

2011/12 Annual Report





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Passion

We inspire and influence through our valuable conservation efforts and recognise success.

Effectiveness

We focus on clearly defined shared goals and support people to achieve them.

Innovation

We seek creative ways to achieve goals and promote a culture of learning and improving.

Integrity

We are guided by our values and deliver on our promises.

Respect

We respect individual's values and encourage a culture of collaboration, listening and trust.

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President's Report

Dusky Langur

There is no question that the past 12 months have been a tremendous challenge for Zoos SA. The issues faced by the organisation have been tackled head on and significant progress has been made in ensuring a viable future for the organisation.

In November 2011 we announced a resolution of the debt and grant funding issues faced by us. The level of debt with Westpac was reset to \$7.5 million at a concessional interest rate and with a five year term. In addition the State Government agreed to increase the annual operating grant to \$4.5 million with indexation going forward as well as providing additional funding to meet interest costs on the Westpac debt. Formal documentation to reflect these new arrangements was signed during the financial year. We would like to acknowledge and thank both Westpac and the State Government for their support in assisting to resolve this issue. We look forward to continuing to work with Westpac as a Principal Partner and supporter of Zoos SA.

With these arrangements in place, the Board and Management went to work on developing a 5 Year Business Plan that would provide the framework for

the overall direction of the business. The Business Plan builds on a number of key themes developed as part of the overall Strategic Plan for Zoos SA

- › Saving species from extinction
- › Connecting people with nature
- › Working in an ethical and sustainable manner
- › Applying an innovative business approach

The Chief Executive Officer commentary in this Annual Report provides further insight into the key drivers and outcomes of the 5 Year Plan.

Another important step taken during the year included the review of the Rules of the Society. These changes represented the most comprehensive set of changes to the Rules for some time. The new Rules were approved by the Members at a Special Meeting on 31 May 2012. The decision by the State Government to no longer continue with Government nominated Board positions meant that a restructure of the Board composition was essential. Going forward the Board will comprise 6 member elected positions and 3 co-opted positions. The latter will provide the Board with flexibility to recruit specialist skills and expertise

to complement the member elected representatives. We have engaged a specialist recruitment agency to assist with finding suitable candidates and expect to be in a position to advise of the appointments prior to the AGM in November.

Earlier this year we celebrated 30 years of volunteering at Zoos SA. This programme has expanded to now include over 500 volunteers and growing. Zoos SA would not function without this committed group and on behalf of the Board I would like to express our sincere appreciation to all of our volunteers.

Our work in conservation of endangered species continues to be a key focus. We run a number of critical programmes for native species as well as being actively involved in a range of overseas programmes. It is also pleasing that our breeding programmes continue to deliver results and we expect the next 12 months to be even more exciting.

In April 2012 Dr Chris West resigned as CEO. Chris joined Zoos SA in 2005 and through his 7 year tenure oversaw a range of exciting changes across the organisation. This included extensive redevelopment at Adelaide as well as further development and improvements

at Monarto. Through this period membership of Zoos SA almost doubled and with growth in visitor numbers and additional visitor experiences the revenue of the organisation also doubled. Chris goes with our best wishes in his new role.

We are very excited to welcome Elaine Bensted who will join in September 2012 as new CEO. Elaine's appointment followed an extensive recruitment process which saw more than 100 applications for the role. Elaine joins Zoos SA having most recently been CEO of TAFE SA and prior to that has held senior positions in both the public and private sector. We are extremely pleased that we have recruited such a talented and capable person based here in SA. The Board was attracted to Elaine's strong leadership and management skills, her disciplined approach and the passion she displayed for our organisation and this role.

I would also like to take this opportunity to thank Sarah Brown for stepping in as Interim CEO. Sarah has done an outstanding job.

On behalf of the Board I would like to pass on our sincere gratitude to the staff of Zoos SA. We understand that the pressures are felt right through the organisation – our staff and volunteers continue to show a passion and commitment for the work they do. I would also like to thank Members for their continued support. We are committed to rebuilding Zoos SA to a much loved iconic organisation in South Australia and look forward to a far more positive and certain future.

Kevin McGuinness

President

Royal Zoological Society
of South Australia





CEO's Report

White Rhino

For Zoos SA, it has been a year of milestones, challenges and achievements.

This year we celebrate 30 years of our volunteer program within Zoos SA. It was in 1982 that a handful of members held a Christmas Picnic, beginning a tradition of volunteering that has grown into more than 500 volunteers across 17 different programs – all giving their valuable time, energy and expertise. We thank all our volunteers for their ongoing support and contributions.

Our sponsors and supporters have continued to partner with our endeavours, ensuring that valuable project work both in-situ and ex-situ continue. One such partnership is Westpac who are now a principal partner with the Zoo for the next five years, building on their past four years of support. I would like to express my deepest thanks to all our sponsors and supporters for their partnering us in our efforts.

With our highly skilled and motivated staff, we have continued our breeding programs and have seen the births of Cheetah, Hyena, Orange Bellied Parrots, Fennec Fox, Ghost bats, Goodfellow Tree Kangaroo, Western Swamp Tortoise, Palm Cockatoo and Tasmanian Devil to name a

few. Sadly we have also seen the passing of a visitor and member favourite, Chook, the Lyrebird alongside the last Black-Lion Tamarin in Australia.

Our capital program focussed on exhibit design and improvement. One such project was the new Tasmanian Devil exhibit at Monarto Zoo. This exhibit has quickly become a must-see for visitors, housing young devils as a part of the insurance population for this endangered species.

This last year, the organisation experienced a period of major change and transition. It is against this backdrop, that we have developed a Strategic Plan which brings together the ideas, energy and passion of our team with an overarching focus on how best to achieve our shared purpose and goals. It provides the framework for the organisation's Five-Year Business Plan and will guide our work over the next five years and into the future.

'Our Mission' - Zoos SA is a charitable conservation society that exists to save species from extinction and to connect people with nature.



As set out in Zoos SA's Strategic Plan, the organisation has four primary goals and a series of broad strategies to achieve these. We have developed the business plan to underpin the efforts and commitment within the Strategic Plan; outlining a positive and rigorous 5-year plan to consolidate Zoos SA's strengths, address shortcomings and safeguard a healthy future.

Our key income drivers for the plan include:

- Visitation expectations inline with current economic status and tourism sector
- Modest growth in membership
- Review of our education programs to broaden engagement with schools and developing outreach education
- Enhancing and value add visitor experience with a focus on event and zoo facility hire
- Establishing business growth strategies for catering and retail
- Implementing robust fundraising campaigns, sponsor and supporter partnerships and expanding the Wildlife Experience tour program

Through greater efficiencies and improved

purchasing arrangements we will create savings in key cost areas. We will also target real wage savings through the reduction of full time equivalent hours from a peak of 202 to 184 through further efficiencies and assessments.

This plan will be reviewed annually to ensure that any required adjustments are made. Further information regarding our future planning can be found on our website.

