
PARTNERSHIP FOR SPECIES BUSINESS PLAN



CONSERVATION
CENTERS
FOR SPECIES
SURVIVAL



SOURCE POPULATION
ALLIANCE



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Challenge

For decades, the main focus of conservation breeding programs has been the Association of Zoos and Aquariums (AZA) Species Survival Plans (SSPs). Member zoos have worked together to manage over 500 species with a goal to maintain self-sustaining populations in North America. Unfortunately, hoof stock programs have still been declining in the zoo community, challenged by a loss of dedicated space, restricted reproduction and a general decline in institutional interest. The Conservation Centers for Species Survival (C2S2) established the Source Population Alliance (SPA) over a decade ago to help address this issue by connecting private landowners and AZA institutions who dedicate their unique resources to creating sustainable populations of wildlife.

In early 2023, the AZA completed an assessment of all SSP programs, which resulted in a large number of programs losing their SSP status, leaving these species without a management plan, risking hard earned conservation gains, and compromising the sustainability of the species for the future.

Solution

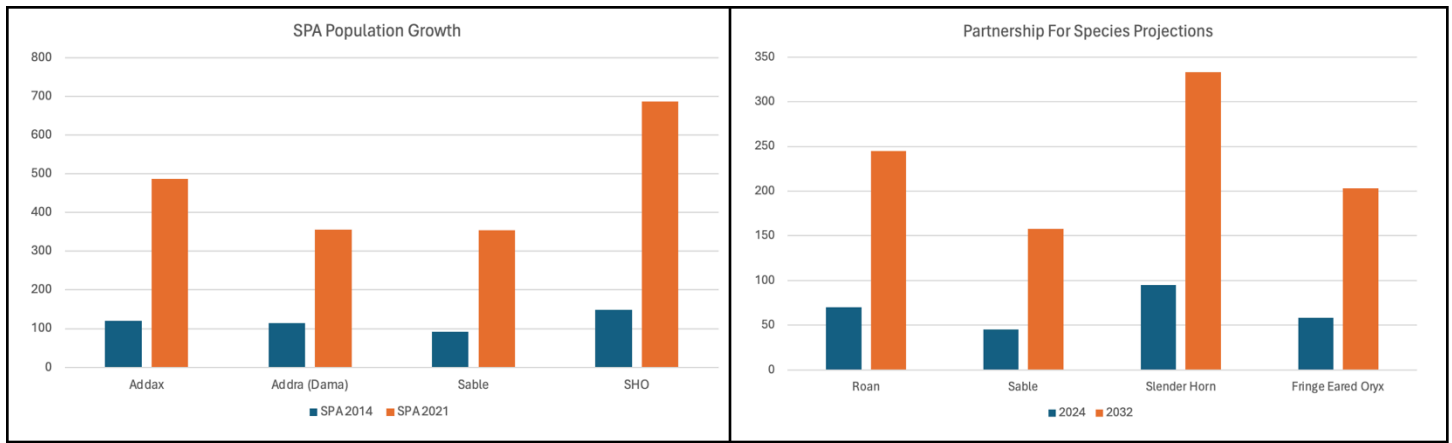
To address this challenge, the Conservation Centers For Species Survival is establishing a consortium framework called **Partnership for Species** (PFS) to manage these species immediately. This innovative program will be governed by C2S2 with the objective to build large, sustainable (genetically diverse and demographically varied) ex situ populations in North America for hoof stock species that were recently downgraded from an SSP.

The **Partnership for Species** will launch with all 18 species and focus on these four target species—**roan antelope, sable antelope, slender horned gazelles, and fringe-eared oryx**. As the program grows, the next cohort of target species will be selected from the following species: giant eland, lowland nyala, greater kudu, sitatunga, wildebeest, common waterbuck, Nile lechwe, southern gerenuk, bontebok, gemsbok, Cape buffalo, Somali wild ass, Arabian oryx, and Persian onager.

The common goal of the **Partnership for Species**, as inherited from the objectives of the SPA, is to achieve population sustainability via 1) implementation of alternate animal management practices and scientific research, 2) improve awareness amongst the public, and 3) returning populations to their native habitat. C2S2 will apply its decades of institutional knowledge and experience to ensure the cooperative management of species no longer under SSP status to promote their conservation in human care and support future reintroduction efforts.

