



ELEPHANT MANAGERS ASSOCIATION
2020 Annual Report





Compiled and organized by
Tripp Gorman, Fort Worth Zoo &
Secretary, Elephant Managers Association

Designed and edited by
Chase LaDue, George Mason University

Front cover photograph
Sabu, a 33-year-old male Asian elephant from Cincinnati
Zoo & Botanical Garden. Credit: Andrew Shek.

Inside cover photograph
Tuffy, a 36-year-old male African elephant from Maryland
Zoo. Credit: Andrew Shek.



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OUR 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.



Officially formed in 1988, the EMA is a registered 501(c)(6) nonprofit group. Now representing hundreds of members, it is the largest international organization of elephant professionals and enthusiasts.

PHOTO: AMANDA BOBYACK

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with any of your questions.



Message from the EXECUTIVE DIRECTOR

2020, what the #\$\$%@? What a crazy year. I don't even know how or where to start. As the year started, we were coming off a very successful conference in Denver, which had our most diverse and widespread attendance that I could remember. We began to roll out our new membership software that has streamlined things for our Membership Committee and will benefit the membership. We had revamped the website for the umpteenth time and implemented a recognition program for our members with the anniversary pins. We received so many great comments and remarks on Facebook regarding the pins. It is so great to see so many longtime members and I look forward to seeing many of the newer members reaching these milestones.

Then the wheels fell off and COVID-19 began to hit home. As the country shut down and our zoos, circuses, and private facilities (as well as our membership) began to feel the pain and impact of this, the EMA Board of Directors decided to push back renewals and give everyone six free months, as well as give away free memberships to people that needed some help. We know this is a very small gesture, but it's something we wanted to do for our dedicated members to let you know we care about you. We hosted our first ever virtual 5K and the response was amazing. The turnout was way more than I expected. Again, it was so great to see everyone posting their pictures on social media, showing off their medals and sharing their 5K accomplishments. Even in these difficult times, our membership stepped up and showed such amazing support for elephants.

Probably one of the harder decisions we had to make as an organization was to postpone the 2020 conference in Milwaukee. While we all agreed this was the right thing to do, the conference is such an iconic part of EMA. It offers the chance to bring everyone together, put faces to names, reunite with colleagues, make new friends, share best practices, and maybe indulge in a beverage or two. It didn't help that the weeks in October were filled with Facebook memories reminding me what I was missing by showing me posts from the past several years and the highlights from many of these conferences. Instead, the EMA hosted our first ever virtual conference, and again with the membership in mind, we did not charge a registration fee. The Board worked feverishly to pull this together and it was great to see such a wonderful turnout, both in the diversity of presenters and in the number of people that tuned in to listen and participate. This was a unique opportunity to have so many of the range country members and conservationists join in to present and share their experiences with us.

As I am writing this it is reminding me that in a year unlike anything we have ever experienced and hopefully never will again, the EMA has accomplished a lot and there were so many amazing "firsts" for us as an organization. Hopefully we can continue this momentum into 2021 and continue to grow the organization and continue to maximize the welfare for the animals in our care. To all our members, thank you for making the EMA what it is today and thank you for the continued support. This organization is only as good as the membership and from the looks of it, we have a damn good membership, because the EMA continues to thrive and grow. I am proud of this organization and the membership for how we have grown over the years and look forward to what lies ahead in the years to come.

A handwritten signature in blue ink, appearing to read "Daryl Hoffman". The signature is stylized and fluid.

Daryl Hoffman
Executive Director, Elephant Managers Association



Message from the PRESIDENT

This time last year we couldn't imagine how our world was going to change for the rest of 2020. Here we are in 2021, and while things haven't changed drastically from most of 2020, I'm optimistic that we can move forward and get back some of the activities that we have immensely missed in a safe and secure environment. I continue to be amazed by the dedication, passion, and effort that our members illustrate even in the toughest of times. I am proud to be part of this organization and to call all of you my colleagues.