Our team continue to work hard to deliver improved animal care, quality visitor experiences, conservation achievements and business revenue. Staff have worked diligently in assisting with the development of our plans and delivery of our work on the ground. The Board have worked hard toward resolution, business stabilisation and organisational support and I would like to thank both staff and Board most earnestly for their contribution.

It is with this support and the investment of our membership, sponsors and supporters and especially our visitors, that our zoos will continue to provide a fun and educational experience for all who spend time with us at Adelaide Zoo, Monarto Zoo, Warrawong Wildlife Sanctuary and our projects in the field.

We look forward to the year ahead, welcoming our new Chief Executive Officer, Elaine Bensted, and to share our pride and celebration in the Society as it reaches a new milestone during 2013 of 130 years of operation for Adelaide Zoo.

Sarah Brown

Acting CEO

Royal Zoological Society
of South Australia



Board Members

White Cheeked Gibbon

Zoo Patron

Patron His Excellency Rear Admiral Kevin Scarce AC CSC RANR
Governor of South Australia

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Board

President Kevin McGuinness (16)*
Vice President Dr Carla Litchfield (15)*

Government Nominees

Susan Close
resigned 5/7/11

Gerard MacDonald
resigned 5/7/11

Elected Members

Nicholas Newland AM (15)*
Clive Watts (16)*
Rodney Hobbs (16)*

Elected Employee Representative

Lea Kent (16)*

Non-Board Members

Neil Killmier *Secretary/Public Officer*

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*Denotes number of meetings each Board Member has attended



2011-12 Zoos SA Highlights

Blue and Gold Macaw

Our Animals

- › A definite highlight for the year was the breeding of cheetah at Monarto. It has been several years since we were successful at breeding cheetah and it is especially appropriate that this year this breeding success has been re-established through 'Nakula', one of our first three cheetah cubs bred in 2003
- › Our first successful breeding of White-cheeked gibbons and Western swamp tortoise at Adelaide Zoo especially stand out amongst the many breeding successes.
- › Another highlight comes with the return to the APY Lands of the first four Warru (Black-flanked rock wallabies) since the establishment of the conservation breeding program at Monarto Zoo. Further releases are planned.

Visitor Experience & Operations Highlights

- › Construction and development of the Tasmanian Devil Exhibit at Monarto Zoo and addition of a Tasmanian Devil interactive experience. The new exhibit provides an opportunity for visitors to view these amazing animals, previously held off limits at the Zoo as part of the Insurance population breeding program & has been very well received by the public.
- › Representing Zoos SA at the Australian Tourism Exchange, building on the expanding interstate & international tourism market to Zoos SA properties.
- › Interstate & international visitation was approximately 14% for Monarto Zoo & 30% for Adelaide Zoo. Representing significant growth in the last 3 years.



Conservation

- The newly released Warru in the APY Lands are coming along in leaps and bounds with new joeys being seen regularly and the first wild born joey having her own joey.
- 80 farmers in the south-east helping to protect 172ha of stringybark habitat for the red-tailed black cockatoo, as well as building community ties and understanding of conservation.
- The perimeter fence around Monarto has been feral proofed through the addition of a rabbit proof skirt, and an electrified overhang to stop the entry of cats and foxes.
- Another 25ha of native mallee bush has been planted at Monarto, thanks to the assistance of many volunteers in our newly established propagation facilities.
- Farmers from the Murraylands and Far West of the state have been helping us better understand the issues facing our state faunal emblem, the southern hairy-nosed wombat.
- Five international focus projects have been established;
 - China with the Giant pandas
 - Indonesia and the Bukit Tigapuluh reserve
 - Tetepare Island in the Solomon Islands
 - African rangelands in Kenya, and
 - African tropical rainforests in Sierra Leone and Congo.
- Expanding the suite of Behind the scenes and animal encounter experiences. Behind the scenes experiences provide an excellent opportunity to educate visitors on the Zoos conservation projects and provide unique and interesting value add experiences for visitors.
- Submissions voicing Zoos SA's interest in biodiversity were developed in relation to unsustainable palm oil, the Murray Darling Basin, national wildlife corridors, protected area management, natural resource management legislative reform and conservation funding.

Staff receive fantastic feedback from participants and the opportunity to share experiences and further educate our visitors.



Sustainability

- › In 2007 Adelaide Zoo was granted its ground water allocation of 227,000 kl.
- › One of the conditions of the water allocation was the installation of meters to all bores by 2010.
- › In October 2009 all bores were metered, in conjunction with this, existing infrastructure was also upgraded.
- › Metering data gave us the ability to better examine our historic groundwater use.
- › Pond volumes fill times and skimming practices were reviewed and minimum flow values were determined that still maintained the health and viability of ponds and animals.
- › February 2010 ground water reticulation was automated; all ponds are now allocated periods for usage.
- › The bore upgrade, metering and automation of delivery systems have helped us to make significant improvement in our management of groundwater use.

- › 11-12 has seen the third consecutive year of reduced groundwater consumption since sub-metering, automation and monitoring commenced. 11-12 saw a 72% reduction over 08-09.

Education

- › Emma Still, from Monarto Education, spent term one in Africa, volunteering at three conservation sites and planning for a future school student conservation exchange.
- › Ian Walton's (Wally) position joined DECD's Outreach Education, giving extra security for the position and adding some talented education officers from a variety of organisations to his professional network.
- › Education programs at Adelaide Zoo have been reviewed in light of the Australian Curriculum and many changes made: such as All education programs will now include an animal encounter.
- › Adelaide Zoo: 47,465 Education Admissions with a total of 20,465 involved in 14 different programs.
- › Monarto Zoo: 10,079 Education Admissions with almost 5,000 involved in the 7 different programs.
- › A total of 29, 250 Education Admissions to Adelaide and Monarto were self guided visits.



Our People

- › For the first time, due to accessing Traineeship incentives, Zoos SA have had 38 People enrolled in externally recognised Traineeships. 12 people have already completed their certificate. Zoos SA attracted over \$10,000 in funding towards these traineeships (which does not include the Aboriginal Learning on Country programme) and recouped over \$138,000 in Workers Compensation Levies as a result. Further funding is anticipated in 2012/13.
- › The HR team have attracted over \$25,000 in total funding from Employers Mutual, which has facilitated the implementation of a new incident reporting system and access to expert tailored training on Manual Handling available to all employees. The monies also assisted in the updating of our Job Dictionaries, which will be a key tool in assessing risks and reducing injuries and potential for injuries for each individual role.
- › The tailored Management Development Training programme is underway. Six separate and distinct Management Development sessions have been delivered to employees across all three sites



Our Animals

Sumatran Tiger

Overview

This year has been a time for re-evaluation and reorganisation for many of our collection species. A large amount of time has gone into the planning, husbandry and conditioning required to successfully set up harmonious groups and breeding introductions. On the exotic front our Keepers have been working with our Sumatran tigers, Orang-utans, Hyaena, Lions, Giant pandas, White rhinos, Cheetah, Chimpanzees, Fennec foxes, White cheeked gibbons and several ungulate species and with the exceptions of Giant Pandas and Sumatran tigers this has resulted in pregnancies and births (at the time of writing our White rhino – Uhura is pregnant, due later this year). The birth of our first cheetah cub in many years was a definite highlight and will hopefully lead to more successful births. At the time of writing significant inroads have been made into the breeding of our Sumatran tigers (a very delicately managed affair) and we await the outcomes of our second year of introduction for Wang Wang and Funi – our Giant panda pair.

