

ELEPHANT MANAGERS ASSOCIATION  
*2021 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*  
Ivory, a 40-year-old female African savanna elephant from  
Indianapolis Zoo. Credit: Andrew Shek.

*Inside cover photograph*  
Hank, a 34-year-old male Asian elephant from Columbus  
Zoo and Aquarium. Credit: Andrew Shek.



All content © Elephant Managers Association 2022. No  
material contained herein can be reproduced without  
permission. For more information, please contact:

[communications@elephantmanagers.com](mailto:communications@elephantmanagers.com)

## TABLE OF CONTENTS

- 4 Messages from the Executive Director and President
- 6 Meet the Board of Directors and Executive Committee
- 11 Scholarship Announcement
- 12 Financial Information
- 13 Conservation Update
- 14 Behavioral Enrichment Committee
- 16 Current Membership Directory
- 19 Membership Information



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

## Stay connected

Make sure you've *herd* the latest news from the Elephant Managers Association by visiting us here:



[www.ElephantManagers.org](http://www.ElephantManagers.org)



[www.Facebook.com/  
TheElephantManagersAssociation](http://www.Facebook.com/TheElephantManagersAssociation)



[www.Twitter.com/  
ElephantManAssc](http://www.Twitter.com/ElephantManAssc)



[www.Instagram.com/  
ElephantManagersAssociation](http://www.Instagram.com/ElephantManagersAssociation)

Please email  
[EMAbord@elephantmanagers.com](mailto:EMAbord@elephantmanagers.com) or [communications@elephantmanagers.com](mailto:communications@elephantmanagers.com)  
with any of your questions.



## Message from the EXECUTIVE DIRECTOR

We had high hopes of getting back to normal in 2021. Maybe 2021 is a reflection of what normal now looks like. I for one was optimistically looking forward to getting together in person at our annual conference but damn you Corona, Delta, Omicron, or whatever variant comes next. Not to worry though, the EMA Board of Directors and conference committee members did a great job assembling another FREE virtual conference. The virtual format is a great way to include more people from across the world that might not be able to attend otherwise. We had another diverse collection of great presenters, and the conference was very well attended. Selfishly, I feel there is no substitute to an in-person conference and being able to make a personal connection with so many of our friends and colleagues. Which is why we all

need to tip our hats to the Milwaukee Zoo who have been so wonderful to work with as we continued to push back and delay the annual conference due to the pandemic. Milwaukee stepped up and agreed to host the 2020 conference. After canceling 2020, they agreed to 2021 and after canceling that, they stuck with us and are now looking forward to 2022. Clear your calendars and start your planning to attend Milwaukee October 10–14, 2022 for this long-awaited EMA in-person conference.

Your EMA Board of Directors was able to meet in person in Fort Worth, Texas, back in September. We had a very productive two-day meeting that allowed us to review some 2021 goals, such as updating the bylaws, reviewing the Small Grant Program, and looking ahead to plan for 2022. While we continue to recognize our membership milestones by distributing commemorative pins, this year we had the privilege to recognize our 30-year EMA members. This handful of great people has enjoyed membership since our inception and they were recognized with handmade plaques. This is just a very small token of our thanks and gratitude to all the wonderful, dedicated members.

I know I speak for the entire board when I say “thank you” to all our members and supporters. EMA is an amazing organization—the largest collective resource of elephant professionals and enthusiasts in the world—all because of the dedication and enthusiasm of our membership. We are always looking for ways to grow the organization and to provide more resources to our members. If anyone has ideas and/or suggestions or wants to help in any way, please reach out to a board member. We are always looking for new faces and fresh ideas to join committees and help out wherever possible. To all our members, thank you for making the EMA what it is today and thank you for the continued support. 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'.

**Daryl Hoffman**  
Executive Director, Elephant Managers Association





## Message from the PRESIDENT

Another year in the books, and yet another year where we may be starting to come to the realization that the normal that we all long for may need to be replaced with a new normal. Both our personal lives and our elephant lives have adapted to this COVID world and I continue to be proud of our community for our continued dedication and passion for the work that we do every day.

