interesting than any other species because of their intelligence and the opportunity to learn more about behavioral modification and conditioning. After spending a lot of time watching the elephant team in action, he was given the chance to join the team. Mike joined the EMA in 2004 and was elected to the Board in 2008, where he immediately got involved in the Legislative, Nominations and Communications Committees, of which he is involved with still today. In 2013, he was elected EMA President and served until his term ended in 2015. Mike currently oversees on the Ethics Committee (he has served on this committee since 2014) and he has been on the training committee since its inception. Most recently, Mike was re-elected to the Board in 2018. For Mike, his favorite part of his job is getting to see people and elephants work together to learn and grow. Seeing an elephant or someone that he has trained being successful in their environment is the most rewarding thing he has ever experienced.



NICK NEWBY

Board Liaison for Financial Committee

Nick was inspired to work with elephants from an early age. He still remembers going to the San Diego and Los Angeles Zoo as a child and marveling at all the animals, but the elephants in particular. It was at that time that Nick had my “aha” moment and knew he wanted to work with animals. Nick’s favorite part of his job is the relationships that he builds every day. Whether it be with the elephants, the team, or with zoo guests, the impact we make on others is why he thinks we in the zoo profession matter. The role of zoos in conservation is vital, and Nick believes that animal care professionals help lead the charge. Giving people that “aha” moment that he experienced as a child—as well as conveying a clear a take-home message—is what is going to inspire people to join the fight to save elephants and other animals all over the world. The best memory Nick has as an animal care professional has to be baby elephants! Every time he sees an elephant birth, Nick’s life changes. The process of training the calves is the most fun he has ever had in his career. Seeing the learning that happens between both the elephant and the trainers is extremely rewarding. Herd dynamics evolve with calves as well. No time for rest when you have a calf playing, swimming, and antagonizing the other elephants at any opportunity possible. Nick was elected to the EMA Board of Directors in 2017.

Meet the 2018 – 2019 EXECUTIVE COMMITTEE

Created in 2017, the Executive Committee is comprised of past members of the Board of Directors. Members of the Executive Committee are appointed as needed by the Board to contribute their institutional knowledge and sustain important activities and special projects of the organization, such as conference planning and organization.



BRYAN AMARAL

Senior Curator, Smithsonian's National Zoo and Conservation Biology Institute

Bryan is currently Senior Curator at Smithsonian's National Zoo and Conservation Biology Institute. He has been in the animal/elephant industry since 1996, working at three different elephant-holding organizations. Bryan has been a member of the EMA since 2000, was involved in the membership committee from 2004–2017, and served multiple terms on the EMA Board of Directors. The value of the EMA is unmeasurable. For Bryan, it has been a pleasure to be involved with the organization and its value to his career has been immeasurable. The knowledge gained and contacts made over the years has greatly improved the lives of the elephants he has cared for, the elephant professionals he supports, and has helped the elephant industry as a whole grow as well. Bryan was appointed to the Executive Committee in 2017, and he is proud to continue to serve the EMA and support the Board of Directors. The EMA is an important organization and Bryan is delighted to help continue the great work of our organization and improve the lives of elephants everywhere.



JILL SAMPSON

Elephant Manager, Indianapolis Zoo

Jill is the Elephant Manager at the Indianapolis Zoo, where she has been working since 1996. Highlights of her career include the births of six calves to date—including the first and second African elephant calves in the world born through artificial insemination—and the development of a multigenerational breeding herd. Over the years, Jill has served the EMA in various roles including Membership Chair, Publications Editor, Board Member, and President. She is grateful for the people she has met and worked alongside, and the opportunity the EMA provides to network and exchange ideas, all with the common goal of providing the very best care for the elephants we love. Jill is honored to have been appointed to the Executive Committee in 2018, and she looks forward to working with the Board of Directors and continuing to learn from and share knowledge with the membership.