On the Australasian fauna side our Quokkas, Brush-tailed bettongs, Brush-tailed rock wallabies, Goodfellow's tree kangaroos, Palm cockatoos, Ghost bats, Broad headed snakes and Western swamp tortoises have all bred successfully (as well as many other species). Another Mallee fowl egg collection (eight eggs) was carried out in Ferries MacDonald National Park which proved successful. After hatching at Adelaide Zoo this added six more birds to our proposed breeding group of animals destined to help re-establish this species at Monarto Zoo and surrounding areas and to boost numbers at Ferries MacDonald National Park. Six more Warru (Black-flanked rock wallabies) bred at Monarto Zoo were released at the APY Lands in South Australia's far north and this year's four Tasmanian devil births bring to nineteen bred at Monarto that have been added to the Australian Mainland Insurance Program (commenced in 2006/7). This programme was brought about by the devastating and extinction threatening Facial Tumour disease problem affecting the Tasmanian population. A new Tasmanian devil



African Lion

feral control program and the planting of over 100,000 trees on the Wild Africa site which will link up Monarto Zoo and Rocky Gully Reserve with wildlife corridors. This year the team has also been involved with considerable outside conservation work including weed and feral control and tree planting at the Coorong. All trainees receive additional qualifications including certain plant operating licences.

Staff

Adelaide and Monarto staff have been involved in a variety of national and state conservation projects including species recovery team participation, native and exotic species forums and workshops, release and monitoring work, specimen transfers interstate (including two giraffe) and also in career development and qualification upgrades and training. As part of our support for overseas in situ conservation, staff from the Life Sciences and Monarto Education areas have jointly managed to raise around \$20,000 each for supporting community conservation at Sera in Kenya (through bead sales) and for counter poaching equipment for Kruger National Park Rangers (through the annual Mokhohlolo tour).

Our staff have also been fundraising for Chimpanzees, Orang-utan, Sumatran Tigers and Asian bears, all worthy conservation causes. Keeping and veterinary staff have also been pivotal to a research project being carried out on our Painted dog pack which may ultimately lead to an application for inoculation against certain diseases in surviving wild dog populations in Africa, a very valuable undertaking considering the endangered status of this species in the wild.

exhibit was built and commissioned at the Waterhole function facility at Monarto which not only explains the disease issues and our involvement in the project to the public but also provides an opportunity for visitors to get very close to these endearing animals during keeper presentations.

Work has also been carried out on ongoing refurbishment of many Adelaide and Monarto exhibits including improvements to our Orang-utan, Panda and African wild dog facilities. Much of this work has been carried out with the generous sponsorship of our volunteers.

This year also saw the arrival of five young Scimitar horned oryx from the Northern Territory – this was part of a joint importation with other open range zoos in our region and guarantees at least the short to medium term future for this species in Australia. We were also fortunate to receive two female Waterbuck which means we can now breed this species with our male at Monarto (there are currently less than ten in Australia).

At Warrawong - fourteen Woylie (Brush-tailed bettongs) and eight Mainland Tammar wallabies were released into the sanctuary to join the at least twenty-

one Long Nose Potoroo, twelve Rufous Bettong, forty four Southern Brown Bandicoots, three Red-necked Wallabies, ten Brush-tailed Possum and four Yellow-footed Antechinus that were trapped at the annual census. The Antechinus is a small carnivorous marsupial not confirmed at the sanctuary since the 1990's, so this was an exciting discovery. Soon some Swamp wallabies will be joining the group. Although unconfirmed it has been estimated that there may be as many as sixteen Platypus in the sanctuary as well.

The Aboriginal Learning on Country trainee program (ALoC) is now in its third year of operation and has now successfully delivered eleven certificates (Cert 2 and Cert 3) in Conservation and Land Management all with an associated twelve months of paid work experience at our Wild Africa and Monarto Zoo work sites. Several of the graduates now have full time employment and this year we have four Certificate 3 and two Certificate 4 trainees on site. This program has been made possible by a consortium of sponsors including the Murray-Darling NRM, SA Works, HETA, DFEEST, Jobs Networks, and the Indigenous Coordination and Australian Apprentice Centres. An associated benefit of the program has been an excellent weed and

Collection Composition

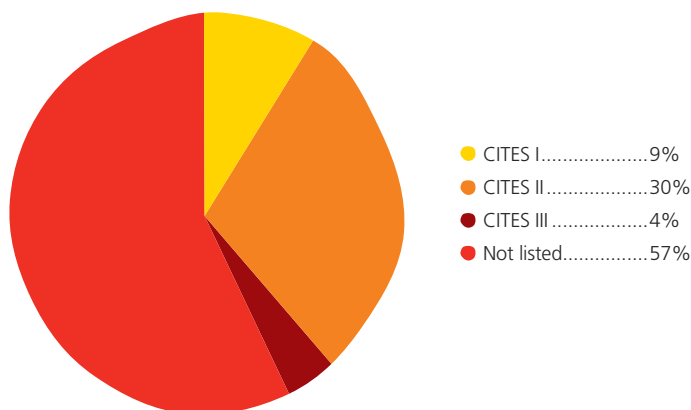
CITES Listed Species

Currently, there are approximately 5,000 species of animals and more than 28,000 species of plants protected by CITES (the Convention on International Trade in Endangered Species of Wild Fauna and Flora) <http://www.cites.org/eng/app/appendices.php> These species are listed in one of three CITES Appendices, according to how threatened they are by international trade (CITES I being most threatened).

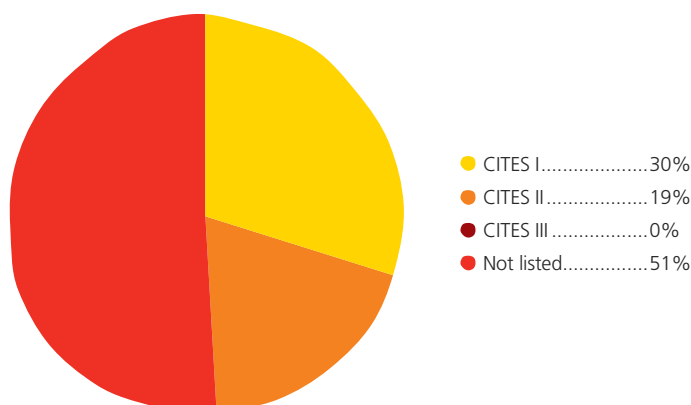
Warrawong Sanctuary houses a single CITES I Australian mammal, with no other CITES I specimens, and as such this collection has not been illustrated here.