Success Criteria

Based on the history of SPA population growth, the **Partnership for Species** has adopted aggressive projections for herd growth and will push for meeting a high bar for criteria for success. Given the expertise within the group, herd growth is anticipated to achieve greater than three times growth for each species in less than ten years.



How It Works

Objective:

The objective is to manage a sustainable ex situ population for recently downgraded species through the cooperation of partnerships between AZA and private landowners. This involves implementing best animal management practices, scientific research, creating awareness among institutions, with the potential of returning populations to their native habitat.

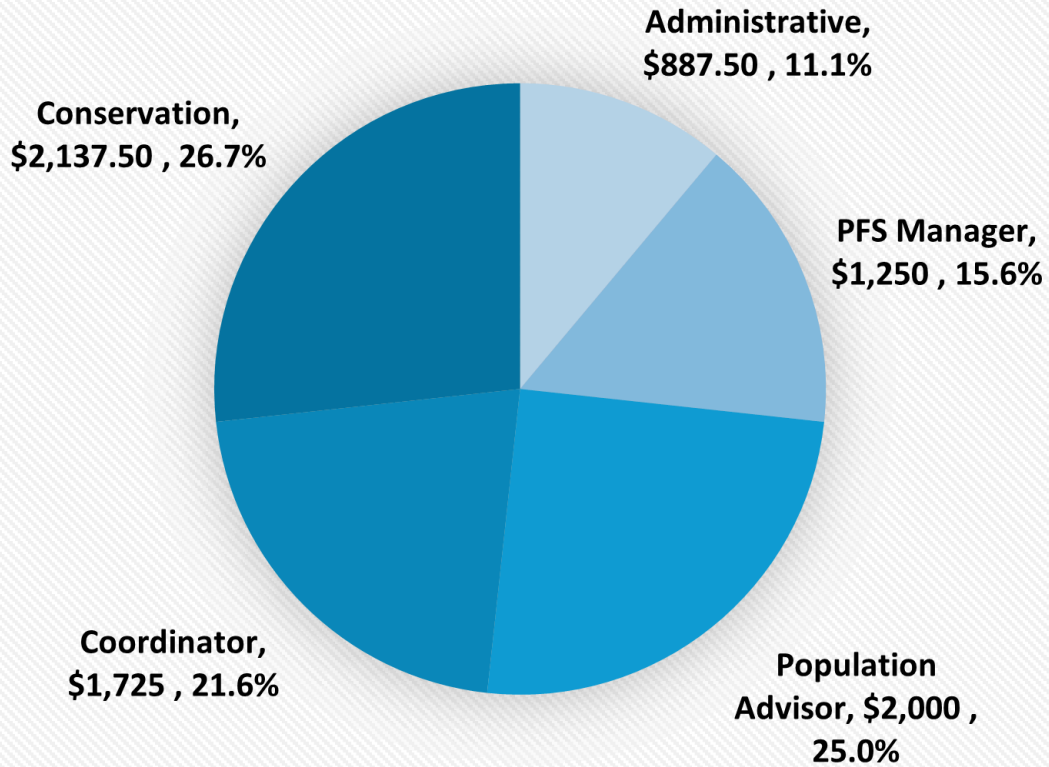
SSP downgrade species (to become consortium programs):

The *Partnership for Species* has identified the following 18 species for potential PFS consortium management: giant eland, lowland nyala, roan antelope, sable antelope, greater kudu, sitatunga, wildebeest, common waterbuck, Nile lechwe, southern gerenuk, bontebok, gemsbok, fringe-eared oryx, slender horned gazelles, Cape buffalo, Somali wild ass, Arabian oryx, and Persian onager.

Membership fees:

We invite institutions to become partners in the PFS initiative with a membership fee of \$8,000 annually. This fee covers all species under the PFS, the cost is NOT per species. This annual fee pays for the costs of administering the program, including a PFS program manager, a population biologist, individual species coordinators, and funds dedicated to supporting in situ conservation efforts. Position responsibilities are described below.

Membership Fee Breakdown During Ramp-Up Period



The *Partnership for Species* team has put together the membership fees with the understanding that the above factors are beneficial and necessary to achieve success. After the ramp-up period, numbers may change as we meet the goals for Population Advisor, PFS Manager, and Coordinator.