JESSICA SCALLAN

Senior Elephant Keeper, Tulsa Zoo

Jessica is a Senior Elephant Keeper at the Tulsa Zoo. She has dedicated over 18 years to our industry, specializing in geriatric care and bull management. Anyone who is an EMA member or has attended an EMA Conference knows Jessica. Her positive, upbeat attitude is contagious. Jessica has served EMA in several capacities over the years. She was elected by her peers to the EMA Board of Directors five times since 2005, where she served ten years including two as President and six as Secretary. During these years she has focused her time on the Education, Enrichment, Communications, and Awards Committees; was the previous *JEMA* Art Director; led strategic planning for our organization; organizes our annual conference; and writes press releases when needed. In October 2017, Jessica was appointed to the Executive Committee by the Board of Directors. "I am so grateful for EMA. I have learned so much and have made lifetime friends around the globe. EMA has allowed me to develop many skills in various leadership roles. I am thankful for the opportunity to serve on the Executive Committee. I believe in our mission and I am honored to assist in the organization's growth."

Announcing the New SMALL GRANT PROGRAM



EMA is excited to announce its new Small Grant Program, designed to fund up to \$2,000 to a project that supports EMA's mission:

The Elephant Managers Association is dedicated to the welfare and survival of the world's elephants through improving communication, husbandry, research, education, and conservation.

This opportunity is open to anyone, including keepers, researchers, and conservationists. We are seeking a diversity of proposals that encompass all parts of our mission. **Proposals are due by 11:59pm PST on April 15, 2019.**

For more information and to download an application, please visit EMA's website at: bit.ly/EMA-Grant