Animals listed under CITES Appendix I are those species threatened by extinction. The trade in specimens of these species is permitted only in certain circumstances. These restrictions have implications for the maintenance of CITES I species in the zoo collection, as the import of such species can be a long and expensive exercise. These species, in particular, highlight the need for effective population management, with any CITES I species required to be managed under a Department of Sustainability, Environment, Water, Population and Communities approved Cooperative Conservation Program (CCP). Adelaide Zoo currently house 25 species of CITES I listed animal, while Monarto Zoo maintains eleven CITES I species and Warrawong Sanctuary one (Appendix 1).

Adelaide Zoo



Monarto Zoo



CITES — Convention in Trade of Endangered Species

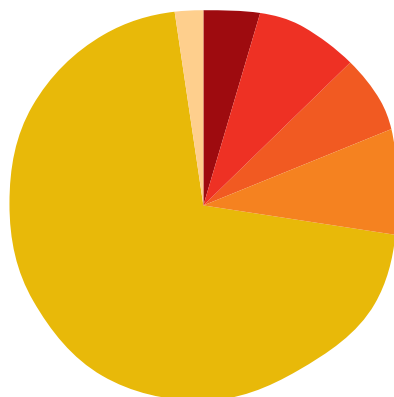
WCU Listed Species

The World Conservation Union, previously the International Union for the Conservation of Nature, has been assessing the conservation status of species, subspecies, varieties and selected subpopulations on a global scale for more than forty years. The categories and criteria are intended to be an easily and widely understood system for classifying species at a high risk of extinction. Subsequently, by highlighting these extinction threats, the IUCN hopes to promote their conservation. The IUCN Red List was updated in 2008, with many species changing in their classification. Unfortunately, many were granted more threatening status than previously. Nonetheless, almost three-quarters of Adelaide Zoo's fauna are not IUCN listed. Refer to Appendix 2 for Zoos SA species of greatest concern under the IUCN categorisation.

Warrawong Sanctuary has a single species list as Critically Endangered, with all other species not listed by IUCN. As such this collection has not been illustrated here.

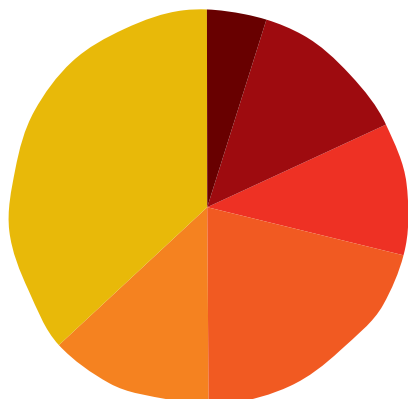
IUCN listed species are represented throughout most of the taxonomic groups currently held at Adelaide and Monarto Zoos. While the graph below indicates the categories of IUCN listings throughout each these groups (as determined by the ASMP Taxon Advisory Groups), it does not give a true representation of numbers within each group, but of a percentage within each group.

Adelaide Zoo



Extinct in Wild	0%
Critically Endangered.....	5%
Conservation Dependant.....	0%
Endangered.....	8%
Near Threatened	6%
Vulnerable.....	9%
Not listed.....	70%
Data Deficient	0%
Least Concern	2%

Monarto Zoo



Extinct in Wild	5%
Critically Endangered.....	13%
Conservation Dependant.....	0%
Endangered.....	11%
Near Threatened	21%
Vulnerable.....	13%
Not listed.....	37%
Data Deficient	0%

Appendices

Appendix 1

CITES I species managed within Zoos South Australia collections (by Class, in alphabetical order by common name for easy reference).

Reptilia

Fijian crested iguana	<i>Brachylophus vitiensis</i>
Madagascan tree boa	<i>Sanzinia madagascariensis</i>
Radiated tortoise	<i>Geochelone radiata</i>
Western swamp tortoise	<i>Pseudemys umbrina</i>

Aves

Hyacinth macaw	<i>Anodorhynchus hyacinthinus</i>
Nicobar pigeon	<i>Caloenas nicobarica</i>
Orange-bellied parrot	<i>Neophema chrysogaster</i>
Ostrich	<i>Struthio camelus</i>
Palm cockatoo	<i>Probosciger aterrimus</i>
Palm cockatoo	<i>Probosciger aterrimus aterrimus</i>

Mammalia

Addax	<i>Addax nasomaculatus</i>
Black rhinoceros	<i>Diceros bicornis minor</i>
Brush-tailed bettong	<i>Bettongia penicillata ogilbyi</i>
Cheetah	<i>Acinonyx jubatus jubatus</i>
Chimpanzee	<i>Pan troglodytes</i>
Cotton-top tamarin	<i>Saguinus oedipus Oedipus</i>
Fallow deer	<i>Dama dama</i>
Giant panda	<i>Ailuropoda melanoleuca</i>
Golden lion-tamarin	<i>Leontopithecus rosalia rosalia</i>
Greater bilby	<i>Macrotis lagotis sagitta</i>
Greater stick-nest rat	<i>Leporillus conditor</i>
Malayan sun bear	<i>Helarctos malayanus malayanus</i>
Malayan tapir	<i>Tapirus indicus</i>
Mandrill	<i>Mandrillus sphinx</i>
Mesopotaminan Fallow Deer	<i>Dama mesopotamica</i>
Nepalese red panda	<i>Ailurus fulgens fulgens</i>
Przewalski's horse	<i>Equus ferus przewalski</i>
Ring-tailed lemur	<i>Lemur catta</i>
Siamang	<i>Symphalangus syndactylus</i>
Sumatran orangutan	<i>Pongo abelii</i>
Sumatran tiger	<i>Panthera tigris sumatrae</i>
White rhinoceros	<i>Ceratotherium simum simum</i>
White-cheeked gibbon	<i>Nomascus leucogenys</i>

Appendix 2

Species with Zoos South Australia collection listed in IUCN categories of most concern.