It was a huge disappointment that we could not get together in person for our Milwaukee conference, but I hope that meeting during our virtual conference gave us some of that connection with our community that we have been lacking. I want to thank all the presenters that stepped up and provided

us a program that covered many aspects of elephant management and was just as educational, informative, and inspiring as any of our other conferences. A big thank you to the members that filled out our conference survey and we will be using that information to formulate our plans for 2021.

As we usually say: 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 for the EMA to thrive.

During 2020 we were able to accomplish some EMA business, and I have summarized our activity below:

- In recognition of the financial constraints that some of us felt during this pandemic, we extended our memberships to our existing members by six months. We also offered free limited memberships to all members of the elephant community.
- We awarded a total of \$3,000 to conservation and research projects through our Small Grant Program.
- Opened an online EMA store to offer merchandise to our members year around.
- Hosted our first ever EMA virtual conference.
- Completed full integration of our membership platform to our new system.
- Arranged the first ever EMA virtual 5K run.
- Awarded members new pins to commemorate every five years of membership.
- Distributed the 2019 Annual Report.

In 2021, here are some of the goals that we would like to accomplish:

- Resume our Board of Directors election that was postponed due to the COVID-19 pandemic.
- Provide a second virtual conference.
- Support projects through our Small Grant Program.
- Start the process of writing an EMA elephant husbandry document.
- Complete an update of our bylaws.
- Formulate and expand an elephant medical and reproduction committee.

Vernon Presley
President, Elephant Managers Association

Meet the 2019 – 2021 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 EMAbord@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 except for 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 to become completely enthralled with everything elephant.

With over 26 years of experience working with elephants, he says that the births of babies are his favorite and make for the fondest memories because every single one 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 Vernon started to learn about the passion that the staff had for their animals and about the incredible work that they do, he 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 is the former chair of the Training Committee. "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."



SHAWN FINNELL, Vice President
Board Liaison for Behavioral Husbandry Committee
Elephant Collection Manager, White Oak Conservation

Shawn is passionate about many aspects of elephant management, including training, welfare, and facility design. He believes the best thing about working with elephants is that we are students; no matter how much we experience, elephants always show us that we have more to learn. Shawn began working with wildlife in 2003 and transitioned into elephants in 2006. He has experience with African and Asian elephants throughout various management styles. Shawn has had the fortune to work with multiple breeding herds, bulls, and calves. While at Oklahoma City Zoo and Oregon Zoo, he has experienced significant exhibit and program expansions. Currently, he is one of the elephant collection managers at White Oak Conservation.

Shawn became an EMA member in 2006; he has been an active member, participating in the Conservation, Training, and Membership Committees. In 2017, Shawn was elected to the Board of Directors. While attending multiple annual EMA conferences, he organized numerous training and welfare workshops. Currently, Shawn is the chairperson for the Training Committee. Shawn believes that EMA is a great organization to see

many approaches to elephant care. The EMA has been a tremendous resource, as it's the largest group of elephant professionals united to improve these fantastic animals' lives.



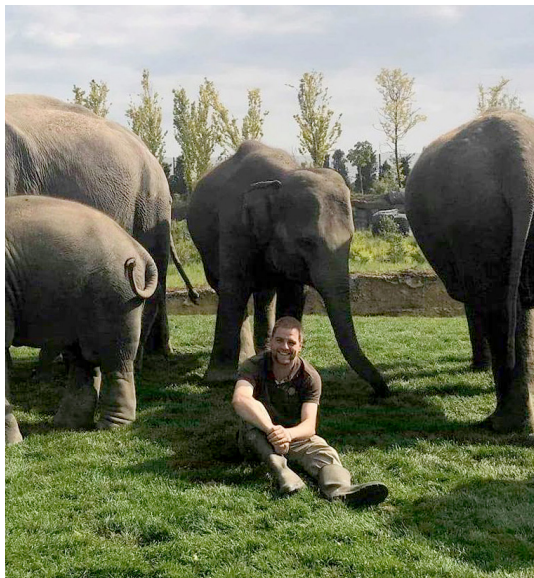
TRIPP GORMAN, Secretary
Board Liaison for Communication Committee
Elephant Keeper, Fort Worth Zoo

Tripp joined the EMA in 2001, the same year as his first EMA conference and the same year that he started volunteering around elephants at the Greenville Zoo. From there, Tripp went on to an internship at the Knoxville Zoo, and then onto another internship at the Riverbanks Zoo.

