

AGENDA

Potter Park Zoo Advisory Board
1301 S. Pennsylvania Avenue ~ Lansing, MI 48912
Telephone: 517.342.2776; Fax: 517.316.3894

The Board information packet is available on-line by going to www.potterparkzoo.org, selecting "About," clicking on "Zoo Advisory Board" and clicking "September 14, 2022".

POTTER PARK ZOO ADVISORY BOARD MEETING

**Wednesday, September 14, 2022
6:00 PM**

- 1. Call to Order**
- 2. Approval of the August 10, 2022 Meeting Minutes.**
- 3. Limited Public Comment – *Limited to 3 minutes with no discussion***
- 4. Late Items/Deletions/Consent Items**
- 5. Action Items**
 - a. Resolution - Account Clerk Conversion from .5 FTE to 1.0 FTE
- 6. Director's Report**
 - a. Finance Report – Cynthia Wagner
 - b. Admission Report- Cynthia Wagner
 - c. Director's Report – Cynthia Wagner
- 7. New Business**
 - a. AZA Conference Discussion
- 8. Old Business**
 - a. Capital Campaign Update – Amy Morris
- 9. Board Comments**
- 10. Limited Public Comment - *Limited to 3 minutes with no discussion***
- 11. Upcoming Meeting**
 - a. Zoo Advisory Board Meeting October 12, 2022 at 6:00 PM
- 12. Adjournment**

Official minutes are stored and available for inspection at the address noted at the top of this agenda. Potter Park Zoo will provide necessary reasonable auxiliary aids and services, such as interpreters for the hearing impaired and audio tapes of printed materials being considered at the meeting for the visually impaired, for individuals with disabilities at the meeting upon five (5) working days' notice to the Zoo. Individuals with disabilities requiring auxiliary aids or services should contact the Zoo by writing to: Zoo Director, 1301 S. Pennsylvania Ave., Lansing, MI 48912, or by calling 517.342.2776.

**MINUTES – INGHAM COUNTY
POTTER PARK ZOO ADVISORY BOARD**

**1301 S. Pennsylvania Avenue,
Lansing, MI, August 10, 2022**

BOARD MEMBERS

PRESENT: Vice Chair Kyle Binkley Jack Kottwitz, Dr. Richard Snider, Julie Pingston, Emily Linden, and Mary Leys

ALSO PRESENT: Cynthia Wagner, Zoo Director, Amy Morris, Executive Director Potter Park Zoological Society

ABSENT: Chair Cheryl Bergman, Commissioner Tennis, Commissioner Trubac, Molly Korn, and Mary Hauser

CALL TO ORDER: Meeting called to order at 6:01 p.m.

MINUTES: Moved by Julie Pingston and supported by Mary Leys to approve the minutes of the July 13, 2022 meeting as revised, **Yes-6; No-0; MOTION CARRIED.**

LIMITED PUBLIC COMMENT

None

LATE ITEMS/DELETIONS/CONSENT ITEMS

None

ACTION ITEMS

Agreement with Wolverine Engineers and Surveyors

Director Wagner stated Wolverine was the third lowest bid and of the three lowest bids they had the most experience with projects similar to size and scope of the zoo asphalt project. They were also the only vendor of the three lowest bids to clearly define a timeline that met zoo operational needs and identify an arborist with extensive oak wilt knowledge to consult on the project. Oak wilt is of significant concern to the zoo and all steps to prevent it must be taken.

Moved by Julie Pingston and supported by Dr. Snider to support the Resolution to enter in an agreement with Wolverine Engineers and Surveyors for asphalt architectural and engineering services at Potter Park Zoo, **Yes-6; No-0; MOTION CARRIED.**

FINANCIAL REPORTS

Zoo Financial Report

Director Wagner reported from the budget/actual report the unrestricted fund balance is over \$2 million due to CIP funds not having been expended yet and also revenue outpacing expenditures in the summer which will even out in the fall. She stated non-controllable expenses had increased significantly compared to 2021 due to IT support costs,

and several months of 2021 utilities being paid in 2022 due to change in the BWL billing process.

Admission Report

Director Wagner reported admission was up for July compared to 2019, but down from 2021. She stated YTD admission was up compared to 2019 and 2021, however if school group numbers are removed from the admission totals then YTD admission is down from 2021 at the same time. She stated general admission is down 9% without school groups, but with school groups totals are up. Parking is up compared to 2021, but still down from 2019.

ZOO DIRECTOR REPORT

Major Elements Reported by Director Wagner:

BWL is working to pull a well in the park causing the large area to be closed off near the playground. There is no estimated time for completion.

An emergency water line repair was necessary at the Tiger Den to restore running water to the public bathrooms and maintenance shop.

The veterinary technician position is vacant and posted.

Stephanie Pentiuk accepted the position of Conservation Engagement Lead and starts August 14.

The AZA conference in August 29 through September 1. Many Society staff and Director Wagner will be attending.

Employee injury reports are down 46% through July 27 compared to 2021.

Elsie public library was added as a new Zoo In Your Neighborhood partner.

The baby lemur, two bintlets and red panda cub are all doing well. A public naming contest will be held for the bintlets soon.

Several exhibits are being changed and remodeled in the reptile house.

Dr. Ronan was asked to help co-author the updated version of the Guidelines for Zoo and Aquarium Veterinary Medical Programs and Veterinary Hospital.

Pat Fountain was elected to the International Rhino Keeper Association Board of Directors starting September 1, 2022.

Several exhibit changes are being discussed in animal management including closing the moat exhibits, phasing out ponies and wolves and bringing in new species like okapi.

NEW BUSINESS

Presentation – AIRS Rhino Study

Kelly Chimpen Mac Leod and Pat Fountain presented information about the black rhino research study Potter Park Zoo is participating in with over 30 other AZA facilities. The zookeepers trained the rhinos so measurements could be taken to monitor their health in relation to their movement. Doppsee is wearing an ankle bracelet for a week which functions similar to a Fitbit tracking her movements.

Dr. Snider asked if the study includes research about the relationship between the keeper and the rhino. Ms. Leod stated that would be part of a future study and was not directly being studied as part of this project.

OLD BUSINESS

Capital Campaign Update and External Relations Subcommittee Update

Potter Park Zoological Society Executive Director reported that several major commitments are in process and the total raised is close to the 4.5-million-dollar goal.

BOARD COMMENTS

Mary Leys stated she would not be able to attend the September board meeting.

Dr. Snider requested an update on the conservation plan progress at the next board meeting.

LIMITED PUBLIC COMMENT

None

ADJOURNMENT

Meeting ended at 6:47 p.m.

POTTER PARK ZOO
BALANCE SHEET - PRELIMINARY
AS OF AUGUST 31ST, 2022

ASSETS

CASH	\$ 2,890,330
DEPOSITORY CASH	222,815
IMPREST CASH	8,000
TAXES REC - CURRENT LEVY	738,918
TAXES REC - DELINQUENT	23,441
ESTIMATED UNCOLLECTIBLE DELINQUENT TAXES	(18,817)
IFT TAX RECEIVABLE	(15,546)
PROPERTY TAX RECEIVABLE	-
ACCOUNTS REC-OTHER	7,290
INTEREST RECEIVABLE	2,931
DUE FROM STATE	-
INVENTORY	68,592
PREPAID EXPENSES	0

TOTAL ASSETS	\$ 3,927,954
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LIABILITIES

VOUCHERS PAYABLE	(770)
DUE TO ZOOLOGICAL SOCIETY	81,580
TAX LEVY LIABILITY	23,500
SALES TAX PAYABLE	3,002
REFUND NOW	(61)
REFUND APPLY	(634)
ACCRUED PAYROLL	-
ACCOUNTS PAYABLE	22,214
DEFERRED REVENUE - PROPERTY TAXES	6,356
DEFERRED REVENUE - DELINQUENT TAXES	7,049

TOTAL LIABILITIES	142,237
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FUND BALANCE

UNSPENDABLE	68,592
UNRESTRICTED FUND BALANCE	3,717,125
	3,785,717

TOTAL LIABILITIES AND FUND BALANCE	\$ 3,927,954
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POTTER PARK ZOO
YEAR TO DATE BUDGET/ACTUAL REPORT - PRELIMINARY
FOR 8 MONTHS ENDING AUGUST 31ST, 2022