Extinct in Wild

Scimitar oryx	<i>Oryx dammah</i>
Tammar wallaby	<i>Macropus eugenii eugenii</i>

Critically Endangered

Addax	<i>Addax nasomaculatus</i>
Black rhinoceros	<i>Diceros bicornis minor</i>
Brush-tailed bettong	<i>Bettongia penicillate ogilbyi</i>
Cotton-top tamarin	<i>Saguinus oedipus oedipus</i>
Przewalski's horse	<i>Equus ferus przewalski</i>
Sumatran orangutan	<i>Pongo abelii</i>
Sumatran tiger	<i>Panthera tigris sumatrae</i>
White-cheeked gibbon	<i>Nomascus leucogenys</i>
Orange-bellied parrot	<i>Neophema chrysogaster</i>
Aruba Island rattlesnake	<i>Crotalus durissus unicolor</i>
Chinese three-striped box tortoise	<i>Cuora trifasciata</i>
Fijian crested iguana	<i>Brachylophus vitiensis</i>
Radiated tortoise	<i>Geochelone radiata</i>
Western swamp tortoise	<i>Pseudemys umbrina</i>
Axolotl	<i>Ambystoma mexicanum</i>
Murray cod	<i>Maccullochella peelii</i>

Endangered

African wild dog	<i>Lycaon pictus</i>
Australian sea-lion	<i>Neophoca cinerea</i>
Chimpanzee	<i>Pan troglodytes</i>
Giant panda	<i>Ailuropoda melanoleuca</i>
Golden lion-tamarin	<i>Leontopithecus rosalia rosalia</i>
Goodfellow's tree kangaroo	<i>Dendrolagus goodfellowi</i>
Malayan tapir	<i>Tapirus indicus</i>
Matschie's tree kangaroo	<i>Dendrolagus matschiei</i>
Mesopotamian fallow deer	<i>Dama mesopotamica</i>
Northern quoll	<i>Dasyurus hallucatus</i>
Pygmy hippopotamus	<i>Hexaprotodon liberiensis</i>
Siamang	<i>Symphalangus syndactylus</i>
Tasmanian devil	<i>Sarcophilus harrisii</i>
Baudin's black cockatoo	<i>Calyptorhynchus (funereus) baudinii</i>
Chattering lory	<i>Lorius garrulous</i>
Gouldian finch	<i>Chloebia gouldiae</i>
Hyacinth macaw	<i>Anodorhynchus hyacinthinus</i>

Regent honeyeater
Swift parrot
Elongate tortoise
Pygmy blue-tongue lizard
Woma python
Southern bell frog

Anthochaera phrygia
Lathamus discolor
Indotestudo elongate
Tiliqua adelaidensis
Aspidites ramsayi
Litoria raniformis

Vulnerable

African lion
Barbary sheep
Binturong
Brazilian tapir
Cheetah
Common hippopotamus
Ghost bat
Greater bilby
Greater stick-nest rat
Long-nosed potoroo
Malayan sun bear
Mandrill
Nepalese red panda
Oriental small-clawed otter
Quokka
Double-wattled cassowary
Green peafowl
Java sparrow
Malleefowl
Superb parrot
Aldabra tortoise
Broad-headed snake
Madagascar tree boa
Spur-thighed tortoise

Panthera leo senegalensis
Ammotragus lervia
Arctictis binturong
Tapirus terrestris
Acinonyx jubatus jubatus
Hippopotamus amphibious
Macroderma gigas gigas
Macrotis lagotis sagitta
Leporillus conditor
Potorous tridactylus
Helarctos malayanus malayanus
Mandrillus sphinx
Ailurus fulgens fulgens
Aonyx cinerea
Setonix brachyurus
Casuaris casuaris johnsonii
Pavo muticus
Padda oryzivora
Leipoa ocellata
Polytelis swainsonii
Geochelone gigantea
Hoplocephalus bungaroides
Sanzinia madagascariensis
Testudo graeca

Appendix 3

Species within the Zoos South Australia collection managed under CP or PMP by the ASMP (by Class, in alphabetical order by common name for easy reference).

Reptilia

Broad-headed snake
Fijian crested iguana
Western swamp tortoise

Hoplocephalus bungaroides
Brachylophus vitiensis
Pseudemidura umbrina

Aves

Black-winged stilt*

Brolga
Double-wattled cassowary
Eastern whipbird
Little blue penguin
Malleefowl
Noisy pitta
Orange-bellied parrot
Regent bowerbird

Himantopus himantopus leucocephalus
Grus rubicunda
Casuaris casuaris johnsonii
Psophodes olivaceus
Eudyptula minor novaehollandiae
Leipoa ocellata
Pitta versicolor
Neophema chrysogaster
Sericulus chrysocephalus

Regent honeyeater
Rose-crowned fruit dove
Sacred kingfisher
White-browed woodswallow*

Anthochaera phrygia
Ptilinopus regina
Halcyon sancta sancta
Artamus superciliosus

Mammalia

Addax
African wild dog
Bongo
Brush-tailed bettong
Cheetah
Chimpanzee
Common hippopotamus
Cotton-top tamarin
Ghost bat*
Giraffe
Giraffe
Golden lion-tamarin
Goodfellow's tree kangaroo
Greater bilby*
Hamadryas baboon
Lion
Malayan sun bear
Meerkat
Nepalese red panda
Northern quoll
Oriental small-clawed otter
Plains zebra
Przewalski's horse
Pygmy marmoset
Quokka
Ring-tailed lemur
Scimitar oryx
Serval
Siamang
Southern hairy-nosed wombat*
Squirrel glider
Sumatran orangutan
Sumatran tiger
Tammar wallaby*
Tasmanian devil
White-cheeked gibbon
White rhinoceros
Waterbuck
Yellow-footed rock wallaby*

Addax nasomaculatus
Lycaon pictus pictus
Tragelaphus eurycercus isaaci
Bettongia penicillata ogilbyi
Acinonyx jubatus jubatus
Pan troglodytes
Hippopotamus amphibius
Saguinus oedipus Oedipus
Macroderma gigas gigas
Giraffa camelopardalis
Giraffa camelopardalis rothschildi
Leontopithecus rosalia rosalia
Dendrolagus goodfellowi
Macrotis lagotis sagitta
Papio hamadryas hamadryas
Panthera leo senegalensis/krugeri
Helarctos malayanus malayanus
Suricata suricatta
Ailurus fulgens fulgens
Dasyurus hallucatus
Aonyx cinerea
Equus burchelli
Equus ferus przewalski
Callithrix pygmaea
Setonix brachyurus
Lemur catta
Oryx dammah
Leptailurus serval
Symphalangus syndactylus
Lasiorhinus latifrons
Petaurus norfolcensis
Pongo abelii
Panthera tigris sumatrae
Macropus eugenii eugenii
Sarcophilus harrisii
Nomascus leucogenys
Ceratotherium simum simum
Kobus ellipsiprymnus ellipsiprymnus
Petrogale xanthopus xanthopus

* species for which the Species Coordinator is an employee of Zoos South Australia

Appendix 4

ASMP species studbooks managed by Zoos South Australia employees

Species		TAG	Employee	Position	Management Level
Black-winged stilt	<i>Himantopus himantopus leucocephalus</i>	Birds	Vaughan Wilson	Species Coordinator	PMP
White-browed woodswallow	<i>Artamus superciliosus</i>	Birds	Vaughan Wilson	Species Coordinator	PMP
Greater bilby	<i>Macrotis lagotis sagitta</i>	Native Fauna	Jodi Buchecker	Species Coordinator	CP
Yellow-footed rock wallaby	<i>Petrogale xanthopus xanthopus</i>	Native Fauna	Heather Guy	Species Coordinator	CP
Black-flanked rock wallaby	<i>Petrogale lateralis</i>	Native Fauna	Mick Post	Studbook keeper	Recovery Team only
SA mainland tammar wallaby	<i>Macropus eugenii eugenii</i>	Native Fauna	Jodi Buchecker	Species Coordinator	CP
Australian sealion	<i>Neophoca cinerea</i>	Native Fauna	Steve McKee	Studbook Keeper	MSP
Ghost bat	<i>Macroderma gigas gigas</i>	Native Fauna	Lucy Catt	Species Coordinator	PMP
Southern Hairy- nosed Wombat	<i>Lasiorhinus latifrons</i>	Native Fauna	Gert Skipper	Species Coordinator	PMP