Tripp started his paid animal care career at Ringling Bros. and Barnum & Bailey Circus (the Red Unit) in December 2006. He was hired on as a horse and zebra groom, but quickly moved on to what he joined 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, he decided it was time to leave the road and start to settle down. Tripp's second job started at the Nashville Zoo in September 2012, where he started working with African elephants. After two years of being a keeper in Nashville, he was promoted to Elephant Manager, and even though it was a short stint, Tripp enjoyed it and learned a lot. Once the elephants left the Nashville Zoo, Tripp was once again on

the search for a job and that is how he landed at the Fort Worth Zoo!

During his elephant career, Tripp has had the enjoyable opportunity to not only meet many wonderful elephants, but also a lot of great people. He has been given the chance to help in many different aspects of elephant care. When asked about his favorite part of the job, Tripp responds, "Working with calves, and also interacting with the public, who I love to engage and inspire."



ROB CONACHIE

Board Liaison for Financial Committee

Elephant Manager, Pairi Daiza

Rob's passion for elephants was obvious from a young age. He was fortunate enough to spend his childhood around the elephants at Cricket St Thomas Wild Animal Park in the UK. Rob's desire to develop a career with elephants has given him fantastic opportunities to work within multiple collections across Europe and the USA.

The management, care, and welfare of elephants has been Rob's primary emphasis throughout his career. He takes pride in focusing on the training of both staff and animals, as this allows us to care for elephants safely and to the highest possible standard. As one of his mentors always said: "our standard of work is their standard of care."

Working with both African and Asian elephants in all management systems over the past twenty years has taught Rob that the daily challenges we face can be overcome by using many different techniques to achieve the same goal.

Rob firmly believes in the role of modern zoological collections and the need for conservation, education, and research. The sharing of knowledge and working together will be essential in overcoming threats such as EEHV, and also in protecting the future of our industry to which so many of us have dedicated our lives.



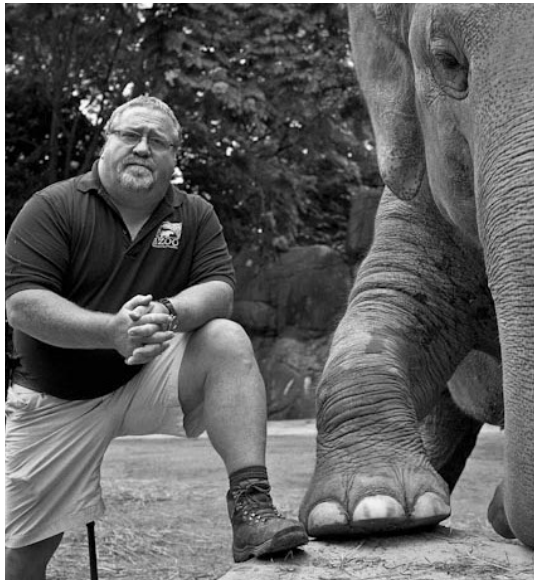
Adam Felts

Board Liaison for Research, Education, & Conservation Committee

Curator of Heart of Africa and Asia Quest, Columbus Zoo and Aquarium

Adam has been working at the Columbus Zoo and Aquarium since 1997. He began his full-time career as an elephant keeper working with both African and Asian elephants in a wide variety of successful management systems and is now the Curator of Heart of Africa and Asia Quest regions.

For Adam, the EMA represents a true coalition of elephant care professionals listening to and learning from one another. The resource that EMA represents is one that puts care of elephants first, with the desire to evolve with the knowledge that is gained and shared through its members. Adam's goal is to collaborate with other elephant care managers to continue the exceptional care of elephants (his professional passion). As a Board member of the EMA and with his 20 years' experience, Adam hopes to collaborate with other likeminded people in the elephant profession to have a positive impact on all elephants in zoological organizations.