It was once again disappointing that we could not all meet in person at our annual conference, but instead we were able to meet during our virtual conference. I want to thank all the presenters that provided us a program that covered many aspects of elephant management. The information that we share continues to be educational, informative, and inspiring. As of now, our

plan is to still meet in Milwaukee from October 10–14. Please check our social media and your emails for updates on the conference. As usual, 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 2021 we were able to accomplish some EMA business, and I have summarized our activity below:

- Awarded a total of \$3,000 to conservation and research projects through our Small Grant Program.
- Hosted our second EMA virtual conference.
- Finished our election process for the Board of Directors.
- Awarded members new pins to commemorate every five years of membership.
- Awarded special 30-year awards to qualifying members.
- Distributed the 2020 Annual Report.
- Completed an update of EMA's bylaws.

In 2022, here are the goals that we would like to accomplish:

- Support projects through our Small Grant Program.
- Host an in-person EMA annual conference in Milwaukee.
- Hold board elections for terms that are due.
- Explore an EMA husbandry document.
- Expand the elephant medical and reproduction committee.
- Continue our membership anniversary recognition program.

**Vernon Presley**  
President, Elephant Managers Association



# Meet the 2021 – 2022 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](mailto: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."





**ELLEN WIEDNER, VMD, Dipl. ACVIM (LAIM), Dipl. ACZM, Dipl. ECZM (ZHM), *Vice President***  
*Board Liaison for Fundraising & Research*  
*Hyrax Consulting, LLC*

Ellen has been providing veterinary care to elephants for almost 20 years. She has consulted on elephants throughout North America as well as internationally, and she has written multiple papers and book chapters on elephant medicine. For the past several years, she has owned her own business as a zoo relief veterinarian and megavertebrate consultant (Hyrax Consulting, LLC).

Ellen has been an EMA member since 2004, and she is thrilled to be serving on the board for a second time. She appreciates the EMA's accessibility and big-picture, best-practices views of elephants in regard to conservation, husbandry, and healthcare. When she is not traveling, Ellen lives in Durango, CO, with some big dogs and small cats.



**TRIPP GORMAN, *Secretary***  
*Board Liaison for Communications*  
*Elephant Keeper, Fort Worth Zoo*

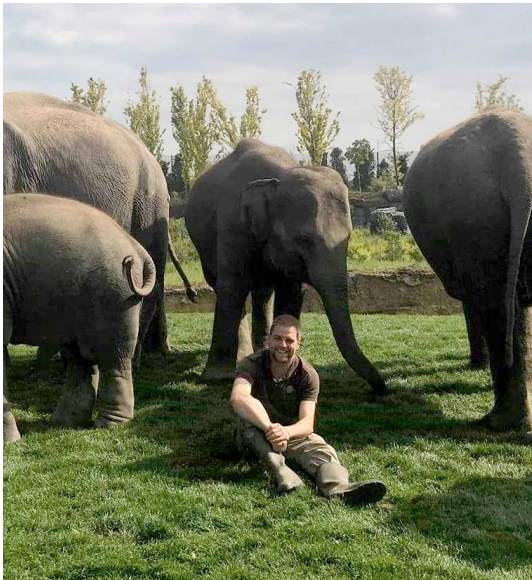
Tripp joined the EMA in 2001, the same year as his first EMA conference and the same year that he started volunteering around elephants at the Greenville Zoo. From there, Tripp went on to an internship at the Knoxville Zoo, and then onto another internship at the Riverbanks Zoo.

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 Husbandry & Medical  
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 Conservation & Professional Development  
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.





## SHAWN FINNELL

*Board Liaison for Enrichment & Training  
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.



## Cecil Jackson, Jr.

*Board Liaison for Awards, Memberships, Nominations, & Scholarships  
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.



# Meet the 2021 – 2022 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.



## MIKE McCLURE

*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."