With questions, please contact Shawn Finnell at shawn.finnell@oregonzoo.org

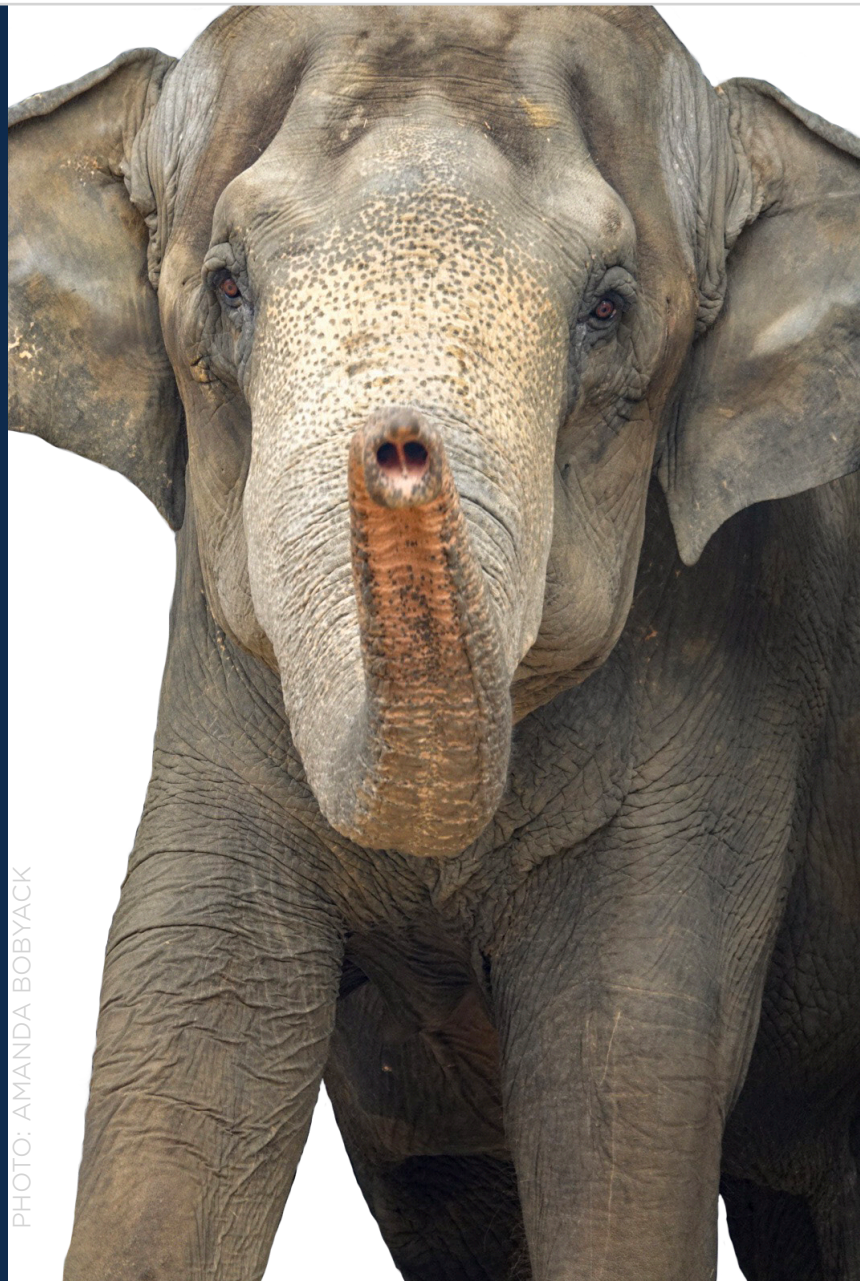


PHOTO: AMANDA BOBYACK

2018 EMA Conference Summary

MIAMI MAGIC

written by

JESSICA SCALLAN

Every year, thousands visit Florida to catch a glimpse of an iconic mouse. However, in October 2018 100 delegates migrated to Miami to learn about the largest land mammals at the annual EMA Conference. Zoo Miami “rolled out the red carpet” and welcomed us in a stylish hotel by the bay complete with palm trees and sandy beaches nearby. The Zoo’s staff and EMA representatives partnered together to produce a premier gathering of leaders among the elephant management community. Various aspects of elephant management were shared while delegates networked with colleagues from around the globe. Below are a few highlights of the 2018 EMA Conference.

The Conference officially started with a pre-conference workshop held by Zoo Miami’s elephant care team. After a few presentations, delegates visited the Asian and African elephant barns where they were shown various behaviors on the AZA Behavioral Husbandry list, participated in setting up enrichment, and joined in on post-tour discussions.

The next day, we gathered for our first paper session lead by our keynote speaker, Janine L. Brown, Ph.D., a research physiologist that has dedicated her life to the endocrinology laboratory at the Smithsonian Conservation Biology Institute. Dr. Brown enlightened us with her presentation “My Journey With Elephants: Integrating Science and Management.” Words cannot express the importance of this lab, officially established in 1992, which became the precedent for other endocrine labs around the world. This wealth of knowledge all started with a conversation Dr. Brown had with an elephant manager at Smithsonian’s National Zoo about trying to monitor one of his elephant’s hormone cycles. We are forever grateful to Dr. Brown’s ongoing efforts and dedication to elephants. It was an honor to feature one our very own EMA members in this prestigious role.

Some of the other highlights during the first paper session were presented by our two EMA Scholarship Conference winners: Rhonda Saiers (ABQ BioPark) presented “Taking Baby Steps Towards a Herd Birth,” and Brittany Drake (El Paso Zoo) shared “Training an Asian Elephant for Cancer Treatments in an ERD.” Each presentation gave delegates insights on how both teams prepared for these two very different management events with solid training, practice, and persistence. Thank you for sharing your stories with us.

The second day was another day packed with topics about elephant transports, laser therapy treatment, bull management, and conservation efforts. EMA member Rachel Garner from *Why Animals Do the Thing* presented “Legislative, Legal, and Advocacy Efforts Endangering Elephants in Human Care: A Review of Influential Campaigns and Strategies.” This paper gave delegates an interesting perspective on an important subject matter we face in today’s world. Her fresh perspective and research dissected several of our detractors’ campaigns and strategies that left us scratching our heads and asking, “Why?”

This year’s conference also included three additional workshops. Our first workshop, “Need Some Help? Assist Lifting of an Elephant,” provided us with several examples protocols and tools that can be used to formulate your program’s protocol on this important matter. Next we jumped feet first into the now-traditional wellness workshop entitled “Well Done is Better Than Well Said.” This workshop navigated us through examples and philosophies on how to monitor our elephant’s welfare and what are truly the “inputs” and “outputs” to make our programs successful. Lastly, we took a look at a few barn designs during the facility design workshop, “Matching Facilities with Program Goals,” to inspire us to think past the essentials, and more about the functionality, flexibility, and future of your herd.



The EMA conference in Miami brought together elephant professionals from around the globe, including this group of Latinas whose work enhances the well-being of elephants.



Left: Attending the conference isn't all work. A delegation of conference attendees dined at the world-famous restaurant Versailles in Little Havana one night after conference activities. **Right:** Rhonda Saiers, one of the 2018 conference scholarship recipient, discusses her team's approach to herd births at the ABQ BioPark.