Cecil Jackson, Jr.

Board Liaison for Membership Committee

Elephant Manager, Cincinnati Zoo & Botanical Garden

Cecil 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 CZBG, 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 EMA in 1988 and he is currently a member of the Ethics Committee. Cecil has attended numerous EMA conferences since 1988, participated in the Principles of Elephant Management I & II courses, participated in the EMA Training Workshop, and presented papers at EMA.

The last few years have seen a lot of change 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 the initiation 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 program 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 enjoys spending time with his family on their 100 acres of land.



MIKE McCLURE

Board Liaison for Ethics & Legislative Committee

General Curator and Elephant Manager, The Maryland Zoo

Mike has been working with elephants for 20 years and in the zoo field for 30 years. Having started his career working around the zoo in all other animal areas, Mike always found the elephants more interesting than any other species because of their intelligence and because of the opportunity to learn more about behavioral modification and conditioning. After spending a lot of time watching the elephant team in action, Mike was given the chance to join the team.

Mike joined the EMA in 2004 and was elected to the Board of Directors in 2008, where he immediately got involved in the Legislative, Nominations, and Communications Committees, with which he is still involved today. In 2013, he was elected EMA President and served until his term ended in 2015. Mike has also served on the Ethics Committee since 2014 and has been on the Training Committee since its inception.

For Mike, his favorite part of the job is getting to see people and elephants work together to learn and grow. "Seeing an elephant or someone that I have trained being successful in their environment is the most rewarding thing I have ever experienced."

Meet the 2019 – 2021 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 immeasurable. For Bryan, it has been a pleasure to be involved with the organization and its value to his career is great. 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
Elephant Manager, Tulsa Zoo

Jessica is Elephant Manager at the Tulsa Zoo. She has dedicated over 20 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 starting in 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; she 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 lifelong friends from 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."

The 2021 EMA SMALL GRANT PROGRAM



EMA is excited to announce its Small Grant Program is returning, designed to fund up to \$3,000 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 for the 2021 were due in April, and they will be reviewed and winners announced by summer.

For more information, please visit EMA's website at: elephantmanagers.org. With questions, please contact April Yoder at grants@elephantmanagers.com



PHOTO: AMANDA BOBYACK

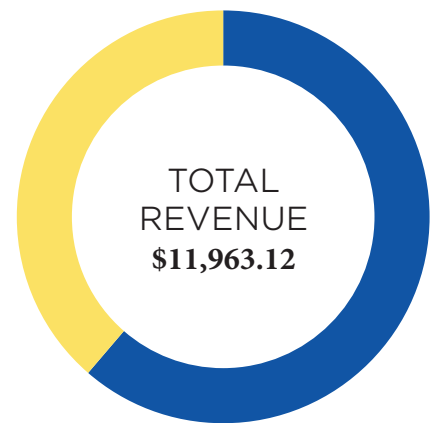
FINANCIAL INFORMATION

Despite challenges imposed by the pandemic, EMA had another good year financially. We made the commitment a few years ago to go paperless with our publications, which was the bulk of our expenses, thus freeing up money for conservation and research support. We have continued to keep membership dues the same price they have been since EMA's inception.

EMA membership dues are our main source of income, which allows us to spend more funds on conservation initiatives. We continue our commitment to research and conservation by supporting projects in range countries and continuing our support for EEHV research. We have increased our awards budget in recent years to recognize long-term members.