Appendix 5

Zoos South Australia staff representatives on Species Recovery Teams

Species		Region	Staff Member
Pygmy blue-tongue lizard	<i>Tiliqua adelaidensis</i>	State	T. Morley
Western swamp tortoise	<i>Pseudemydura umbrina</i>	WA state	T. Morley
Orange-bellied parrot	<i>Neophema chrysogaster</i>	National	B. Backhouse
Malleefowl	<i>Leipoa ocellata</i>	National	J. Buchecker
Greater bilby	<i>Macrotis lagotis sagitta</i>	State	I. Smith, J. Buchecker, P. Clark
S.A. Mainland Tammar wallaby	<i>Macropus eugenii eugenii</i>	State	I. Smith, J. Buchecker, P. Clark, W. Foster
Black-flanked rock wallaby	<i>Petrogale lateralis lateralis</i>	State	I. Smith, W. Foster, M. Post
Brush-tailed rock wallaby	<i>Petrogale p. penicillata</i>	State	D. Schultz, D. Taggart
Yellow-footed rock wallaby	<i>Petrogale x. xanthopus</i>	State	
Murraylands threatened flora		State	B. Horner
SA Red Tailed Black Cockatoo	<i>Calyptorhynchus banksii graptogyne</i>	State	V. Russell
Mt Lofty Southern Emu	<i>Stipiturus malacharus</i>	State	V. Russell
Wren & Fleurieu Swamps			
Southern Brown Bandicoot	<i>Isodon obesulus</i>	State	V. Russell

Management level of species

The ASMP management categories provide a framework for organising species management and planning at a regional level. These categories are designed to indicate the role or status of a taxon in the regional collection, whether or not regionally coordinated management is being applied, and if so at what intensity.

(see appendix 3)

During 2010, a simplification of the ASMP Species Management Categories was endorsed, reducing the number of categories by eliminating the management levels of the past. The new management categories are:

- *Conservation Program (CP)* – involves a species that has a documented role in a formal recovery effort. Typically managed to a high level of genetic and demographic rigor. Typically, a Captive Management Plan would be developed for the species in this category.
- *Population Management Plan (PMP)* – involves those species that are of regional/global significance due to their threat status or strategic importance to Australasian collections. All will be managed to a high level of genetic and demographic rigor. For all exotics and some native species, a Captive Management Plan would be developed.
- *Monitored Species Program (MSP)* – largely involves NZ fauna where NZ government requirements specify the need for some level of reporting around a majority of species. Also applies to a smaller number of other species where monitoring of the population dynamics or specific husbandry issue is considered useful.
- *No Regional Program (NRP)* – for all taxa either not assessed or not currently deemed a regional priority for intensive management at this time.
- *Not Recommended (NR)* – a species formally recommended by the relevant Taxation Advisory Group and endorsed by the ASMP to not be acquired by member institutions. This category should ideally be used infrequently.
- *Phase Out (PO)* – a species formally recommended by the relevant TAG and endorsed by the ASMP to phase out by member institutions. Following more than a decade of formal collection planning, this category should be seen less frequently.

The ASMP currently operates 82 programs at CP, PMP or MSP level; Zoos SA participates in 58 (71%) of these.

Note: Warrawong is included in Monarto Zoo inventory



Yellow Footed Rock Wallaby



Conservation

Our Programs/Projects

Golden Lion Tamarin

Conservation Programs

Zoos SA defines conservation consistent with the World Association of Zoos and Aquariums definition of – “conservation is the securing of long term populations of species in natural ecosystems and habitats wherever possible”.

The delivery of key conservation objectives is one of the priorities of Zoos SA. In addition to the insurance populations maintained at our properties, Zoos SA have been involved in a range of on ground projects both nationally and internationally. These include the long-term yellow-footed rock wallaby project at Aroona Sanctuary which has now recorded more than eighty animals at the site since ten wallabies were released in 1996.

Teams of Zoos SA staff regularly visit Aroona Sanctuary to help reduce some of the threats to the wallabies – particularly goats and foxes.

Ecosystem restoration at Monarto

The work to restore the native bush at Monarto is coming along in leaps and bounds, with great grant success and an enthusiastic volunteer group helping to create a healthy functioning ecosystem. Some of the major steps towards this include completing the propagation facilities, including a seed orchard. This is enabling us to produce the variety of species plants used to revegetated 25 ha of land at Monarto. This replanting effort has only been possible with the assistance of a wonderful group of volunteers, including the sixty people involved in the planting festival which saw 6,040 plants across 14 ha planted in under four hours. In addition to creating new habitat, there has also been a focus on improving the quality of more than 100 ha of existing habitat.

The project has also seen the existing fence line be upgraded to make it feral proof using an electrified overhang to keep out foxes and cats, and a mesh skirt to keep out rabbits. The completion of this feral proof fence will enable work on removing rabbits, cats and foxes to be more effective as new arrivals are stopped.

Southern hairy-nosed wombats

One of the key challenges for the southern hairy-nosed wombat is the conflict that can arise between landowners and wombats. Finding ways to resolve this conflict and have people and wombats being able to live together, has been the focus of work this year. This has seen our wombat researchers making visits to landowners across the state to find out if they have wombats on their property and how they live together, including any issues they face. This is also providing key information on where wombats are found and their numbers. This information is critical for making sure efforts are put in place early to stop them going the way of their critically endangered Northern cousins.

Warru

This year has seen some positive signs for the recovery of the Warru with the first two releases of animals settling into their new home back in the APY Lands. These Monarto-raised Warru have shown us how quickly the species can start the recovery process when given a safe haven and a helping hand. The first group of captive born animals had their first joey a month after arriving in the Pintji (hardening off enclosure) on the Lands, and before a year was up, this first wild born joey had its own joey – sooner than we had imagined possible. Obviously there must be something right with their new home.

There has also been good news with the wild populations with Warru being found spreading out onto nearby rocky outcrops and population estimates at each of the three major colonies increasing.



Australian Sea-Lion

Red-tailed black cockatoos

Work in the South East of SA with red-tailed black cockatoos has seen a significant increase in the number of local farmers involved in protecting and restoring stringy bark habitat, one of the main feeding trees of the cockatoo. Over the last year 80 farmers were involved in the program on 50 properties and 172 ha of habitat were restored and/or protected. As well as the conservation outcomes the project is also helping to build connections and skills in the local community around Lucindale and Naracoorte.