On the third day we followed the herd to Zoo Miami for our annual zoo day. Our host welcomed us with behind-the-scenes tours to see holding spaces for elephant and other species. Later that evening we gathered for a cocktail hour while delegates began bidding on items donated to the annual silent auction. During dinner, delegates were taken on a journey with quotes of EMA Board members from past and present during the "30 years as the EMA, our Founding Fathers/Mothers" presentation. I put this presentation together to commemorate our thirtieth year as an organization. While gathering this information, I talked to some many people who I consider the "godfathers/mothers" in the business. These are the people who laid down the roots and kept us on the path to accomplish so many great things. Thank you to all those who have served and donated countless hours on the EMA Board of Directors, you are appreciated. We closed the banquet with our award ceremony to recognize those individuals or teams that provided hard work and dedication to our organization over the past year. This year we presented awards to the following:

- **Zoo Miami**, for hosting the 2018 conference,
- **Nancy Scott**, for service as President and on the Board of Directors,
- **Jill Sampson**, for service as *JEMA* Editor,
- **Jenny Zelch Dove**, for service as *JEMA* Editor,
- **Jessica Scallan**, for service as *JEMA* Art Director,
- **Erin McGee**, for continued service as Membership Committee Chair, and
- **Meredith Wagoner**, for service as Nominations Committee Chair.

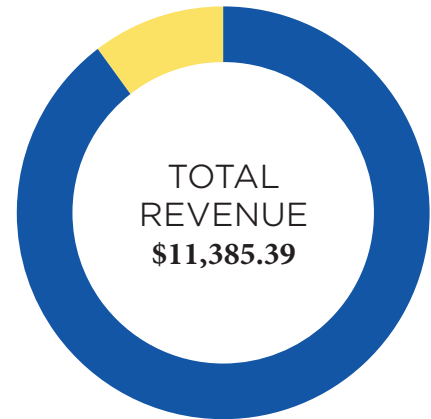
On behalf of the professionals who comprise the Elephant Managers Association, I want to thank Zoo Miami again for their outstanding service hosting the 2018 EMA Conference. You and your welcoming staff provided high quality hospitality and premier customer service. We commend you for your contribution to fostering educational and memorable experiences that will make an impact for years to come. Special shout out to J.T. Svoke for taking the reins of conference organization and running it! Zoo Miami definitely made this EMA conference a little magical for us all while Will Smith's "Welcome to Miami" ran through my mind every day, all day.

P.S. Ask Cecil Jackson, Jr. about the 50/50 raffle. It was a hit!