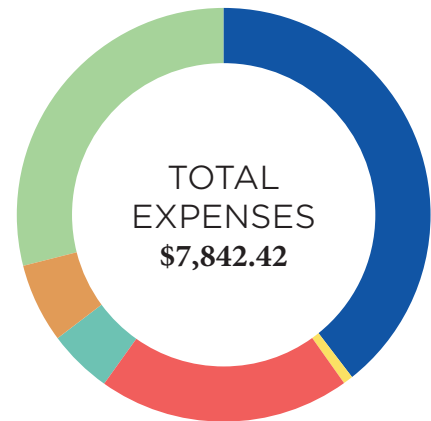
2020 REVENUE

● Membership	\$7,373.90
● Donations and Merchandise.....	\$4,589.22

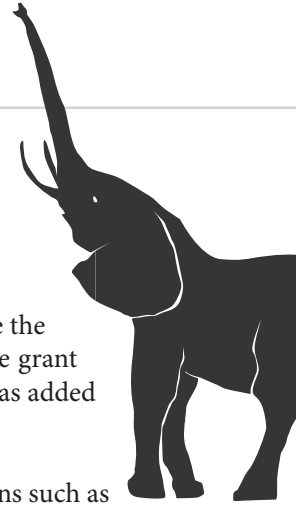


2020 EXPENSES

● Conservation Projects	\$3,100.00
● Merchandise Expenses	\$57.00
● Advertising.....	\$1,528.30
● Conference/Scholarships	\$394.38
● Office.....	\$480.28
● Awards	\$2,282.46



CONSERVATION UPDATE



In 2018, the Research, Education, & Conservation Committee (RECC) was formed, comprised of the chairs and members of each of the respective sub-committees. One of the biggest goals for the RECC was to create overlapping projects, including establishing a Small Grant Program.

After the success of the 2019 Small Grant Program, we were excited that the Board of Directors decided to continue the program in 2020. Shortly after the 2019 grants were awarded, the RECC held a teleconference to review the entire grant process to discuss what went well and identify areas that could be improved. For example, an additional question was added to the 2020 application to help clarify how the projects would be monitored and evaluated.

The program was announced in *Gray Matters* and on the EMA social media platforms, and shared with organizations such as the International Elephant Foundation, Asian Elephant Support, as well as with long-time supporting organizations of EMA. Due to the COVID-19 pandemic, the deadline for submission was extended from April 15, 2020, to July 31, 2020. By the July deadline, we had received 11 proposals from 11 different countries. During the October 2020 Board meeting, the Board members decided to award \$1,000 each to the following three projects:

School's Awareness Program - National Park Tours

Principal Investigator: Jayantha Jaywardene
Biodiversity & Elephant Conservation Trust, Sri Lanka

Elephant Responses to the Resumption of Hunting

Principal Investigator: Kristine Meise
Elephants for Africa, Botswana

Spatial Drivers: The Selection of Central Forage Stations by African Elephants (*Loxodonta africana*) in the Madikwe Game Reserve

Principal Investigator: Daniel Ball
Wildlife Ecology Lab at Nelson Mandela University, South Africa

The principal investigator for each proposal has been notified and we look forward to working with our conservation partners in the coming year. RECC offers a special “thank you” to the Board of Directors for your support of this program again this year.



PHOTO: JEREMY RICHARDS / ADOBE STOCK

EMA COMMITTEES

The mission of EMA is carried out by a series of committees dedicated to topics directly and indirectly related to the management of elephants. For more information or to inquire about joining any of EMA's committees, please contact EMAboard@elephantmanagers.com or the email addresses listed.

Behavioral Enrichment

Chair: Amy Mathews
EMAenrichment@gmail.com

The Behavioral Enrichment Committee provides recommendations and resources for EMA members to enrich the lives of the elephants in their care. One of these resources is the EMA Enrichment Database, a searchable catalogue of enrichment successes and failures available through EMA's website to members.

Conference

Chair: EMA Board of Directors
conference@elephantmanagers.com

The Conference Committee supports the EMA Board, Executive Committee, and host institutions to organize annual conference logistics and continuity.

Conservation

Chair: Kim Klein
conservationEMA@gmail.com

The Conservation Committee is charged with helping EMA achieve its elephant conservation goals. We accomplish our mission by applying our ex-situ conservation expertise, informed by our deep understanding of in-situ conservation issues, to provide our members with current information and best practices, provide content for materials to educate the public, and provide impactful support to established range country projects.

Education

Chair: Mike Kumbhani
EMAboard@elephantmanagers.com

The Education Committee develops materials for members to use to inform the general public about the natural history of elephants, elephant management, and conservation issues facing elephants.