## 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.”

# 2022 Scholarship Announcement

This year, the EMA Scholarship Committee is offering three separate opportunities for scholarships:

1. EMA Conference Scholarship: \$1,000. This scholarship is open to all EMA members wanting financial assistance to attend the 2022 EMA Annual Conference in Milwaukee.
2. AMZAP-EMA Conference Scholarship: \$1,000. This scholarship is open to any EMA member who is also an [AMZAP](#) member wanting financial assistance to attend the 2022 EMA Annual Conference in Milwaukee.
3. EMA Professional Development Scholarship: \$500. All professional EMA members are eligible to apply for financial assistance through this scholarship to support their trip to another zoo through the EMA Professional Development Committee. More details on this opportunity coming soon!

Applicant criteria for these scholarships include: (1) scholarship winners must be EMA members in good standing for at least six months, (2) scholarship winners must present a paper at the annual EMA conference on a topic that is related to elephants, and (3) scholarship winners must write a paper for the Journal of the Elephant Managers Association (JEMA) on the same topic that was presented at the conference. The [EMA Conference Scholarship Award Application Form](#) with supporting material are due to Nate Elgart, EMA Scholarship Chairperson, at [nelgart@zooatlanta.org](mailto:nelgart@zooatlanta.org) by June 1, 2022. Additional information can be found on [EMA's website](#). Conference scholarship recipients will be notified by July 31.



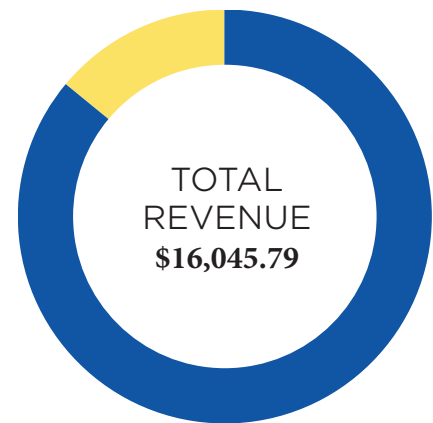
# FINANCIAL INFORMATION

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.

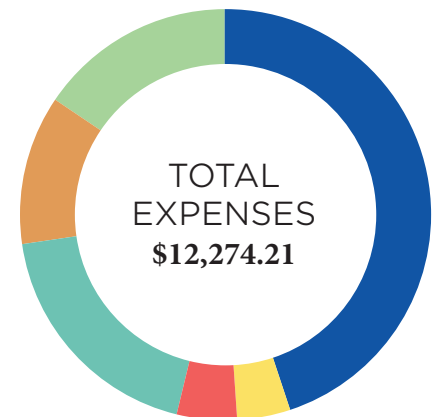
## 2021 REVENUE

● Membership .....	\$13,824.72
● Donations and Merchandise.....	\$2,221.07



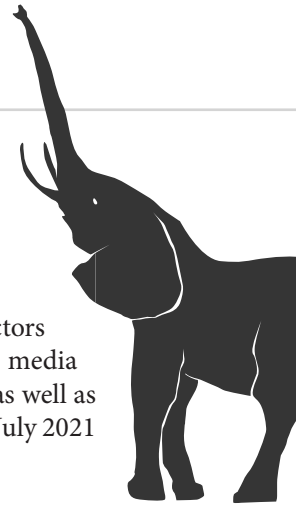
## 2021 EXPENSES

● Conservation Projects .....	\$5,385.52
● Advertising.....	\$509.99
● Office.....	\$559.81
● Awards .....	\$2,282.46
● Publications.....	\$1,410.00
● Travel .....	\$1,853.15





# 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 Small Grant Program over the past several years, we were excited that the Board of Directors decided to continue the program in 2021. 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. We received 17 proposals from 12 different countries. During the July 2021 board meeting, the board members decided to award funding to each of the following projects:

## Exploring Socioeconomic Drivers of HEC through Community Workshops

Principal Investigators: Lynn Von Hagen, Christopher Lepczyk, and Bruce Schulte  
Auburn University and Western Kentucky University

*The funds will help support workshops in six villages in the Kasigau Wildlife Corridor in Southeastern Kenya. Working in conjunction with other conservation organizations, these workshops teach the villagers construction methods for various deterrents, climate-smart agricultural techniques, alternative livelihoods, the importance of protecting the environment for future generations, and best practices for living with elephants. Funding amount: \$1,640.*

## Community Capacity Building for the Conservation of Elephants

Principal Investigator: Estella Snowden  
Conservation Lower Zambezi (CLZ)

*Established in 1994, CLZ focuses on three main areas: Wildlife Protection, Environmental Education, and Community Empowerment. CLZ's annual three-day "Living with Elephants Workshop" is conducted with 30 to 50 men and women from the local community and encourages coexistence between animals and people and the prevention of injury and loss of life for both elephants and humans. Funding amount: \$1,360.*

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.