FINANCIAL INFORMATION

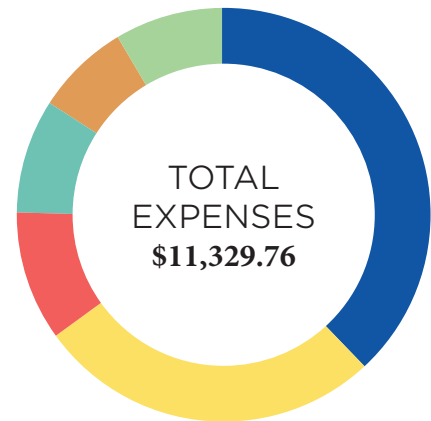
2018 REVENUE

- Membership\$10,246.04
- Merchandise.....\$1,139.35

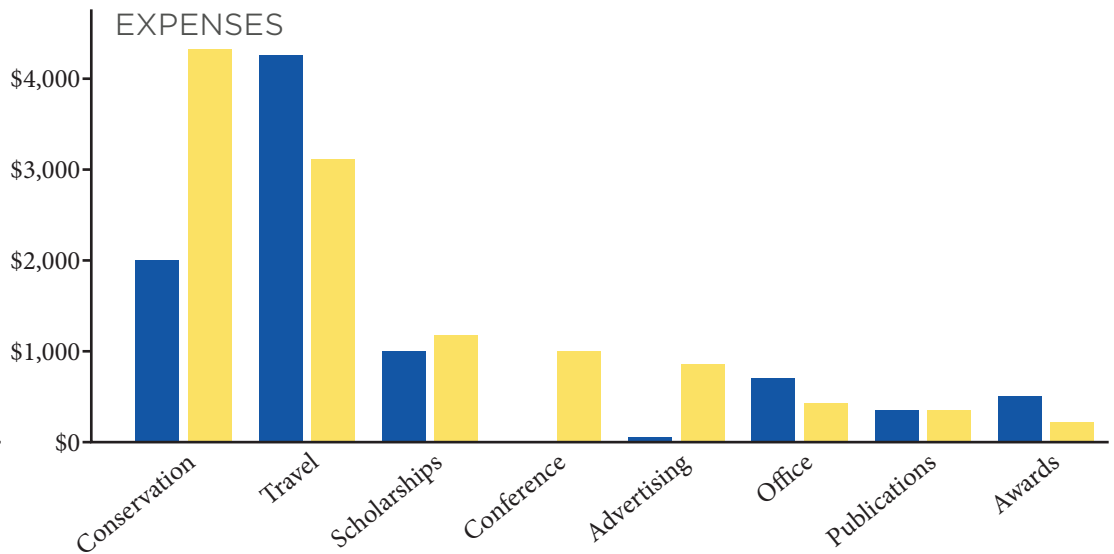
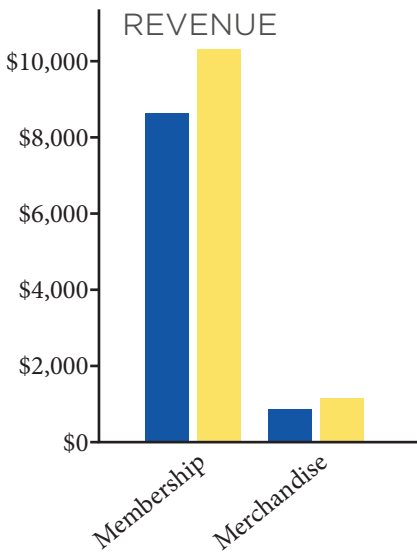
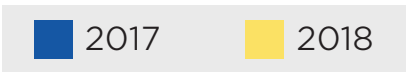


2018 EXPENSES

- Conservation Projects\$4,300.00
- Travel\$3,079.99
- Scholarships\$1,156.21
- Conference\$1,000.00
- Advertising.....\$832.54
- Awards, Office, and Publications\$961.02



YEAR-TO-YEAR COMPARISON



MEMBER DIRECTORY

The following directory lists all members of the Elephant Managers Association, current as of February 28, 2019. For more information about membership, please contact membership@elephantmanagers.com.

LIFE MEMBERS

African Elephant Specialist Group
Chuck Doyle
Elephant Managers and Owners
Association
Robert Johnson
Jill Sampson
Raman Sukumar

INSTITUTIONAL AND CORPORATE MEMBERS

Ivory Level

Houston Zoo
International Elephant Foundation

Gold Level

Oregon Zoo
Parc Safari
SR Instruments, Inc.
West Midland Safari Park

Institutional/Corporate Level

AnimalCare Software, LLC
Busch Gardens
Cincinnati Zoo & Botanical Garden
Elephant Conservation Center
Hannover Adventure Zoo
Indianapolis Zoo
Maryland Zoo
Memphis Zoo
Mid Atlantic Hay Co.
Oklahoma City Zoo
Pari Daiza
Perth Zoo
Phang Nga Elephant Park
Princeton University
Rosamond Gifford Zoo
Serengeti Ranch Company
Texas A&M University
Topeka Zoo & Conservation Center
Wildlife Safari
Zoo de Granby

INDIVIDUAL MEMBERS

Professional

Kayla Adkins
Katie Alayan
Bryan Amaral
Paige Babel
Kay Backues
Samuel Baker
Kim Baumgartner
Jessica Baxtrom
Elizabeth Beem
Bridget Beury
Peter Briggs
Tina Bronson
Kelli Brown
Robbie Clark
Kate Clemens
Ilana Cobban
Kevin Copley
Kent Costell
Sheryl Cummins
Matt Davis
Carrie Day
Angela Devous-Comerford
Stephanie DeYoung
Adriana Diaz
Donna Doherty
Liz Dolan
Andi Donahue
Brittany Drake
Jonathan Jay Duncan
Eric Duning
Alinda Dygert
Lindsey Eagan
Marissa Erwin
Adam Felts
Shawn Finnell
Kris Flickinger
Pat Flora
Michael Gagne
Marie Galloway
Ross Garcia
Katelyn George
Joseph Golden
Tripp Gorman