Ethics and Legislation

Chair: Mike McClure
EMAboard@elephantmanagers.com

The Ethics and Legislation Committee oversees ethical disputes brought to the EMA Board related to elephant management and EMA membership, and further acts as the voice of EMA on behalf of the EMA Board whenever legislation affecting elephant management appears.

Grants

Chair: April Yoder
grants@elephantmanagers.com

The Grants Committee organizes the grant application process for EMA (presently comprised of the EMA Small Grant Program) and selects project worthy of funding using EMA's collection of experts.

Historian

Chair: Ryan Easley
communications@elephantmanagers.com

The EMA Historian documents the field of elephant management and share it with EMA members. Often, research is shared on EMA's member Facebook page and through *Gray Matters*. The Historian is available as a resource for your questions and to take on new projects as needed.

Husbandry

Chair: Katrinna Lee
husbandry.ema@gmail.com

The EMA Husbandry Committee seeks to provide the EMA membership with up-to-date husbandry information. We focus on the husbandry needs of newborn calves to geriatric adults and everything in between. We hope to encourage an open forum where members can share information regarding elephant husbandry and the most common practices when it comes to caring for elephants.

Membership

Chair: Erin McGee

membership@elephantmanagers.com

The Membership Committee processes new memberships, maintains a database of current members, and communicates with existing members about renewals.

Nominations

Chair: Susan Hoss

EMABoard@elephantmanagers.com

The Nominations Committee solicits and organizes nominations for the EMA Board. Additionally, this committee distributes and tabulates ballots completed by EMA members during each election.

Publications

Chair: Chase LaDue

communications@elephantmanagers.com

The Publications Committee is responsible for producing all of EMA's publications (*JEMA*, *Gray Matters*, annual conference proceedings, and annual reports) and managing the online library database. Each year, three issues of *JEMA* and six issues of *Gray Matters* are published.

Research

Chair: Sharon Glaeser

EMABoard@elephantmanagers.com

The Research Committee is comprised of professional elephant researchers who seek to provide our membership with scientific information relevant to elephant management and conservation, and to provide guidance and expertise in elephant research.

Scholarship

Chair: Nate Elgart

EMABoard@elephantmanagers.com

The Scholarship Committee awards conference scholarships to deserving members annually. No scholarships were awarded in 2020 because the conference was virtual and free to all members.

Social Media

Chair: Vanessa Gagne

communications@elephantmanagers.com

The Social Media Committee manages EMA's presence on Facebook, Twitter, Instagram, and other social media outlets. We share stories from our members and their institutions, along with the latest EMA news and opportunities. We also frequently collaborate with other EMA committees to engage our members. Please email us with any elephant-related news or accomplishments you would like us to share.

Training

Chair: Shawn Finnell

EMABoard@elephantmanagers.com

The Training Committee acts as a resource for EMA members as they encounter challenges in shaping behavior. The Training Committee may be contacted directly in these instances. Additionally, this committee publishes regularly in *JEMA*, tackling common training issues by asking for the perspectives of authorities in the field of elephant management.