# BEHAVIORAL ENRICHMENT COMMITTEE

*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](mailto:EMABoard@elephantmanagers.com). Here, we provide an update from EMA's Behavioral Enrichment Committee by Chairperson Amy Mathews. For more information about the BEC, please contact [EMAenrichment@gmail.com](mailto:EMAenrichment@gmail.com).*

The Behavioral Enrichment Committee (BEC) is currently comprised of seven active EMA members. From pool buoys to boomer balls to browse, elephant enrichment comes in many forms. However, even with an assortment of enrichment items and experiences to choose from, it is a perpetual challenge for elephant programs to master “the art of enrichment.” The BEC is determined to find a solution. At the beginning of 2022, the BEC revitalized the enrichment portion of the EMA website to provide members with a one-stop-shop for their enrichment needs.

Once logged into the [Members Only portal](#) on EMA's website, members can access the Resource Database, which includes foundational information for enrichment program development, documentation templates, a picture-based idea book for special occasions, a regional browse and silage list, vendor links, research publications, and news articles. Additionally, the former item-based database is now a searchable picture catalog for users who know exactly what they're looking for and for those who need some inspiration.

The BEC would love to hear from EMA members about resources they would like to see to help with all their enrichment needs. Our motivated committee members are eager to create useful content for the community, and we are currently developing enrichment document templates for structuring, implementing, and assessing enrichment. We would like to place a heavy focus on measuring enrichment in terms of social interactions and environmental happenings, thus reframing enrichment.

For more information and to inquire about joining our enthusiastic group, please contact [EMAenrichment@gmail.com](mailto:EMAenrichment@gmail.com).

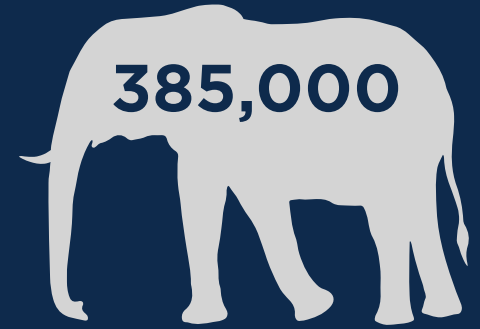


PHOTO: ANDREW SHEK

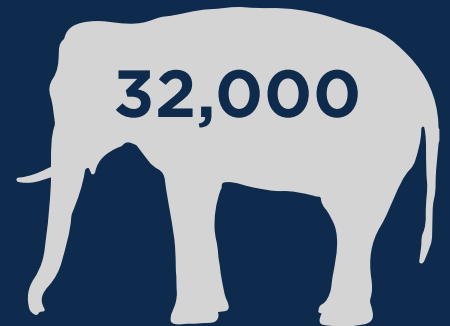


# Elephants by the NUMBERS

Range country estimates from the International Union for the Conservation of Nature (IUCN)  
Estimate of elephants in human care from the Association of Zoos and Aquariums (AZA) and the European Elephant Group (Elefanten-Schutz Europa e.V.)