Christina Gorsuch
Charlie Gray
Victoria Guarnett
David Hagen
Aaron Halling
Chris Hamblen
Calli Hamlin
Rick Heithaus
Susan Henken
Daryl Hoffman
Sharayah Hoffman
Megan Runquist Holmstedt
Susan Hoss
Cecil Jackson, Jr.
Adam Johns
Erin Johns
Sharon Joseph
Jenny Joyce
Barbara Junkermeier
Laura Keefe
Matthew Krcmarik
Angela Lang
Francis Lavigne
Katrinna Lee
Dale Leeds
Piper Lieper
Brittany Lutz
Patrick Maluy
Justin Marren
Amy Mathews
Mike McClure
Erin McGee
Max McGreevy
Valeria Michel
Courtney Miller
Kari Morfeld
Gabriel Moya
Selenia Murillo
Joseph Nappi
Val Nastold, Jr.
Nick Newby
Alain Noel
Deborah Olson
Sara Parsons
Darryl Paxton

Sabrina Paxton
Eric Peterson
Olivia Plocinski
Andy Plumb
Vernon Presley
Taryn Prosser
Timothy Ramsey
Kaitlin Rebello
Kristen Reynolds
Mandy Rinker
Megan Robertson
Matthew Ruiz
Toniann Scala
Jessica Scallan-Fidler
Harald M. Schwammer
Amanda Schweighart
Katie Segal
Valerie Severe
Ashley Sheppard
Jason Sorstokke
David Smith
Shannon M. Smith
Susan Smith
Rebecca Spickler
Mary Svare
Joan Teske
Wayne Theison
Mandy Turnbull
Mindy Ussrey
Benny Van Dyck
Katherine Vecchi
Rhonda Votino
Michael Weaver
Nicole Weber
Craig Whalen
Ellie Wheeler
Ben Whitebread
Ellen Wiedner
Emma Wigdahl
Shanmugasundaram Wijeyamohan
Dinah Wilson
Kristin Windle
Ashley Winslett
Bethany Wlaz-Cornwell
April Yoder
Carrie Zbinden

Contributing Professional

Lisa Abegglen
Amber Alink
Elizabeth Beaux Berkeley
Janine Brown
Sarah Conley
Kim Cook
Jennifer D'Agostino
Tina Dow

Katie Edwards
Ted Friend
Vanessa Gagne
Sharon Glaeser
Brett Haskins
Steven Johnson
Wendy Kiso
Kimberly Klein
Mike Kumbhani
Chase LaDue
Patricia London
Steve Martin
Carlos Medina
Maria Moch
Fawn Moser
Natalia Prado
Linda Reifschneider
Louisa A. Rispoli
Michael Ryer
Dennis Schmitt
Bruce Schulte
Nancy Scott
Alan Sironen
Timothy Stout
Betsy Stringer
Wm. Kirk Suedmeyer
Arun Zachariah

Affiliate

Alicia Andring
Hiroyuki Asano
Peter Betak
Chuck Brady
Colin Butler
Elizabeth Callaghan
Francis T. Cancro
Lynn Clark
Carol Conant
Melissa Crandall-Everett
S. Jill Donaldson
Barbara Drake
Janet Dray
Caitlin Duncan
Alex Dwight
Ryan Easley
Robb Enright
Julie Evans
Andrew Flick
Christina French
Takuya Fujimoto
Hiroshi Furuta
Rachel Garner
Ken and Catherine Gilbert
Diana Goodsell
Lawrence Guarnett
Barbara Heidenreich

Leanne J. Henry
Yoshihito Hirano
Tatsuya Ito
Carson Jones
Yukio Kawaguchi
Patrick Kelley
Tunehisa Kurihara
Satoshi Kusuda
David MacDougall
Donna Mancini
Larry Martin
Barbara McLean
Jennifer Basl McIntyre
Nancy Mulholand
Mimi Muraoka
Waka Otozu
Virginia Pearson
Cindy Potter
Kimberly Poulin
Chelsea Rickman
Sue Roenker
Michele Rudovsky
Lynne Russert
Karen Schmidt
Andrew Shek
Osamu Shiina
Betsy Snyder
Mitsuhiro Terada
Gwen Tunstall
Peter Ullman
Kathryn Vaughan
Christine M. Wiberg
Jenny Zelch-Dove

Student

Daniella Chusyd
Kaitlyn Gibson
Jennifer Iacono
Kevin McKenna
Caeley Robinson
Theresa Sosby
Darcy Stephenson
Caleb Ulick
Ellen Susan Wiczorek

EMA Membership Information

New membership levels effective September 2017. Existing members should renew their membership **online**. New members must submit an application (next page).