	2022 BUDGET	AUGUST 2022 YTD ACTUAL	BUDGET REMAINING	% OF BUDGET	AUGUST 2021 YTD ACTUAL
REVENUES					
PROPERTY TAX	\$ 4,150,873	\$ 4,028,558	\$ 122,315	97.05%	\$ 3,231,300
UNALLOCATED PORTION OF TAXES (4 MONTHS)	\$ -	\$ (1,342,853)	\$ -	0.00%	\$ (1,077,100)
ADMISSIONS	\$ 625,000	\$ 603,922	\$ 21,078	96.63%	\$ 639,056
CONCESSIONS, GIFT SHOP, VENDING	\$ 510,000	\$ 661,055	\$ (151,055)	129.62%	\$ 612,796
PARKING FEES	\$ 185,000	\$ 130,540	\$ 54,460	70.56%	\$ 121,779
INTERACTIVE SITES	\$ 70,000	\$ 99,576	\$ (29,576)	142.25%	\$ 120,509
INTEREST INCOME	\$ 40,000	\$ 8,447	\$ 31,553	21.12%	\$ 1,139
OTHER REVENUES	\$ (640,586)	\$ 86,204	\$ (726,790)	-13.46%	\$ 74,193
TOTAL REVENUES	\$ 4,940,287	\$ 4,275,448	\$ (678,014)	86.54%	\$ 3,723,672
EXPENDITURES					
PERSONNEL SERVICES					
Salaries & Wages - Full Time	\$ 1,704,351	\$ 1,030,135	\$ 674,216	60.44%	\$ 998,645
Salaries & Wages - Seasonal	\$ 565,284	\$ 456,038	\$ 109,246	80.67%	\$ 422,297
Benefits	\$ 885,155	\$ 578,632	\$ 306,523	65.37%	\$ 571,166
Total Personnel Services	\$ 3,154,790	\$ 2,064,804	\$ 1,089,986	65.45%	\$ 1,992,108
CONTROLLABLE EXPENDITURES					
Supplies	\$ 323,000	\$ 337,246	\$ (14,246)	104.41%	\$ 295,445
Animal Care	\$ 302,000	\$ 174,314	\$ 127,686	57.72%	\$ 167,768
Purchased Services	\$ 1,150,767	\$ 435,403	\$ 715,364	37.84%	\$ 425,764
Utilities - Telephone	\$ 20,125	\$ 11,264	\$ 8,861	55.97%	\$ 11,789
Rentals & Leases	\$ 2,000	\$ 165	\$ 1,835	8.24%	\$ 2,609
Other Expenses	\$ 136,650	\$ 98,589	\$ 38,061	72.15%	\$ 54,870
Total Controllable Expenditures	\$ 1,934,542	\$ 1,056,981	\$ 877,561	54.64%	\$ 958,245
NON-CONTROLLABLE EXPENDITURES					
Utilities	\$ 235,000	\$ 184,370	\$ 50,630	78.46%	\$ 93,780
Insurance	\$ 85,000	\$ 87,544	\$ (2,544)	102.99%	\$ 64,309
IT Support Expense	\$ 188,148	\$ 124,790	\$ 63,358	66.33%	\$ 52,804
Other Expenses	\$ 496	\$ 372	\$ 124	75.05%	\$ -
Total Non-Controllable Expenditures	\$ 508,644	\$ 397,076	\$ 111,568	78.07%	\$ 210,892
CAPITAL OUTLAY					
Capital Improvements	\$ (657,689)	\$ 58,098	\$ (715,787)	-8.83%	\$ -
TOTAL EXPENDITURES	\$ 4,940,287	\$ 3,576,959	\$ 1,363,328	72.40%	\$ 3,161,246
TOTAL CHANGE IN FUND BALANCE	\$ -	\$ 698,489			\$ 562,427
FUND BALANCE AS OF 1/1/22					
NON-SPENDABLE		\$ 68,592			
UNRESTRICTED		\$ 1,593,862			
		<u>\$ 1,662,454</u>			
FUND BALANCE AS OF 8/31/2022		\$ 2,360,943			
FUND BALANCE AS OF 8/31/2022					
UNSPENDABLE		\$ 68,592			
UNRESTRICTED		\$ 2,292,351			
		<u>\$ 2,360,943</u>			

POTTER PARK ZOO
MONTHLY PARKING REPORT
FOR MONTH AND YTD ENDING AUGUST 31, 2022

ADMISSION TYPE	CURRENT MONTH				YEAR-TO-DATE			
	2019 COUNT	2021 COUNT	2022 COUNT	BETTER (WORSE) THAN PY	2019 COUNT	2021 COUNT	2022 COUNT	BETTER (WORSE) THAN PY
ANNUAL RESIDENT PASS	3	2	3	1	278	91	215	124
ANNUAL NON-RESIDENT PASS	0	2	0	(2)	31	10	26	16
PPZ MEMBER DELUXE/PREMIUM	468	388	468	80	1,856	2,141	2,387	246
DAILY RESIDENT PARKING	3,254	2,812	2,630	(182)	14,943	13,082	14,598	1,516
DAILY NON-RESIDENT PARKING	3,947	3,730	3,103	(627)	18,174	16,005	16,076	71
EVENTS	755	0	186	186	3,226	989	1,863	874
ANNUAL PASS RESIDENT ENTRY		218	376	158	0	218	1,467	1,249
ANNUAL PASS NON-RESIDENT ENTRY		6	8	2	0	6	27	21
WAIVED ANNUAL PASS		5	3	(2)	0	5	43	38
OTHER (non-paying)	1,884	51	109	58	10,624	1,446	848	(598)
TOTAL	10,311	7,214	6,886	(328)	49,132	33,993	37,550	3,557

ADMISSION TYPE	AMOUNT
ANNUAL RESIDENT PASS	\$32.00
ANNUAL NON-RESIDENT PASS	\$42.00
RESIDENT DAILY PASS	\$3.00
NON-RESIDENT DAILY PASS	\$5.00

POTTER PARK ZOO
MONTHLY ATTENDANCE REPORT
FOR MONTH AND YTD ENDING AUGUST 31, 2022

ADMISSION TYPE	CURRENT MONTH						YEAR-TO-DATE			
	2019	2021	2022 Gate	2022 Online	2022 Total	BETTER (WORSE) THAN PY	2019 COUNT	2021 COUNT	2022 COUNT	BETTER (WORSE) THAN PY
GENERAL										
CHILD RESIDENT	5,262	1,841	1,774	46	1,820	(21)	20,806	10,465	9,584	(881)
CHILD NON-RESIDENT	0	3,136	2,629	236	2,865	(271)	0	16,202	12,745	(3,457)
CHILDREN - UNDER 3	2,276	6,364	1,155	58	1,213	(5,151)	10,590	14,208	6,692	(7,516)
ADULT RESIDENT	4,254	3,543	3,117	70	3,187	(356)	19,677	19,823	20,447	624
ADULT NON-RESIDENT	4,121	4,230	3,480	324	3,804	(426)	15,747	24,170	23,142	(1,028)
SENIOR/MILITARY RESIDENT	655	470	710	6	716	246	2,244	2,241	2,652	411
SENIOR/MILITARY NON-RESIDENT	1052	850	862	56	918	68	3,118	3,903	3,587	(316)
GROUPS	683	629	671	0	671	42	9,325	3,912	17,242	13,330
SUBTOTAL	18,303	21,063	14,398	796	15,194	(5,869)	85,426	94,924	96,091	1,167
MEMBERSHIPS/PROGRAMS										
PPZ MEMBERS/RECIPROCAL	4,889	2,217	2,599	19	2,618	401	23,474	14,921	15,333	412
SOCIETY PROGRAMMING/EVENTS	3,840	1,613	1,691	308	1,999	386	24,680	9,809	13,004	3,195
MONDAY PROGRAM	1366	939	941	14	955	16	7,170	2,834	3,760	926
ZIYN	0	472	735	0	735	263	0	2,191	3,703	1,512
OTHER (non-paying)	139	621	0	0	0	(621)	1,514	1,451	1,490	39
SUBTOTAL	10,234	5,862	5,966	341	6,307	445	56,838	31,206	37,290	6,084
GRAND TOTAL	28,537	26,925	20,364	1,137	21,501	(5,424)	142,264	126,130	133,381	7,251

ADMISSION TYPE	DESCRIPTION
CHILDREN RESIDENT	Children, Ingham County ages 3-16 (\$5 April - October, \$3 November-March)
CHILDREN NON-RESIDENT	Children, Out of Ingham County ages 3-16 (\$5 April - October, \$3 November-March)
CHILDREN - UNDER 3	All Children, any county under age 3 (Free)
ADULT RESIDENT	Adult of Ingham County (\$7 April 1 - Oct. 31, \$4 November-March)
ADULT NON-RESIDENT	Adult Out of Ingham County (\$13 April 1 - Oct. 31, \$4 November-March)
SENIOR/MILITARY RESIDENT	Seniors/Military of Ingham County (\$5 April 1 - Oct. 31, \$4 November-March)
SENIOR/MILITARY NON-RESIDENT	Seniors/Military of Ingham County (\$11 April 1 - Oct. 31, \$4 November-March)
PPZ MEMBERS	Visitors holding membership at PPZ - one time payment
SPECIAL EVENTS - PPZ	Admission included in event fee
SPECIAL EVENTS - COUNTY	Admission included in event fee
RECIPROCAL ZOO MEMBERS	Reciprocal Zoo memberships (Discount varies)
RECIPROCAL ZOO MEMBERS (100%)	Reciprocal Zoo Members (Free admission)
GROUPS	20 or more guests paying together (\$1 off per person)
MONDAY PROGRAM	Ingham County and City of Lansing Residents free 9-12 PM on non-holiday Mondays
OTHER (non-paying)	Any coupon related attendee



Director's Report September 14, 2022

Staff

Interviews are underway for the full-time veterinary technician position.