*African savanna elephants  
free-ranging in the wild*

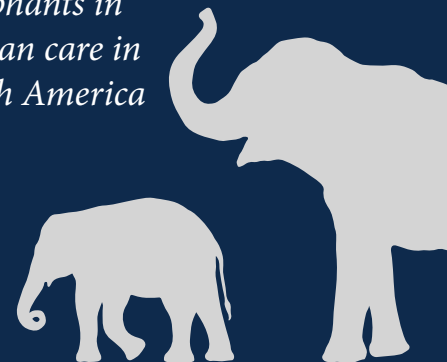


*Asian elephants  
free-ranging in the wild*



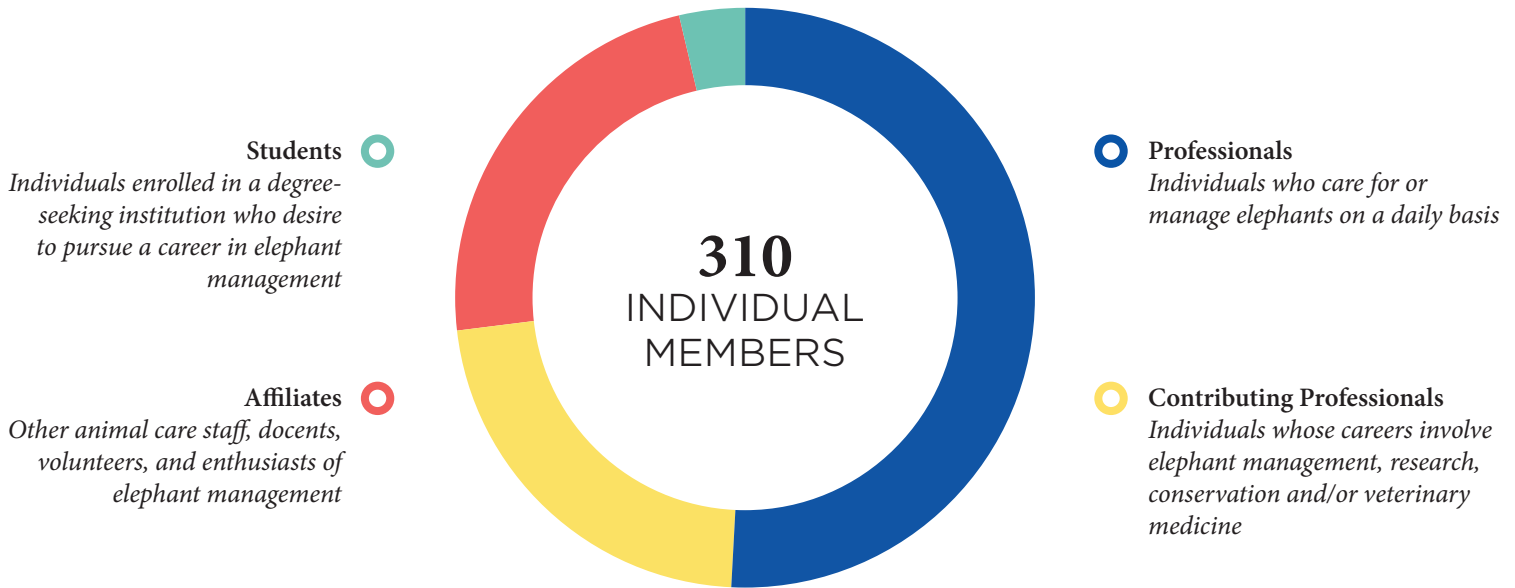
est. **303**

*elephants in  
human care in  
North America*



# 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 25 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 310 individual members, classified into different categories below:



Current as of May 17, 2022

## 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  
 White Oak Conservation Foundation

### Gold Level

ABQ BioPark  
 The Preserve

### Institutional/Corporate Level

Asian Captive Elephant Standards

Cincinnati Zoo & Botanical Gardens  
 Edmonton Valley Zoo  
 Indianapolis Zoo  
 Knies Kinderzoo  
 Maryland Zoo in Baltimore  
 Memphis Zoo  
 Mid Atlantic Hay Co.  
 Milwaukee County Zoo  
 Pet Wonder Products, Ltd.  
 Prague Zoo  
 Topeka Zoo & Conservation Center  
 Tulsa Zoo  
 Zoo de Granby

## INDIVIDUAL MEMBERS

**Professional**  
 Kayla Adkins  
 Alicia Andring  
 Brock Andrus  
 Allison Anthony  
 Vincent Anthony  
 Sarah Armstrong