International projects

This year we have focused our international efforts onto working with partners in five major project areas:

- Indonesia and the Bukit Tigapuluh reserve where species such as orang-utans, tigers and tapirs are being protected by working with local communities on alternative livelihoods;
 - African rangelands in Kenya where we are working with the Northern Rangelands Trust, and in particular the Sera Conservancy to protect some of Africa's great plains species from poaching and competition with domestic stock;
 - African tropical rainforests in Sierra Leone and Congo where ranger patrols and community conservation activities are being undertaken with a particular focus on protecting chimpanzees;
 - Tetepare in the Solomon Islands which sees an entire island and surrounding marine areas protected from deforestation or overuse.
- China where we are supporting both ex-situ giant pandas conservation and research as well as work with wild populations and reserves;

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Zoos SA Education Report 2011-2012

The busy 12 month period just completed has seen some big changes for Zoos SA Education.

The Zoomobile is no longer an Education program, but is still providing some outreach visits and promotional presentations and in-zoo school holiday entertainment. Zoomobile's friendly native animal team is a valuable asset for the Society, and with ongoing conditioning from Jessica Langley and Children's Zoo keepers, continues to provide engaging and meaningful learning experiences for many people.

Schools throughout Australia are gradually changing over from their states' curriculum frameworks to the Australian Curriculum. The Australian Curriculum is being introduced over several years, but Science, English, Mathematics and History are in place across Australia now. Geography, The Arts and Languages will be introduced next year, and work is continuing on the development of Health and Physical Education, Technologies, Economics and Business and Civics and Citizenship.

The curriculum content is very specific for each year level, and there are also "general capabilities" (literacy, numeracy, information and communication technology competence, critical and

creative thinking, ethical behaviour, personal and social competence and intercultural understanding) and three "cross-curriculum priorities" (Aboriginal and Torres Strait Islander histories and cultures, Asia and Australia's engagement with Asia and Sustainability) which should be woven into the curriculum.

In South Australia, there is also the "Teaching for Effective Learning" or TfEL framework, which outlines *how* teachers should be teaching to improve student engagement in their education.

As a result of these new frameworks, at Adelaide and Monarto Zoos we have reviewed all programs and resources, making additions, deletions and amendments to make them more supportive of the new requirements for teachers. At Adelaide Zoo much greater use is being made of the "conditioned" animals with all Education programs now including an animal encounter. These encounters reinforce the conditioning for the animals and enable "wow" moments for the students, most of whom really enjoy and value the experience. The experience is associated with good information about the animals and their situation in their natural habitats.

Another important change is that Ian 'Wally' Walton, who is a DECD employee, is now part of the DECD's Outreach Education. This is a team of Education Officers in public scientific and cultural institutions around Adelaide. This change gives more security to the Monarto Zoo Education Officer position and brings Wally into a team of people with a very broad range of sites, programs and educational situations. The Education Manager at Zoos SA is also part of the Outreach team. The DECD contribution of these two fulltime leadership positions to Zoos SA is very valuable and contributes significantly to the education programs offered through the Zoos.

As in previous years, a big thank you to all the staff and volunteers at Zoos SA who support education in a wide variety of ways such as work experience, careers days, Planetkeeper programs, student hands-on programs, bus tours (MZ), behind the scenes food stores tours (AZ) and holiday programs.



Sustainability

The sustainability program works across all of our properties and contributes significantly to the organisation's goals of reducing our environmental footprint and running a sound and advancing business.

2011-12 was a time for consolidation and focus on improving our understanding of resource use and environmental impact to guide future initiatives. Continued analysis of detailed records for mains water, waste to landfill and recycling, bore water and energy has helped Zoos SA to progressively improve its effective use of natural resources and reduce expenditure.

Mains Water

2011-12 was the second consecutive year of reduced mains water consumption at Adelaide since sub-metering, monitoring and leak detection commenced in 2009. The annual consumption of mains water in 2011-12 was also the lowest for the last 6 years. The 2010-11 and 2011-12 consumptions were similar and 16% less than in 2009-10.

In January 2012 data logging of mains water infrastructure at Monarto was introduced with equipment loaned by SA Water. Monitoring over the last six months has already helped to identify points of leakage and anomalies of use and remediation of this has commenced. Information collated from data logging will also enable the establishment of water consumption targets for husbandry and irrigation.

In April, Zoos SA embraced the opportunities presented by the National Business Water Efficiency Benchmark Project. This is a national partnership project with water utilities across Australia, the primary objective of the project is to develop sector and regional specific industry benchmarks for water consumption and efficiencies.

Bore Water

Ground water consumption has remained relatively static since the introduction of bore metering and reticulation infrastructure in late 2009. There has been a modest use reduction in 2011-12 with savings of 5% compared with 2010-11.

Trade Waste

In June, Adelaide sewer flow metering was installed and conductivity logging adopted at the main sewer outlet. This was a requirement for Trade Waste compliance; its purpose is to measure the quantity and pollutant load of water disposed to sewer. The sustainability program area will continue to monitor data from this initiative as part of Zoos SA environmental legal obligations.

Zoos SA adopted commercial Trade Waste charging in 2010, which means Zoos SA pays a fee based on the quantity and pollutant load of water disposed to the sewerage system. As a consequence reductions in the flow to sewer will result in substantial financial savings for the organisation. In addition to the financial benefits of reducing wastewater discharge volumes, the draw on groundwater resources is an important environmental outcome.

Waste

The revised waste management system which aims to reduce the quantity of waste sent to landfill and reduce costs, continues to be successful. The reporting function has enabled Zoos SA to track its environmental footprint and make progressive improvements where possible. In 2011-12 the Adelaide site reduced the proportion of waste going to landfill.

Diversion of waste from landfill disposal to recovery streams has increased to 77% an improvement of 23% increase since the benchmark 2009 data.

The goal for 2012-13 is to lift the current recovery rate to over 80%. Continued awareness of the importance of sorting waste will be required of staff and the public to achieve this goal.

Energy

Zoos SA energy consumption for 2011-12 has reduced by 186,000 kWh (9%). This is financially significant and places us in good stead for the introduction of the carbon tax and impact of rising transmission costs which are expected to result in a significant increase in the cost of energy. Reductions are attributed to improved management of the Building Management System (BMS) for the new front entrance, installation of Zen and Panda Photovoltaic arrays (PV), and a

reduction in bore pump run time. We are currently looking at options for sub-metering electrical energy consumption across the site to enable a better breakdown of consumption and to direct future efforts for further efficiencies.

Grazer

We have invested considerable effort in collating asset information for the Zoos asset management database – this system will enable management to make informed decision about the acquisition, operation and sustainable management of mechanical electrical and built form assets. The database is a joint project between the sustainability program and asset and estates team.



Admissions

Adelaide Zoo

Paid admissions decreased by 28.4%, but member admissions increased by 1%. Free admissions fell, largely due to fewer paid visits by families with children under four. Education visitation dropped by 14.6%.