An all staff meeting took place Tuesday, September 6 from 11:30 a.m. - 1 p.m. in the Safari Room. Several table top animal escape drills were held during this meeting.

Guest Services

Fall Hours have started and the zoo will be open on weekdays from 9 a.m. to 4 p.m. We will remain open from 9 a.m. to 5 p.m. Saturday and Sunday through October 31 and then hours will change to 10 a.m. – 4 p.m. daily.

The Health Department arrived unannounced to the zoo Wednesday, August 17 for the annual inspection of the food services throughout the zoo and the inspection yielded no violations and 100% compliance with the food code. Great job to our Savanna Grill and Kiosk employees and Jon Lawrence for being prepared and for keeping the bar high with your daily duties.

After an incredibly busy summer, camel rides are now closed for the season. Guests of all ages were provided with a unique and memorable experience at the zoo. Shane Young did a great job again this season and we plan to have him return for the 2023 season.

In celebration of grandparents and everything they do, all grandparents will get into the zoo FREE September 11, 2022.

Events

The Community Mental Health Authority of Clinton, Eaton and Ingham Counties will have their annual Potter Park Zoo event Saturday, September 10 from 1-4 p.m. It will be located in the campground and we are expecting around 2,000 guests.

The Board of Water and Light used Potter Park Zoo for a commercial shoot last week. The film crew was very appreciative of the work that went into keeping the otters active and on exhibit.

Conservation Education

This year's BIG Zoo Lesson is back in session Monday, September 12! We're expecting 39 classes, each spending a week, through the school year. We're looking forward to a great year of learning and are very excited to be back visiting Doppsee as part of the weekly activities.

Come celebrate International Red Panda Day Sunday, September 18! Volunteers will be on hand to answer questions and guests can participate in fun family activities such as children's crafts and a scavenger hunt. A number of animal enrichments will also occur – come join the fun!

Action for Cheetahs in Kenya Conservation Talk

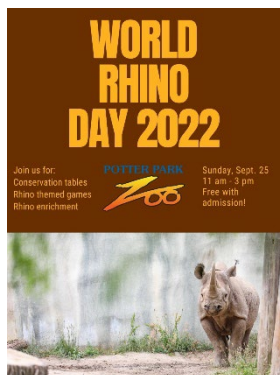


Potter Park Zoo is hosting a conservation talk September 11 from 5 - 7 p.m. in the Discovery Center safari room.

Mary Wykstra is the Executive Director overseeing Action For Cheetahs in Kenya. Learn more about cheetah monitoring, conflict mitigation, scat detection dogs and more!

Bowling for Rhinos had another successful year! This year almost \$7,000 was raised for rhino conservation. Thank you PPZ AAZK chapter for your hard work providing a great event to benefit black rhinos in the wild!

AAZK thanks all of their supporters and generous sponsors for making the event such a success! Thank you to Zoo Advisory Board Member Mary Leys for her generous donation.



Join us Sunday, September 25, 11 a.m. - 3 p.m. to celebrate the 13th annual World Rhino Day at Potter Park Zoo! We'll Learn about rhinos at our conservation tables, play rhino themed games, and see our resident black rhinos Doppsee and Phineus.

Membership

572 members came out to enjoy Members Night August 10! It was a resounding success thanks to all the staff and volunteers who helped. Special shout out to the keepers who went above and beyond to create enrichments, give engaging keeper talks, rhino barn tours and more.

As of August 31, there were 6,345 individual members (not including children in the household), making up 2,920 member households.



Volunteers



Thank you to Girl Scout Troop 30811 for creating kangaroo beds as a service project for their Bronze Award.

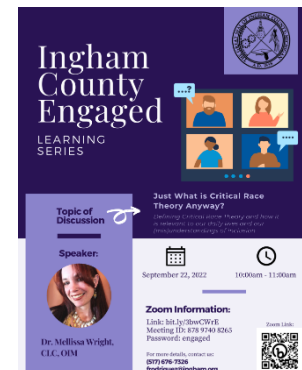
There were 93 volunteers in August who donated their time and talents, adding up to 588 hours. This number is lower than last month as we enter a temporary slowdown until fall with less group visits, events and tours.

MSU Spartan Day of Service Volunteers will be here Saturday, September 17 from 10 – 2 p.m. We expect 40 Spartans helping with a variety of tasks on zoo grounds that day. Go Green! Go White!

There were 3,682 Conservation Education Station engagements in the month of August.

DEAI

September 22 from 10 - 11:30 a.m. the Office of Diversity, Equity and Inclusion is hosting Dr. Mellissa Wright at our next IC Engaged Learning Series **‘Just What is Critical Race Theory Anyway?’**. IC Engaged trainings are voluntary and out of respect for participants who openly share during these events, they will not be recorded. All zoo staff are encouraged to participate and we will have a screen set up in the safari room for multiple staff to watch at one time.



Unity in the Community Event

Save the date! Ingham County is having their annual Unity in the Community event September 16. The event is located at Hawk Island County Park and it is free to all county residents.

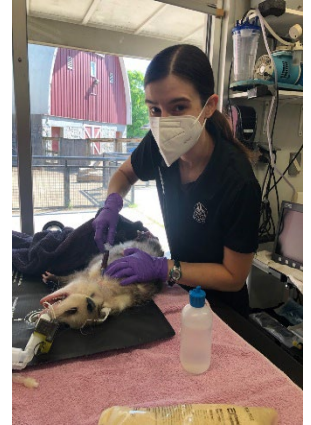
Animal Care and Research



The baby bintlet naming contest brought in 138 votes and nearly \$700. The winning names were Bintang (means star in Malay) and Zulla (means shade, especially shade of trees in Malay)!

Please welcome Dr. Allison Dianis to Potter Park Zoo. Dr. Allison is a new joint veterinary fellow and will work at both Potter and Binder Park Zoo. Dr. Allison will be spending one to two days per week working on zoo cases under Dr. Ronan's mentorship for the next year.

Dr. Allison is a veterinary graduate from the University of Illinois veterinary. This is Dr. Allison's 3rd year of post-doctoral training-previously doing specialty training at Purdue veterinary school and University of Guelph Veterinary school. She comes with a wealth of previous zoo and exotic medicine experience and we are excited to have as the inaugural joint Binder-Potter Pak Zoo veterinary fellow.

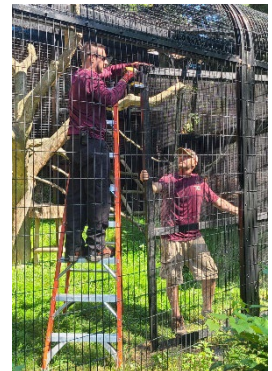


Lola the alpaca has healed from her broken foot and has returned, with Frank, to the cow yard.



Keeper Adrianna created enrichment made out of firehose that was donated to us from a local fire station in Dewitt. Phineus and Doppsee enjoyed interacting with their new enrichment item! Adrianna was one of the keepers that attended a Hose to Habitat workshop for creating animal enrichment from fire hose.

Cris and Doug from the Zoo maintenance team have been working hard on the Lemur exhibit to make it safe for the lemur family to go outside. The smaller mesh material added will keep our lemur pup inside of the exhibit. Once this project is complete, our lemurs will have access to the outside exhibit again!



Potter Park Zoo Team Assists in Conservation of the Piping Plover

The piping plover, a small shorebird driven to near extinction in Michigan in the 1980's, is on the road to recovery thanks to help from the Great Lakes Piping Plover (GIPIPL) captive-rearing program and Potter Park Zoo's animal care team.

For many years, zoo staff have participated in this important conservation effort working to ensure piping plovers continue to nest along the shores of the Great Lakes. The species was listed as endangered under the Endangered Species Act in 1984.



In this spring's effort Potter Park Zoo's Animal Programs Manager Sarah Foote spent a week aiding in the rearing of these small birds.

"It has been an honor to work on this restoration effort for the last several years," said Foote. "While populations can be found in the plains states and along the eastern seaboard, they have struggled in Michigan and anything I can do to help the population is very rewarding."

Foote said that through a dedicated program with support from more than 23 federal and local organizations, the population of plovers along the Great Lakes has increased to more than 70 nests per year, up from a low of 10 to 14 nests. The population has also begun to expand outside of Michigan, and nests have been recorded in Pennsylvania, Illinois, Wisconsin and Ontario. In fact, 2018 marked the first time in decades that piping plovers nested on all five of the Great Lakes.



Since both piping plover parents incubate the eggs, the loss of one parent can be fatal to the nest. If a parent has been taken by a predator, or the nest washed out during a storm, the eggs are collected and transported to the University of Michigan Biological Station in Pellston, which has been the home of the captive-rearing facility for decades. Managed by the Detroit Zoo, the captive-rearing program has successfully hatched and reared piping plover chicks since 2002. Following specific protocol, eggs that arrive at the station are candled, weighed, and set for incubation. Using data collected by the monitors, as well as their

knowledge of the stages of incubation, the captive-rearing staff have a pretty good idea of when hatching should start for each clutch of eggs.