Catie Aubuchon  
 Jason Bankston  
 Debra Bastin  
 Elizabeth Beem  
 Rob Bernardy  
 Bridget Beury  
 Katrina Bilski  
 Jibius bin Dausip  
 Aidey bin Jaumin  
 Joseph Borsellino  
 Isaias Bovio  
 Peter Briggs  
 Lindsay Brinda  
 Adam Brooks  
 Lisa Brott  
 Andreas Buberl  
 Kristi Burtis  
 Manda Butler  
 Jackie Cantrall  
 Sarah Carpenter  
 Karen Carrigy  
 Robbie Clark  
 Ilana Cobban



Rob Conachie  
Kevin Copley  
Augustine David  
Matt Davis  
Maura Davis  
Mariam Dehaini  
Christine Del Turco  
Annie Dinwiddie  
Donna Doherty  
Elizabeth Dolan  
Erica Donegan  
Erin Dowgwillo  
Eric Duning  
Alinda Dygert  
Nate Elgart  
Rachel Emory  
Adam Felts  
Shawn Finnell  
Kristofer Flickinger  
Debbie Flinkman  
Patrick Flora  
Karl Fournier  
Christian Fritz  
Michael Frushour  
Celeste Fulmer  
Oscar Gallon  
Marie Galloway  
Laura Garcia  
Katelyn George  
Katie Gibson  
Tripp Gorman  
Jessica Gose  
Charlie Gray  
Michelle Gruneisen  
Victoria Guarnett  
Jason Gue  
David Hagan  
Chris Hamblen  
Calli Hamlin  
Kaitlin Henderson  
Susan Henken  
Brian Hill  
Daryl Hoffman  
Shay Hoffman  
Megan Holmstedt  
Susan Hoss  
Chris Isaac  
Cecil Jackson, Jr.  
Samuel Jacob  
Heather Jennings  
Erin Johns  
Gary Johnson  
Kari Johnson  
Michelle Johnson  
Bradd Johnston  
Erin Jones  
Sharon Joseph

Jennifer Joyce  
Barbara Junkermeier  
Hannah Kaye  
Patrick Kelley  
Steven Kienlen  
Christopher Killilea  
Kimberly Grace Klein  
Francis Lavigne  
Katrinna Lee  
Patrick Maluy  
Caitlin Martin  
Gerardo Martinez  
Amy Mathews  
Tori Mattingly  
Erin McGee  
Kara McSweeney  
Michelle Medina  
Anna Miller  
Mary Miller  
Luke Minns  
Jenny Mitchell  
McKae Mitchell  
Maria Moch  
Kara Moss  
Madeleine Mullen  
Nick Newby  
Ben Osterday  
Sara Parsons  
Darryl Paxton  
Sabrina Paxton  
Katie Pilgram-Kloppe  
Vi Siva Pirasath  
Olivia Plocinski  
Angela Potter  
Vernon Presley  
Carlos Pumarino  
Cassie Quimby  
Shara Rapoza  
Annalise Reagan  
Kaitlin Rebello  
Thomas Reid  
Terry Reyes  
Heidi Riddle  
Sarah Riffle  
Amanda Rinker  
Marisa Riordan  
Louisa A. Rispoli  
Kathy Rodine  
Korina Ruelas  
Nathalie Santerre  
Jessica Scallan  
Amanda Schweighart  
Mindi Scott  
Adrienne Sebade  
Jacob Shanks  
Ashley Sheppard  
Caroline Smith

Shannon Smith  
Shane Spears  
Rebecca Stennett  
Gwen Tunstall  
Caleb Ulick  
Mindy Ussrey  
Kathryn Vivian  
Nicole Weber  
Ben Whitebread  
Jeremy Wilcheck  
Mitchell Wilkinson  
Dinah Wilson  
Kristin Windle  
Summer Zalar