Individual Members

- Access to digital publications: *Journal of the Elephant Managers Association* and *Gray Matters*
- Access to Members-Only content on EMA website
- Eligible for discounted rate to annual conference

Professional \$45 USD

Individuals who provide care for or manage elephants on a daily basis. Additional benefits:

- Eligible to hold an office on the Board of Directors and/or as a committee chairperson
- Voting privileges for Board of Directors elections and other EMA business

Contributing Professional \$45 USD

Individuals who dedicate their careers to elephant management, research, conservation, and/or veterinary medicine. Additional benefits:

- Eligible to hold an office on the Board of Directors and/or as a committee chairperson
- Voting privileges for Board of Directors elections and other EMA business

Affiliate \$40 USD

Other animal care staff, docents, volunteers, and enthusiasts of elephant management. Additional benefit:

- Eligible to be a committee member and/or hold office as a committee chairperson

Student \$30 USD

Students currently enrolled in a degree-seeking institution (university or technical college) who desire to pursue a career in elephant management. **A copy of your student ID may be requested.** Additional benefit:

- Eligible to be a committee member.

Institutional/Corporate Members

- Access to digital publications: *Journal of the Elephant Managers Association* and *Gray Matters*
- Access to Members-Only content on EMA website
- Eligible for discounted rate to annual conference
- Institutional plaque given annually to display your support to the EMA

Institutional/Corporate Member \$75 USD

Institutions that manage elephants or corporations that provide products or services for elephant management.

Gold Institutional/Corporate Member \$250 USD

Gold Members are organizations that wish to provide additional support to the EMA. Additional benefit:

- Half-page advertisement in an issue of JEMA

Ivory Institutional/Corporate Member \$500 USD

Ivory Members are organizations that wish to provide additional support to the EMA. Additional benefits:

- Full-page advertisement in an issue of JEMA
- Complimentary individual EMA membership for a staff member. The designated person must apply for and be approved in the appropriate membership level to receive individual benefits.



EMA Membership Application



New members: complete all appropriate fields below. Be sure to apply to the appropriate membership level (refer to details on previous page).

1 Complete form below.

NAME _____

ADDRESS _____

CITY/TOWN _____

STATE/PROVINCE _____ ZIP CODE _____ COUNTRY _____

HOME PHONE NUMBER _____ WORK PHONE NUMBER *(if applicable)* _____

PRIMARY EMAIL ADDRESS _____ SECONDARY EMAIL ADDRESS *(if applicable)* _____

2 Membership Level

Check the appropriate box below.

INDIVIDUAL MEMBERS

- Professional \$45 USD
- Contributing Professional \$45 USD
- Affiliate \$40 USD
- Student \$30 USD

INSTITUTIONAL/CORPORATE MEMBERS

- Institutional/Corporate \$75 USD
- Gold Institutional \$250 USD
- Ivory Institutional \$500 USD

Ivory members only, please indicate below who will receive your complementary individual membership:

3 Those individuals that are seeking Professional, Contributing Professional, or Student membership, briefly describe why you meet this membership level below:

4 Are you paying by check?

- YES NO

If you answered “yes,” please make check out to “**Elephant Managers Association**” and mail to:

*The Elephant Managers Association
1513 Cambridge Street
Houston, TX 77030*

5 Are you paying by credit card?

- YES NO

If you answered “yes,” please [click here](#) or visit bit.ly/EMAmember

6 IMPORTANT: After submitting payment, email this form to: membership@elephantmanagers.com



**ELEPHANT
MANAGERS
ASSOCIATION**

EST. 1988 ▪ WWW.ELEPHANTMANAGERS.COM