Just out of the egg, piping plover chicks have the appearance of two damp cotton balls on a pair of toothpicks. Despite their petite size and less than inspiring appearance, the chicks are up and moving within an hour of hatching. Piping plover chicks are precocial, meaning they can move and forage on their own shortly after hatching. This is true of many ground nesting birds although they continue to rely on their parents for warmth and protection.



"Caring for an endangered species, especially one that will be released back into the wild, is exceptionally gratifying but comes with a great deal of pressure," said Foote. "Due to the circumstances that lead to their transfer to the bio station, eggs may be compromised and beyond our help. Lone eggs don't hatch as successfully as do those still with their siblings, as the peeping of the other hatching chicks helps move the process along."

Foote had the interesting experience of helping with a special hatch this spring.

“This year we had a lone egg that required assistance hatching, which meant peeping at the chick and very slowly removing bits of shell until it popped free, nearly 12 hours later,” she said.

Although the chick hatched, Foote explained this isn’t a guarantee.

“Even when chicks have hatched successfully there is always the chance that something unexpected will happen. Unfortunately, salvage captive-rearing isn’t a miracle fix-all and those losses can be hard,” she said.

For the chicks that hatch and thrive, human interaction is kept to a minimum, limited to obtaining weights and transfers between the cabin and the lakeside pen. During catch-ups the team members play alarm calls, so the chicks identify humans as something to avoid. As they grow, they spend increasing amounts of time outside in the lakeside pen, where they can hunt any native insects that wander in. Eventually, the chicks graduate to staying outside overnight.

“We are still like worried parents, and we check on them several times over night,” said Foote.

Feedings start out at six per day when the chicks have just hatched and eventually transition to three times a day. Plovers are fed black worms, crickets, meal worms, wax worms, krill, and locally caught insects (mayflies, grasshoppers etc.).



Piping plovers fledge around 28 days. Staff know they are nearly ready for release when they begin flying in the lakeside pen and become more and more difficult to catch. At this point the field staff begin the pre-release process, including putting permanent identification bands on their legs and gathering any last bits of data. Within the next few days, the nearly adult chicks are released. If there are no similarly aged chicks at their home beach, the youngsters are released at Sleeping Bear dunes, where MDNR and others can monitor their progress.

“It is an amazing feeling, watching young birds you’ve cared for run out of the carrier and back into the wild,” said Foote.



Salvage captive-rearing is a last-ditch effort to save eggs that would otherwise die and the goal is always to release all captive reared piping plovers back into the Great Lakes population. In the 2022 season there were 71 unique pairs of birds. Field staff banded 186 wild chicks from 65 broods and the captive-rearing program incubated and hatched 11 chicks from nests in Michigan, Wisconsin and Pennsylvania. The biggest news of the season is that 137 chicks fledged, the most ever

fledged since piping plovers were listing in 1984. To learn more about this program visit <https://www.greatlakespipingplover.org/>.

- Nests on all 5 Great Lakes
- 72 pairs/66 nests hatched/150 wild chicks fledged
- 7 abandonments – 10 Captive reared chicks released
- 2022 was the most pairs/chicks fledged in recent times
- 13 Captive-reared chicks nesting in the wild this year/that’s 9% of the breeding population
- 22 eggs brought to the station/15 viable/11 hatched
- 1 chick death
- = 10 CR chicks released



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301-562-0777 tel 301-562-0888 fax
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1 August 2022

Cynthia D Wagner
Potter Park Zoological Gardens

Dear Cynthia,

The Association of Zoos and Aquariums is pleased to inform you that Sarah Foote has received a certificate in recognition of their 5 years of dedication and service to the Blanding's Turtle Program. Without the devotion of Program Leaders such as them, and support from AZA facilities such as yours, AZA could not maintain the cooperatively managed animal programs that are essential to a hopeful future for animals in aquariums, zoos, and in the wild for future generations. Your support for AZA Animal Program Leaders is greatly appreciated.

Sincerely,

A handwritten signature in blue ink that reads "Dan Ashe". The signature is written in a cursive style with a large, stylized "D" at the beginning.

Dan Ashe
President & CEO

A handwritten signature in blue ink that reads "Candice Dorsey". The signature is written in a cursive style with a large, stylized "C" at the beginning.

Candice Dorsey, Ph.D.
Senior V.P., Conservation, Management, & Welfare Sciences

TO: Potter Park Zoo Advisory Board
FROM: Cynthia Wagner, Potter Park Zoo Director
DATE: September 6, 2022
SUBJECT: Convert Position #692030 (Account Clerk) from .5 FTE Level 300 to 1.0 FTE Level I
For the meeting agenda of September 14, 2022

BACKGROUND

The current part time Account Clerk position will become vacant soon. Potter Park Zoo wishes to increase the UAW Zoo Account Clerk position (#692020) from .5 FTE Level 300 to 1.0 FTE Level I. Increasing the position from part time to full time will provide the additional resources necessary to oversee and maintain the revenue management system.

This position conversion takes into consideration operational needs, budgetary constraints, as well as, employee recruitment and retention.

ALTERNATIVES

The position could remain .5 FTE Level 300, however this would decrease the Zoo's capacity to fully utilize the revenue management system.

FINANCIAL IMPACT

Converting position #692030 from .5 FTE Level 300 to 1.0 FTE Level I will increase the total cost with salary and fringe benefits by \$45,079 annually at Step 8. There are sufficient funds in the Zoo budget to cover the total increase.

Current Position	P/T Step 8
Account Clerk Level 300 .5 FTE	\$42,981
TOTAL	\$42,981

New Position	F/T Step 8
Account Clerk Level I 1.0 FTE	\$88,060
TOTAL	\$88,060

OTHER CONSIDERATIONS

The UAW Zoo Unit is in support of the proposed position conversion from part time to full time and job description update increasing the position from Level 300 to Level I.

RECOMMENDATION

Based on the information presented, I respectfully recommend support of the attached resolution.

POTTER PARK ZOO ADVISORY BOARD

Meeting of September 14, 2022

RESOLUTION TO SUPPORT CONVERTING POSITION #692030 FROM .5 FTE LEVEL 300 TO 1.0 FTE LEVEL I

WHEREAS, Potter Park Zoo wishes to convert a .5 FTE Level 300 Account Clerk position (#692030) from .5 FTE Level 300 to 1.0 FTE Level I; and

WHEREAS, increasing position #692030 from .5 FTE to 1.0 FTE will allow Potter Park Zoo to provide effective oversight of the point of sale system daily operations; and

WHEREAS, updating the job description to accurately reflect duties was determined by the Ingham County Human Resources Department to raise position #692030 from Level 300 to Level I; and

WHEREAS, the current UAW Zoo Level 300 .5 FTE Account Clerk position has a salary range of \$20,501 to \$24,035 and \$40,961 to \$51,031 at Level I 1.0 FTE; and

WHEREAS, the 2022 personnel cost projections provided by the budget department show a total (wage and fringe) annual cost increase of \$45,079 at Step 8 of Level I; and

WHEREAS, there are sufficient funds in the Zoo Fund, #25869200, for the proposed position conversion; and

WHEREAS, the United Auto Workers (UAW) Local 2256 – Zoo Unit supports the proposed updated job description and position conversion.

THEREFORE BE IT RESOLVED, that the Potter Park Zoo Advisory Board hereby supports the updated job description, and converting the following Potter Park Zoo Account Clerk position #692030:

UAW Zoo Level 300 .5 FTE Account Clerk position to UAW Zoo Level I 1.0 FTE Account Clerk position.



WHAT JUST ***HAPPENED?***

CANOPY STRATEGIC PARTNERS
AZA National Conference – August 2022





INTRODUCTION

At the 2022 AZA National Conference, **Canopy Strategic Partners** was invited to address leaders to share a **retrospective analysis of what the profession has been through over the last five years**. This included analyses of where AZA member organizations were trending before the pandemic, how they fared during the pandemic, and their recovery trajectory in the most recent 12-to-18 months.