Institution requirements:

- Provide and maintain high-standard husbandry care.
- Provide appropriate facilities and services as necessary to achieve proper performance.
- Transparency with species coordinator and all other members and/or institutions
- Willing and supportive of partnerships agreed upon within PFS both SPA members, AZA or Non-AZA
- Ensure the accuracy of any information or updates within your institution to the best of the institution's ability.
- Partner with species coordinator, population advisor, and/or studbook keeper, other SPA members to develop, oversee, promote, and support the animal management, research, husbandry, and conservation projects of the PFS.
- Communicate any PFS updates from your institution to the species coordinator by providing relevant information, updates on current ID's and/or population. Willing to openly discuss any concerns about the PFS with the species coordinator.
- Notify the species coordinator when a PFS partner becomes aware of any significant delay in performance or neglect from another institution.

- To perform assigned tasks by the species coordinator. Attend Project/Planning-related meetings—either in person or electronically.
- To provide all information, such as records and progress reports, needed by the species coordinator and/or Lead Institution to fulfill the obligations.
- Continue to support and help with the onboarding process of new institutions, could be regional help from PFS partners.
- Support the Partnership for Species and its goals and objectives by becoming a member with membership fees of \$8,000. Conservation projects will be voted upon by the majority of PFS members.

Responsibilities within the *Partnership for Species (PFS)*

C2S2

- Acts as the nonprofit governing party.

Partnership for Species Committee

- Oversees all roles under the *Partnership for Species*
- Composed of 9 members

Partnership for Species manager - to be hired

- Oversees all roles under the PFS.
- Help set up annual meetings and reports for Coordinators and members.
- Presents conservation project or projects annually for members to vote on.
- Tracks, records and updates members on the outcomes or ongoing conservation projects.
- Manages funds.

Coordinators – this role can be held by any individual as a member of the PFS.

- To act as a liaison between PFS institutions for a given species.
- To ensure all institutions are working together to reach the species' goals and objectives.
- Assist and address the wants and needs for members for that species. Assure that all partners of PFS have an opportunity to communicate their concerns and needs during the planning process.
- Ensure members participate in the planning process, via communicating/responding to emails and completing surveys as needed.
- Partner with members to oversee, promote, and support animal management, research, husbandry, and conservation projects set by the *Partnership for Species*.
- Seeks and obtains the approval of each member or institution before making recommendations or agreements.
- Partner with the Population Advisor and Studbook Keeper (if needed) to publish a complete Breeding and Transfer Plan every 2 years.
- Communicate any PFS updates to members by providing relevant information, updates on annual goals and to share any concerns about the PFS.

- Organization of the PFS to appropriately manage a sustainable population, and communication of recommendations and guidelines to the appropriate partners.
- Recruit new members and partnerships for that species.
- Assisting PFS Studbook Keepers with publication (if needed).
- Monitor species/region conservation programs to track increases or decreases within in-situ.

Population Advisor

- Partners with the Coordinator and Studbook Keeper to publish a completed Breeding and Transfer Plan every 2 years.
- Works with Coordinator to create a Breeding and Transfer plan template.
- Partners with Coordinators, Studbook Keepers, and members to develop, oversee, promote, and support the animal management, research, husbandry, and conservation projects set by the **Partnership for Species**.
- Analyze the overall genetics within the ex-situ populations.
- Partner with the Coordinator to set breeding and transfer recommendations.
- Set up an annual zoom meeting to discuss the previous year and overall genetics along with expectations for the upcoming year.
- Researching unknown or partially known pedigrees (as needed or requested).
- Assisting PFS studbook keeper with final publication.

Studbook keeper

- Update studbook data base through ZIMS, tracking births, deaths and moves within PFS. Information shared with the Coordinator and members.
- Partner with Coordinator, Population Advisor and members to develop, oversee, promote, and support the animal management, research, husbandry, and conservation projects set by the Partnership for Species.
- Partner with the Coordinator and Population Advisor to publish a complete Breeding and Transfer Plan every 2 years. This will be shared with the members.

Conservation

- **Partnership for Species** manager will propose 4 potential conservation projects to the members.
- Members will vote on the conservation project or projects to focus on for the year or until the project is completed. The majority of the votes will determine the conservation project/projects.
- Funds could also cover grants for members' travel/accommodations to and from conservation projects.