Website

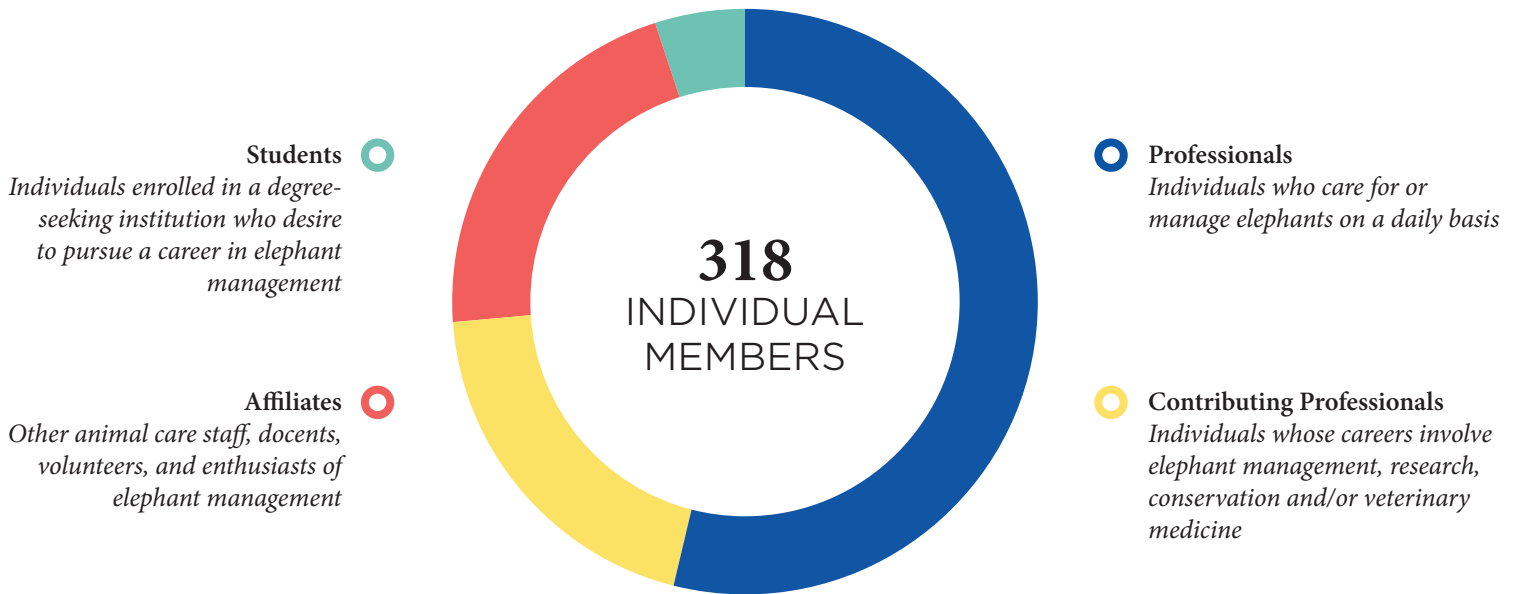
Chairs: Tripp Gorman and Chase LaDue

communications@elephantmanagers.com

The EMA website has recently been revamped, including the addition of features that will make it easier for EMA members to access exclusive resources and benefits, and to manage and renew their membership. More content will be continuously added to the website, with extensive collaboration with EMA's other committees. If you have photos that you would like featured on the website, please get in touch with us via email.

MEMBER DIRECTORY

EMA's membership is diverse, comprising elephant care professionals, veterinarians, researchers, volunteers, educators, students, enthusiasts, and supporting institutions. The organization is proud to be comprised of almost 350 members, including 24 lifetime members (recognized as those who have contributed substantially to the field of elephant management over a prolonged period) and institutional members. We currently have 318 individual members, classified into different categories below:



Current as of March 1, 2021

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
 The Preserve

Institutional/Corporate Level
 AnimalCare Software, LLC
 Cincinnati Zoo & Botanical Garden

Hannover Adventure Zoo
 Knies Kinderzoo
 Indianapolis Zoo
 Maryland Zoo
 Memphis Zoo
 Milwaukee County Zoo
 Mid Atlantic Hay Co.
 Perth Zoo
 Prague Zoo
 Princeton University
 Topeka Zoo & Conservation Center
 Zoo de Granby

INDIVIDUAL MEMBERS

Professional
 Katie Alayan
 Bryan Amaral
 Brandy Anderson
 Alicia Andring
 Brock Andrus
 Vincent Anthony
 Micaela Atkinson

Catie Aubuchon
 Kay Backues
 Jason Bankston
 Lou Barreda
 Hicham Basllam
 Kim Baumgartner
 Jessica Baxtrom
 Elizabeth Beem
 Rob Bernardy
 Bridget Beury
 Katrina Bilski
 Jibius bin Dausip
 Aideu bin Jaumin
 Isaias Bovio
 Peter Briggs
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EMA Membership Information

New membership levels effective September 2017. Existing members should renew their membership [online](#).

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.

All membership applications and renewals are processed online at:

www.elephantmanagers.org

For more information, please contact membership@elephantmanagers.com



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