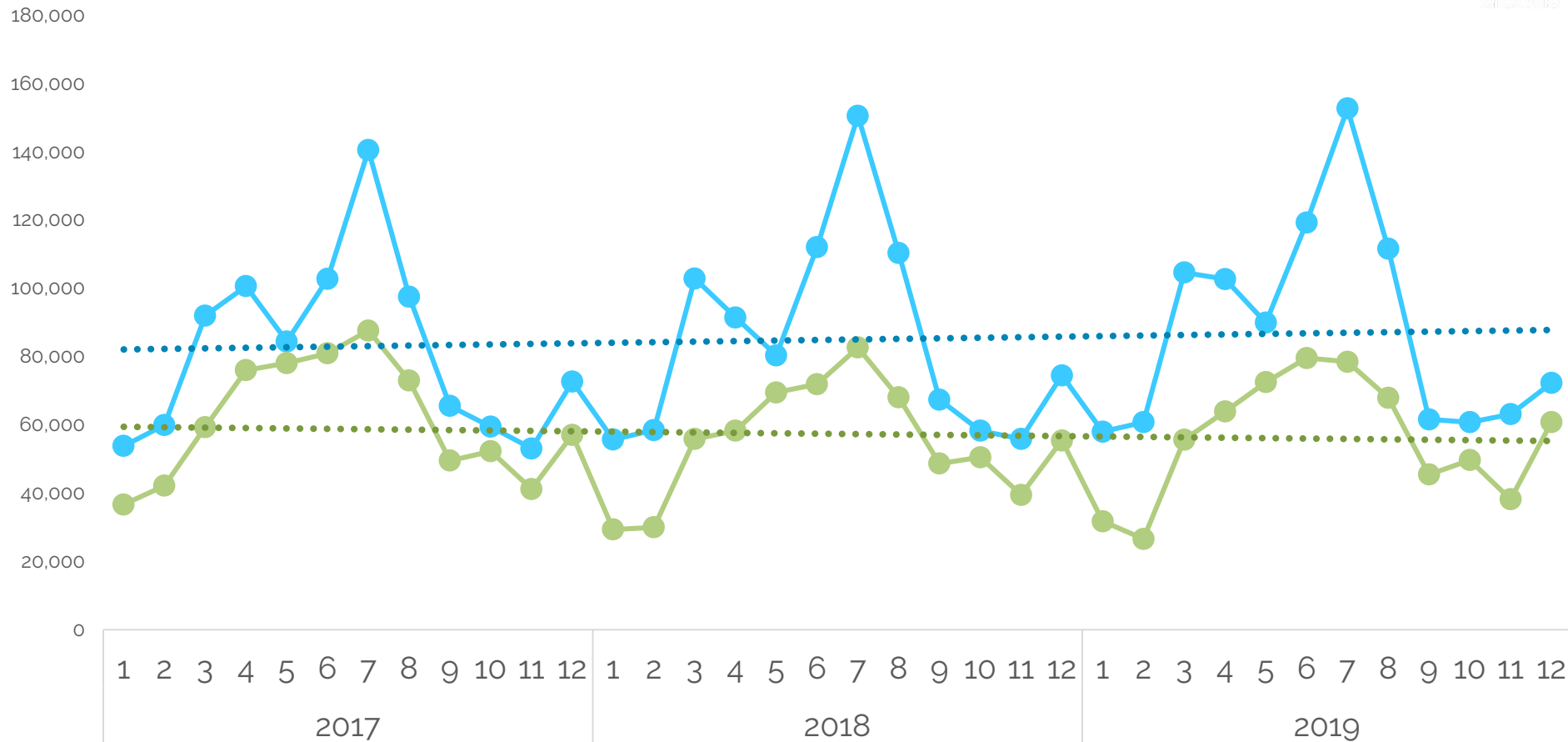
This analysis was completed based on data from Canopy Strategic Partners' *Audience Analytics* platform, which tracks tens of millions of mobile devices all around the United States. This platform allows us to capture information about who visits facilities and when; for how long; where constituents live, work, shop, and spend time; how they identify ethnically/racially; how much they earn; the makeup of their households; and much more. We have capacity to measure these metrics across time ranges as small as a few hours, and up to several years. It is recent as of about 72 hours.

The following slides were shared in the closed-door executives meeting, which we hope you were able to attend. If not, or **if your organization would benefit from a recap of this analysis** (e.g. for staff, board, or other groups), please do not hesitate to **reach out to Vice President Zachary Winfield at zwinfield@canopysp.com**. We would be happy to schedule a presentation.

Average Monthly Attendance: 2017 through 2019



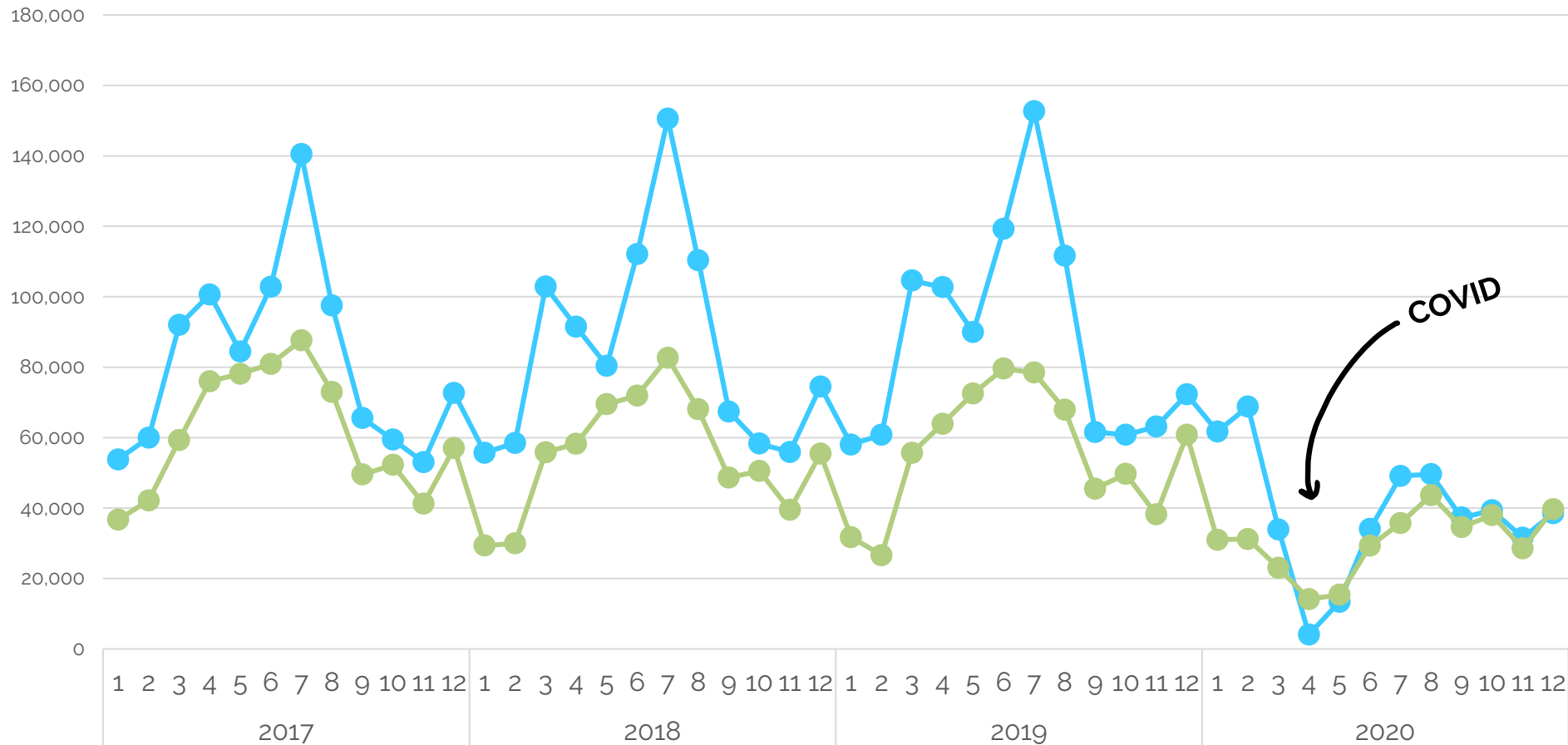
Aquarium Zoo Aquarium Trend Zoo Trend



The 2020 Plunge



Aquarium Zoo



**HOW MANY VISITS
WERE LOST?**

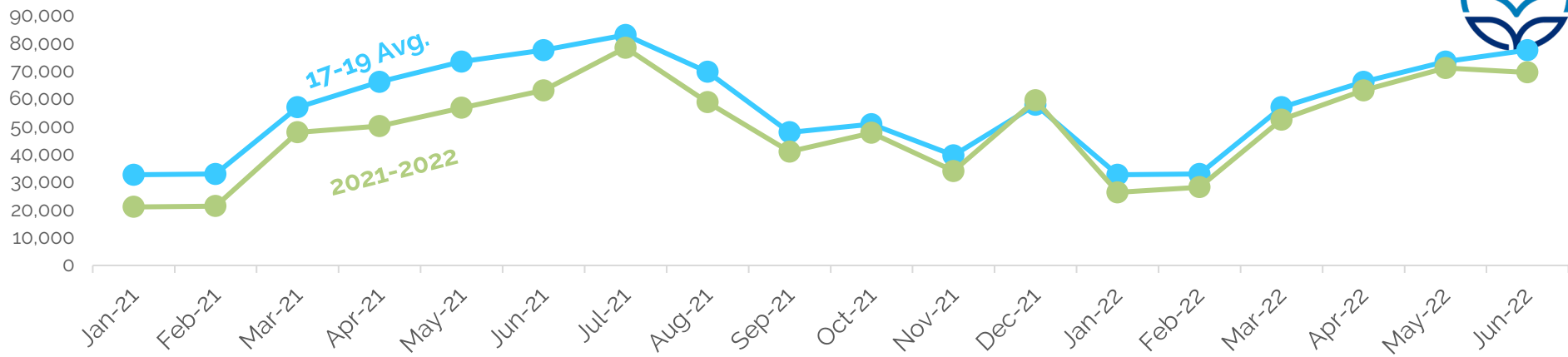
In 2020 alone...