Benefits of membership:

- Improved access to more variety of difficult to find species.
- Enhanced ability to maintain healthy populations of non-SSP hoof stock species in your institution.
- Expanded access to a network of AZA and private sector partner institutions for acquisition and disposition of animals.
- Access to animal husbandry and scientific expertise in **Partnership for Species** member institutions.
- Demonstrate commitment to conservation of non-SSP hoof stock species.

- Access to genetic resources (improved genetic stock) with known genetic history.
- Access to population managers to help guide animal management decisions and regular publication of breeding and transfer recommendations to assist with receiving or placing individuals.
- Be part of a global metapopulation management effort to ensure species sustainability.
- New opportunities for staff professional development via engagement in international conservation efforts.
- Engage in conservation work and projects agreed upon by the members (annually).

Deliverables To Members

To be completed every 1-2 years.

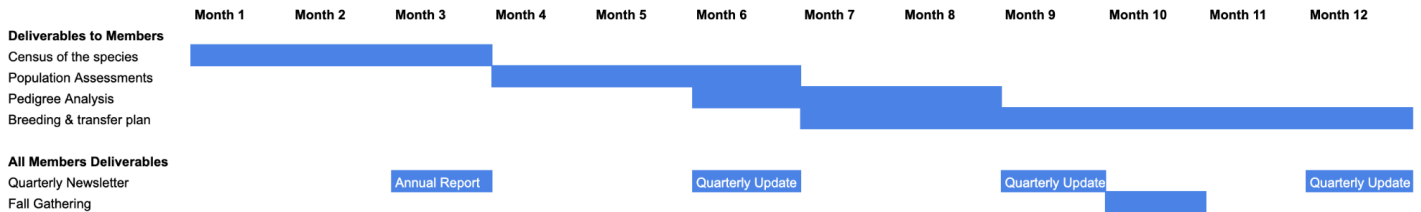
Census of the Species

Population Assessments

Pedigree Analysis

Breeding & Transfer Plan

All members will receive a quarterly newsletter detailing the progress of the program and any conservation highlights. The **Partnership for Species** also invites all members to attend the Source Population Alliance fall gathering to make connections, share insights, and grow their expertise.



Conservation Value

The value to species of the **Partnership for Species** is rooted in a North American effort but is global in reach. By bringing together private landowners, Conservation Centers, and zoos, each with an existing group (herd) of hoofstock, The **Partnership for Species** plays a much needed role within the conservation ecosystem of creating large 'metapopulations' of species that might otherwise continue to be diminished in their home range. These metapopulations serve as a resource for potential reintroduction projects, and an insurance population against extinction.

By participating in the *Partnership for Species*, members are contributing to producing more funds for conservation, management, scientific research, and population sustainability and to improving awareness of the unique conservation value of these species.

Team & Advisors



Scotty Wade

Scotty Wade holds the distinguished role of Chairman of the Source Population Alliance, playing a pivotal role as the visionary behind the consortium model, which has evolved into the esteemed Partnership for Species under the umbrella of the Source Population Alliance. In addition to spearheading the conceptualization of consortiums for the Partnership for Species, Scotty Wade is actively engaged in various capacities within conservation circles. He serves as a distinguished member of the Rhino Taxon Advisory Group, Equid Taxon Advisory Group, and assumes the role of Species Survival Plan (SSP) coordinator for Greater One-Horned (GOH) rhinos. Furthermore, Scotty serves as the program leader for the Roan Antelope Consortium. With an impressive tenure spanning over three decades, Scotty has garnered extensive expertise and knowledge by working hands-on with large herds within captive management programs. Currently serving as a Manager at White Oak Conservation and Burr Ranch, Scotty has demonstrated a profound commitment to the field of captive management and conservation. Scotty's passion for the preservation of biodiversity is evident through his active involvement in reintroduction programs. Notable achievements include his contributions to the repatriation of several species, such as the Bongo Antelope, Roan Antelope, and Southern Black Rhinos. His unwavering dedication underscores a genuine commitment to the conservation of highly threatened and endangered species, ensuring a legacy of protection for generations to come.