### *Contributing Professional*

Mindy Albright  
Amber Alink  
Jodie Berezin  
Nurzhafarina binti Othman  
Janine Brown  
Sarah Cannizzo  
Dillon Cannon  
Cynthia Christison  
Daniella Chusyd  
Gretchen Cole  
Sarah Conley  
Kimberly Cook  
Jennifer D'Agostino  
Cassandra Dodds  
Tina Dow  
Katie Edwards  
Elizabeth Freeman  
Sharon Glaeser  
Cassandra Guerra  
Wrylie Guffey  
Barbara Heidenreich  
Tea Hurst  
Steven Johnson  
Kenneth Kaemmerer  
Wendy Kiso  
Senthilvel KSS Nathan  
Mike Kumbhani  
Chase LaDue  
Erin Latimer  
Uma Maheswary Kamalanathan  
Rohit Malhotra  
Jennifer Marshall  
Stephanie McCain  
Michael McClure  
Liz McCrae  
Gabby McGee  
Courtney Miller  
Christine Molter  
Fawn Moser  
Val Nastold, Jr.  
Caitlin O'Connell

Ann-Kathrin Oerke  
Pattarawan Phumpanna  
Jeff Proudfoot  
Linda Reifschneider  
Gareth Richardson  
Samuel Rivera  
Marcelino Rodriguez  
Navaneetha Roopan  
Rodrigo Salas  
Mischellena Samantha Michael  
Carlos Sanchez  
Monica Sandri  
Christian Schiffmann  
Dennis Schmitt  
Bruce Schulte  
Nancy Scott  
Alan Sironen  
Joanne Smith  
Hanspeter Steinmetz  
Timothy Stout  
Betsy Stringer  
Glenn Sullivan  
Michelle Szydlowski  
Gail Tabone  
Jillian Voss  
Ellen Wiedner  
Grace Williams  
Ashley Winslett  
April Yoder

#### *Affiliate*

Dinno Abad  
Patrick Antone  
Peter Betak  
Colleen Burdsall  
Elizabeth Callaghan  
Lynn Clark  
Madison Cope  
Wayne Cordell

Melissa Crandall-Everett  
Laura Daniels  
S. Jill Donaldson  
Barbara Drake  
Janet Dray  
Alex Dwright  
Allison Dyen  
Ryan Easley  
Crystal Eng  
Robb Enright  
Julie Evans  
Andrew Flick  
Matthew Fortenberry  
Ted Friend  
Takuya Fujimoto  
Rene Garcia  
Rachel Garner  
Catherine Gilbert  
Ken Gilbert  
Diana Goodsell  
Lawrence Guarnett  
Leanne Henry  
Yoshihito Hirano  
Mackenzie Hyland  
Cindy Johnson  
Yukio Kawaguchi  
Tunehisa Kurihara  
Satoshi Kusuda  
Sarah Lang  
Dave Lemkau  
Jennifer Liu  
David MacDougall  
Donna Mancini  
Vincent Manero  
Larry Martin  
Moni Mauch  
Barbara McLean  
Nancy Mulholand  
Mimi Muraoka

Waka Otozu  
Harry Peachey  
Virginia Pearson  
Kirby Richardson  
Sue Roenker  
Evan Rosenfeldt  
Michele Rudovsky  
Lynne Russert  
Morgan Saidian  
Morgan Sayle  
Kate Schmidt  
Amber Sharbutt  
Andrew Shek  
Lori Speis  
Holly Standing  
Paige Sutherland  
Mitsuhiro Terada  
Jenny Theuman  
Peter Ullman  
Bruce Upchurch  
Katherine Jean Vecchi  
Rhonda Votino  
Ellen Wiczorek  
Geert Wijnands  
Allison Woody  
Jenny Zelch-Dove

#### *Student*

Bria Bequette  
Aaron Chubb  
Shalee Crandall  
Brianna El Chami  
Yvette Hamill  
Kathryn Perrin  
Theresa Sosby  
Charles Steele  
Lynn Von Hagen  
James Watuwa  
Sydney Westerbeck



# 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](http://www.elephantmanagers.org)

For more information, please contact [membership@elephantmanagers.com](mailto:membership@elephantmanagers.com)



**ELEPHANT  
MANAGERS  
ASSOCIATION**

EST. 1988 ▪ [WWW.ELEPHANTMANAGERS.ORG](http://WWW.ELEPHANTMANAGERS.ORG)