 **25.6**
million lost aquarium visits

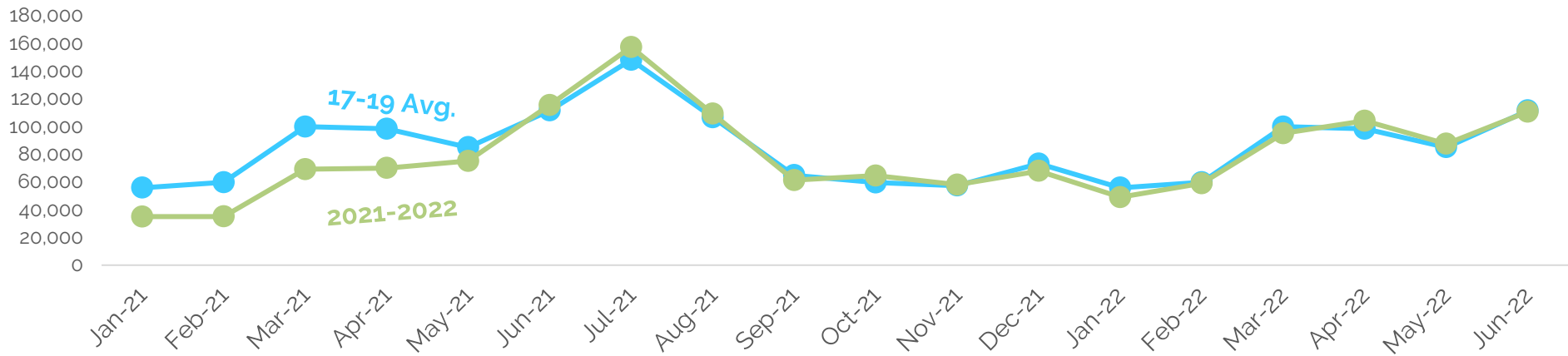
 **44.3**
million lost zoo visits

93 MILLION lost visits among all AZA US members*

Zoos: Pre-Pandemic vs. “Post” Pandemic

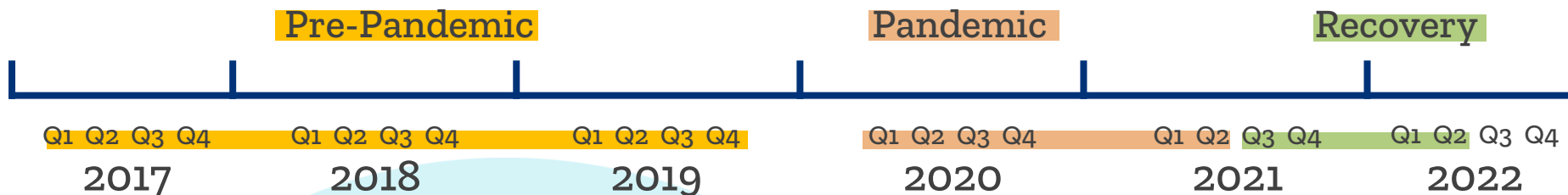


Aquariums: Pre-Pandemic vs. “Post” Pandemic





ANALYSIS TERMINOLOGY



Pandemic Quotient

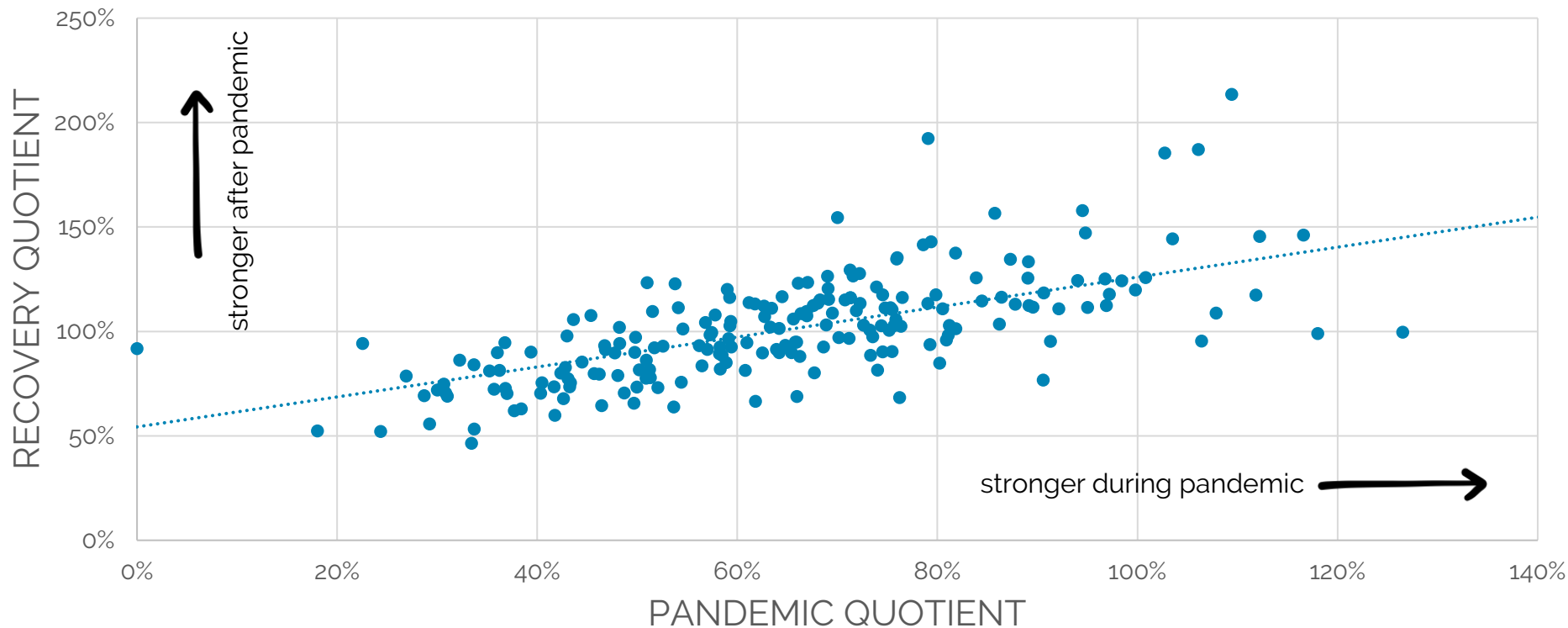
Pandemic quotient can be understood as a calculation that determines how visitation declined during the pandemic period as compared to the pre-pandemic period, expressed as a percentage.

Recovery Quotient

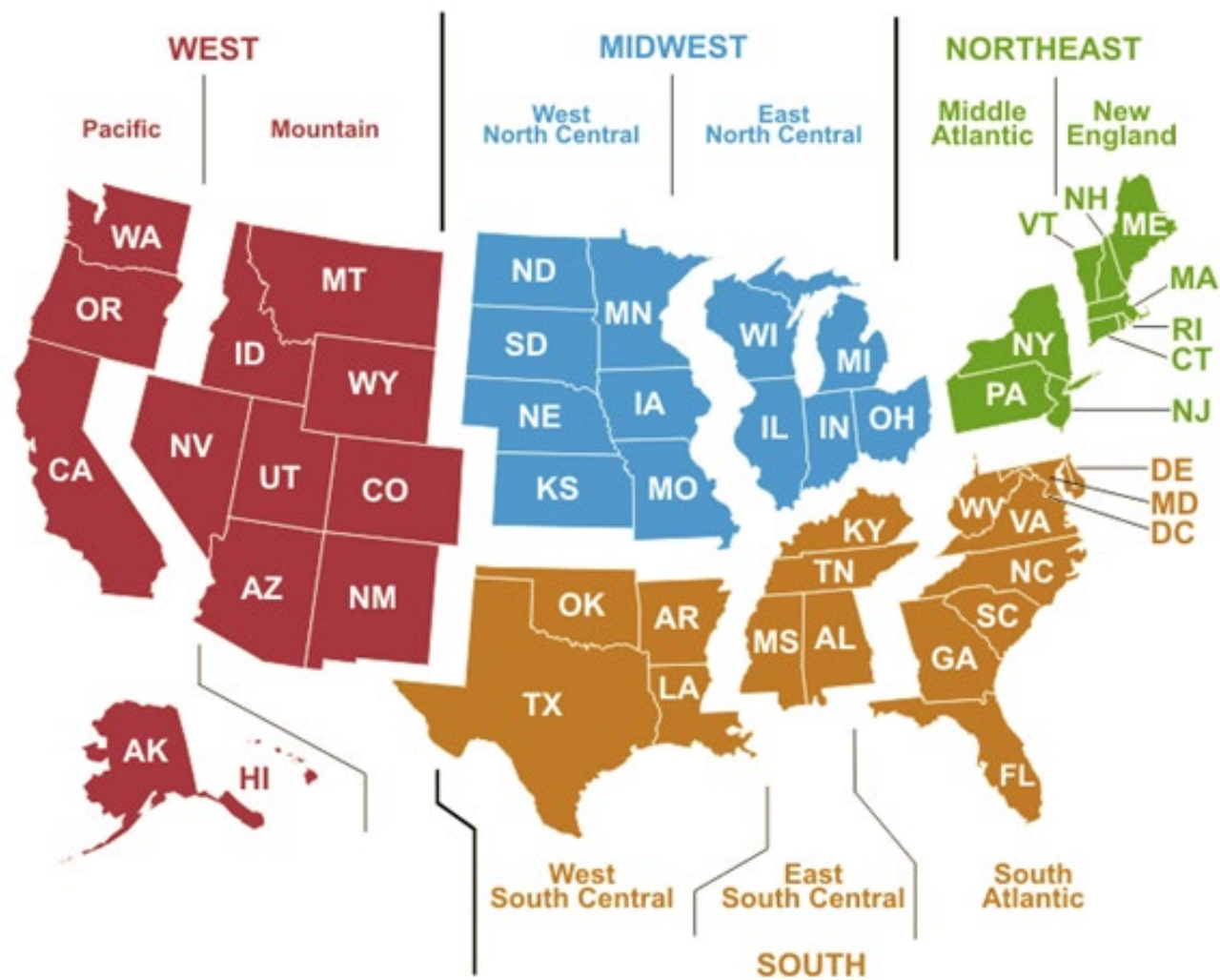
Recovery quotient can be understood as a calculation that determines to what extent visitor behavior returned to (or in many cases exceeded) pre-pandemic levels, expressed as a percentage.