Matt Toy

Guided by his passion for antelope, Matt played a pivotal role in the founding and development of the Partnership for Species. In addition to his leadership role within the Partnership for Species, Matt currently serves as the Species Survival Plan (SSP) coordinator for Dama Gazelle, the Program Leader for Slender-horn gazelle, and the Program Leader for Gerenuk. With a career spanning over three decades, Matt has accumulated a wealth of knowledge through hands-on management of large herds via captive breeding management programs at three different institutions in Florida. His unwavering passion for antelope conservation is evident through his continuous exploration of novel opportunities and methods to improve species sustainability in captive care. Matt is currently serving as the Animal Collection manager at White Oak Conservation Center. Proving his dedication to wildlife preservation, Matt recently seized the opportunity to actively participate in the capture for a relocation project for Giant Eland in a preserve in the Central Republic of Africa.



Adam Eyres

Adam Eyres is the Director of Animal Care at Fossil Rim Wildlife Center. He also serves as the Interim Executive Director for the Conservation Centers for Species Survival. He has been involved with C2S2 since its inception, and stepped into this role in early 2022. He has had great opportunities throughout his career to help with endangered species conservation and traveling to the UAE and Chad for the scimitar horned oryx reintroduction program over the past decade has been a highlight. These ex situ programs are critical to the conservation of many species—and all of the ungulate species can benefit from programs like Source Population Alliance and the Partnership for Species.



Lauren Zarama

Lauren Zarama serves as Board Member and Treasurer of the Conservation Centers for Species Survival (C2S2). She takes an active role in the operational management of the Partnership for Species. Outside of her volunteer work for C2S2, she has led multiple startups from idea through to commercial enterprise, including ventures in green chemistry and biotechnology. She is currently Chief of Staff for Aquatic Labs, a startup creating a new generation of massively-deployable tools for tracking carbon, nutrients, and biodiversity throughout the world's oceans – tools that are absolutely essential and desperately needed for monitoring and verification of ocean carbon sequestration, as well as a host of other global industries.



John Seyjagat

John Seyjagat has over 43 years' experience in exotic animal management, most of which are at a supervisory or managerial level. Prior to taking the leadership role of Executive Director of the Zoological Association of America (ZAA), he spent 14 years as Curator of Australian Exhibits at the National Aquarium in Baltimore.

John started his zoological career in his homeland Trinidad where for 10 years he was Head Keeper at the Emperor Valley Zoo, Zoological Society of Trinidad, and Tobago. In 1990 he migrated to the Florida USA where he joined the Lube Foundation as Director and spent 13 years transforming that institution into one of the world leaders in fruit bat conservation.

John has extensive experience monitoring and evaluating populations of small mammals in the wild and has done field conservation work in the Philippines, Malaysia, Borneo, Papua New Guinea, South America, the Caribbean and Australia. His most recent conservation endeavor focused on a partnership with the Territory Wildlife Park in NT Australia to pursue the sustainable population management of Yellow Footed Wallaby, Northern Quoll, Oenpelli Python and Gouldian Finch.



Dan Beetem

Dan Beetem is the Director of Animal Management for *The Wilds*, a conservation breeding and research center created on nearly 10,000 acres of reclaimed surface mine land in southeastern Ohio. His extensive background in conservation includes over 35 years experience managing wild species in human care including service on several AZA population management committees. He has worked at a variety of institutions across the country and is familiar with the operation of traditional urban zoos and larger scale breeding centers and safari parks. He worked with a Conservation Centers for Species Survival team supporting conservation efforts for the endangered saiga antelope in Russia, and a Sahara Conservation Fund team for the 2017 release of scimitar-horned oryx for the Chad reintroduction project. Dan sees the Partnership for Species as an important tool for management of ungulate populations beyond the traditional zoo-based programs.



Kristen Wolfe

Kristen Wolfe has always had a passion for ungulates from her early years riding, training, and showing horses. She has over 25 years working with African ungulates in large mixed species savanna type exhibits at two different institutions. She has worked her way up from an ungulate keeper, to a manager and is now the Animal Operations Manager for the Ituri and Elephant teams at Disney's Animal Kingdom. Kristen is a strong leader that has served/led the AZA Ungulate TAG Conservation Task Force for many years. She has recently become the Chair of the Antelope, Cattle, Giraffe, Camel TAG and is the SSP coordinator/studbook keeper for Nile hippopotamus in addition to being the wildebeest studbook keeper/consortium leader.