PANDEMIC VS RECOVERY

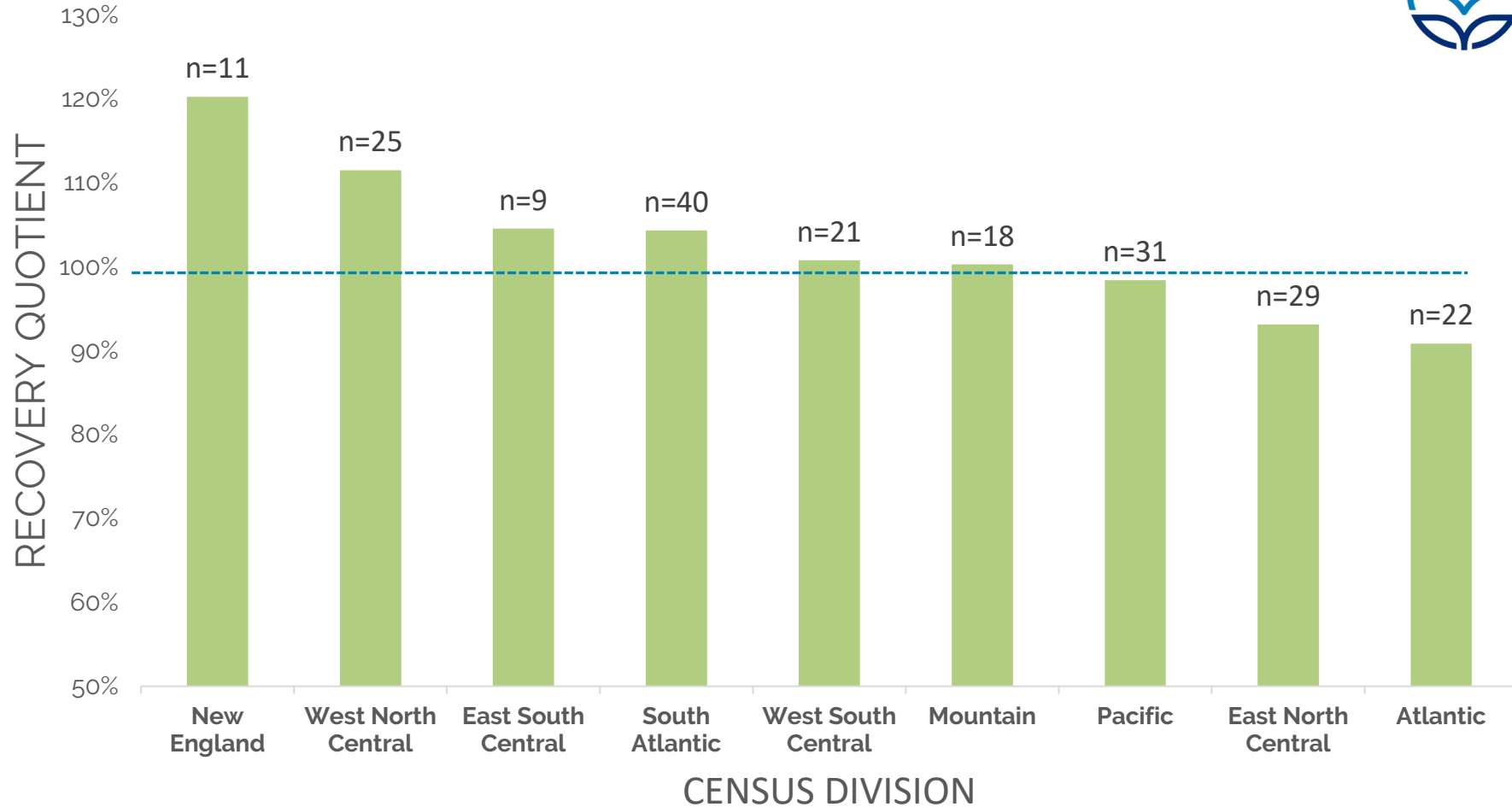


WAS THERE A GEOGRAPHIC CORRELATION?





Recovery Status by Census Division

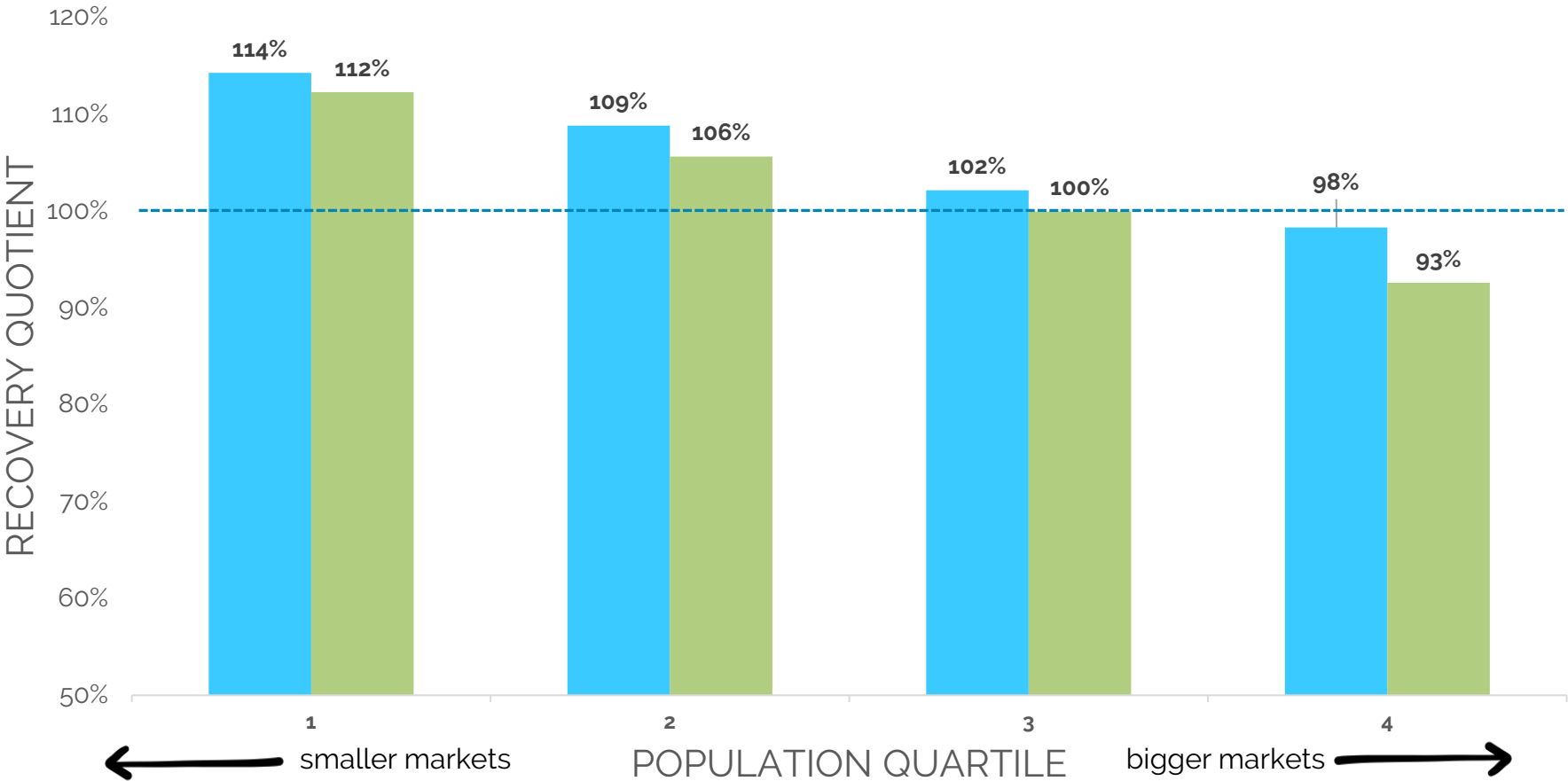


WAS THERE A MARKET SIZE CORRELATION?

Recovery Status by Market Size



Aquarium Zoo



stronger
recovery

weaker
recovery



smaller markets

POPULATION QUARTILE

bigger markets



WAS THERE AN INCOME CORRELATION?

Recovery Status by Median Disposable Income



Aquarium Zoo



stronger
recovery

weaker
recovery

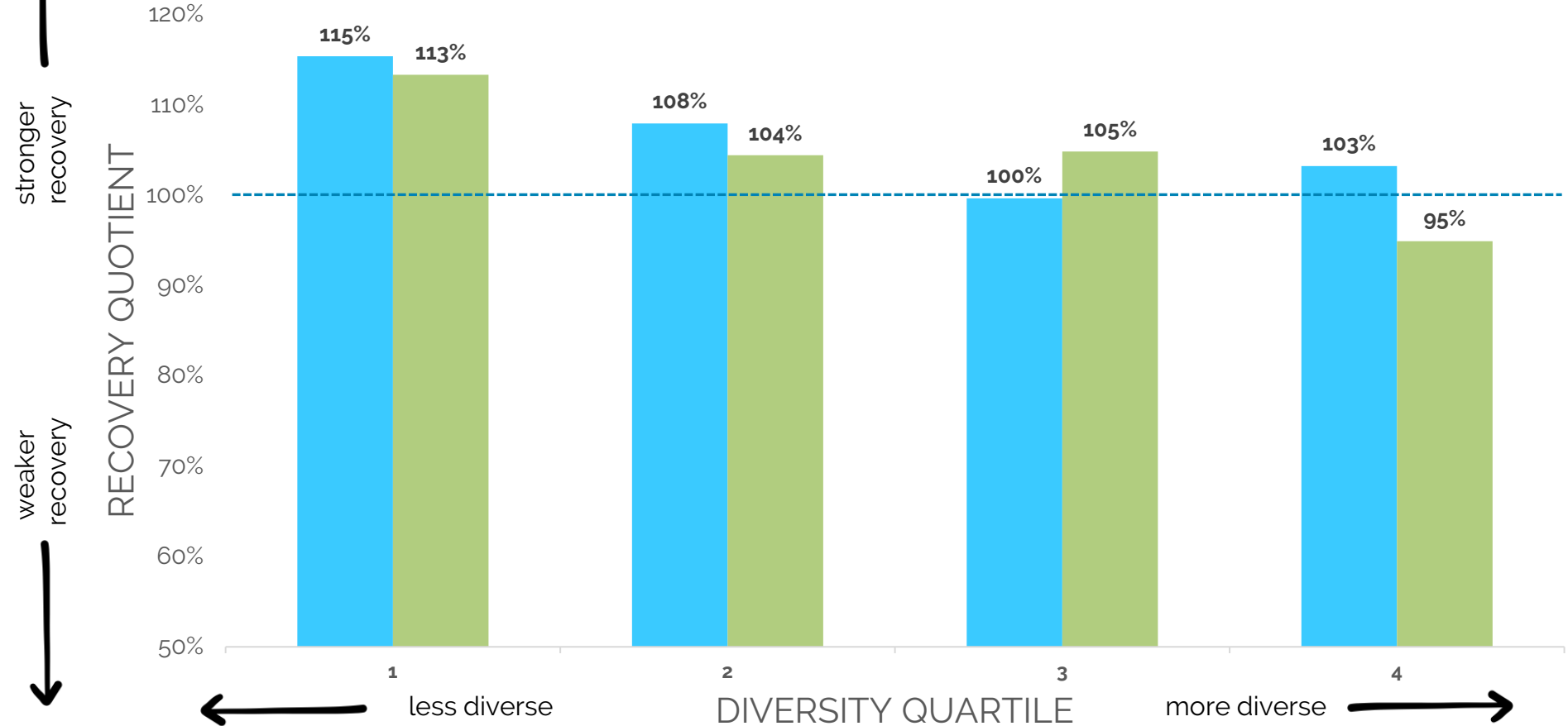


WAS THERE A DIVERSITY CORRELATION?

Recovery Status by Market Diversity



Aquarium Zoo

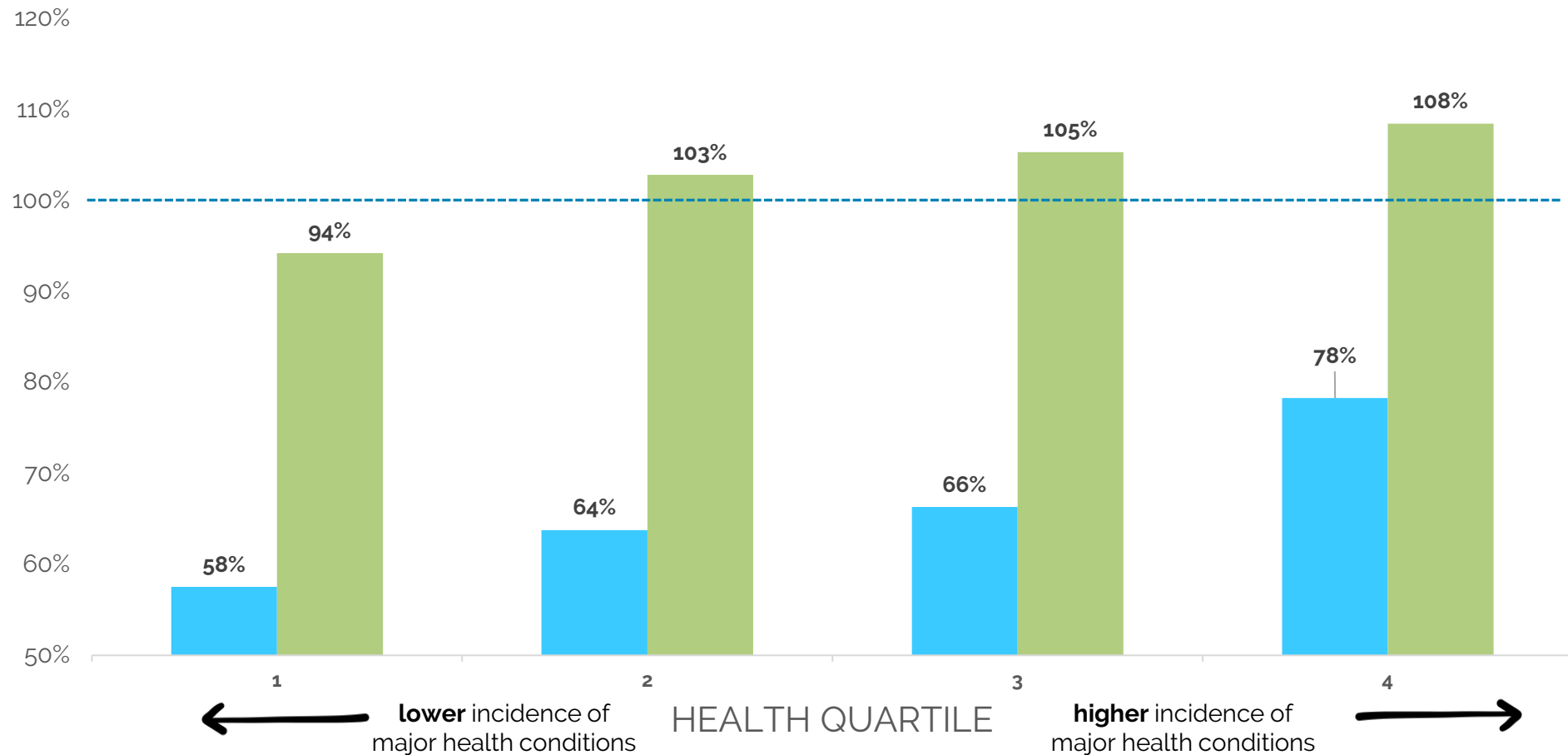


WAS THERE A HEALTH CORRELATION?

Pandemic & Recovery Status by Poor Health Indicators



■ Pandemic Quotient ■ Recovery Quotient



JULY-AUGUST UPDATE



JULY-AUGUST UPDATE



75%

of AZA member organizations
were down in attendance for
July/August 2022 versus
July/August 2021



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