Increase in Function numbers can be attributed to new catering contractors and the opening of the Wisteria restaurant in the new front entrance.

Approx 31% of total visitation was from Interstate or overseas.

	2012	2011	Variance
Admissions (paid)	194,897	272,098	-28.4%
Education	47,465	55,596	-14.6%
Members	81,779	81,232	+0.67%
Other Admissions (Free)	28,692	39,415	-27.2%
Functions	42,799	37,041	+15.5%
TOTAL	395,632	485,382	-18.5%

Total attendances for the last 5 years were:

10/11	09/10	08/09	07/08	06/07
485,382	490,591	369,549	370,410	400,790

Monarto Zoo

Paid admissions decreased by 14.3%, member visitation also decreased by 7.7%. Free admissions fell, largely due to fewer paid visits by families with children under four. Education numbers dropped by 21%, as per last year a reflection of the increased bus costs associated with overnight student visits.

Approx 14% of total visitation was from Interstate and overseas.

	2012	2011	Variance
Admissions (paid)	55,592	64,913	-14.3%
Education	10,079	11,352	-11.2%
Members	22,311	24,171	-7.7%
Other Admissions (Free)	9,420	11,986	-21.0%
Functions	1,094	2,502	56.2%
TOTAL	98,496	114,924	-14.3%

10/11	09/10	08/09	07/08	06/07
114,924	111,647	111,844	107,602	105,504

Warrawong Wildlife Sanctuary

Overall Warrawong visitation dropped by approx 2.3% which is also reflected in reduction in value add experiences such as shows, walks, cafe meals and education. Overnight accommodation packages were restructured to provide a family friendly accommodation option and this is reflected in the increase in accommodation statistics.

	2012	2011	Variance
Shows	11,754	12,730	-7.6%
Walks	4,828	5,833	-17.3%
Meals	17,942	18,755	-4.3%
Education*	3,304	1,571 (3770)**	-12.4%
Accommodation**	1,884	432 (1296)**	+45.4%
Other	436	1,782	-75.5%
TOTAL	40,148	41,103 (44,166)**	-2.3%

* only recorded from Feb 11 ** recorded from March 11 (estimated 12 month figures)

Visitor Experience

We are disappointed to see that admissions have decreased. Zoos SA is considering a range of activities and incentives to reverse this trend in 2012/13.

Several new experiences were added to the extensive range of Boileau Behind the Scenes experiences and Westpac Brief Encounters, these included;

- › Meet the Devils Behind the scenes experience at Monarto Zoo.
- › Croc Encounter – Adelaide Zoo
- › Yellow Footed Rock Wallaby Encounter – Adelaide Zoo
- › Pelican Encounter – Adelaide Zoo
- › Behind the Scenes experience with Mainland Tammars & Quokkas – Warrawong Wildlife Sanctuary.

The behind the scenes experiences provide an excellent opportunity to connect visitors further with Zoos SA conservation programs, with almost 7400 participants in experiences across Adelaide & Monarto Zoos & 4828 participants in nocturnal experiences at Warrawong Wildlife Sanctuary.

School holiday activities have enhanced visitor experiences during the peak holiday periods with activity trails, additional Keeper talks and presentations, Volunteer Walkabout tours, touch tables and Zoo-mobile presentations.



Tourism

The interstate & international visitor numbers have continued to expand and currently sit at 31% for Adelaide Zoo & 14% for Monarto Zoo. Strongest interstate visitation for Adelaide & Monarto Zoos is from Victoria, and NZ for the international market.

Strong growth has developed as a result of relationship development with interstate & international retail & inbound tour wholesalers. Zoos SA attended the Australian Tourism Exchange in June to assist in the continued growth of this market.

Interest in the Pandas from this market, particularly with behind the scenes experiences, remains strong & will be enhanced further at such time a panda cub may arrive.



Communications Report

Gang Gang Cockatoos



Zoos SA's Marketing communications strategy continued to focus on quarterly tactical campaigns. Primarily centred around the school holidays, the objective was to drive visitation during these peak periods. To highlight a major campaign, a \$65 family pass offer was available at Adelaide and Monarto Zoo during the April holidays. The purpose was to thank the local community for their ongoing support. The campaign was communicated using media comprising of tram and bus shelters.

Revised brand guidelines for the Zoos SA portfolio were also introduced. The guidelines will create consistency across all communications and improve brand recognition and awareness. The implementation of the new look and feel will continue through the 2012-2013 financial year.

This year brand research, comprising of on-line and on-site questionnaires and focus groups, was also conducted amongst members and the general public. The findings provide valuable insights into consumers' brand perceptions and motivations.

The Society received significant publicity during 2011-2012 with most coverage attributed to a number of significant births, pregnancies, and veterinary procedures. The main objective of PR activities was to enhance the organisation's relationship with the South Australian community by helping the public understand our efforts in conservation, education and community outreach programs. Social media also continues to be an important platform for the zoo as it allows for direct engagement with key stakeholders utilising two-way communication and ensuring balanced dialogue between parties.

The most significant media coverage focused on the Society's financial circumstances, with media closely following developments throughout the year. The announcement of the 5 year business plan and the Society's new CEO were also highlighted. Substantial coverage also occurred during the first-ever introduction of Adelaide Zoo's Giant Pandas for breeding purposes, the passing of Adelaide Zoo's much loved Superb Lyrebird, Chook, the births of Adelaide Zoo's White-cheeked Gibbon baby, Fennec Fox kits, Monarto Zoo's zebra foal and Tasmanian Devil joeys. Other key media stories included veterinary procedures performed on Adelaide Zoo's male lion, Mujambi, and the male Australian Sea Lion, Tasko, as well as The Border Project's performance of *I am not an animal* at Adelaide Zoo which received rave reviews and coverage during the Adelaide Festival.

Public relations activity this year also supported marketing's quarterly campaigns by further communicating the key message that our sites combine unique family fun, with education about conservation and the environment.



Looking for excitement these school holidays?

family pass special

\$65

from April 6 - 22

ADELAIDE ZOO

Conditions apply. See adelaidezoo.com.au

Membership and Animal Adoption

Giraffe

The financial year 2011/12 saw a retention rate of 59%. At the end of June 2012 Zoos SA had a total of 26,754 current members.

Zoos SA also welcomed 169 new Life Members to the Society in the 2011/12 financial year. Life Membership numbers have increased to 1923.

Renewals and new memberships continue to increase via the website medium, making up approximately 50% of all membership transactions into Zoos SA. The move to online mediums by members not only provides members with a more efficient process, but also helps conservation by reducing document printing.

Also online we saw the introduction in late June 2012 of 'E-renewals'. Prior to a member receiving their letter via post they are now contacted initially by email prompting them to renew their membership online. This process has seen an immediate saving in the amount of letters, printing and postage required to renew members.

In early 2012 Zoos SA conducted a reactivation campaign aiming to rejoin members who have been lapsed for between 6 months to 2 and half years. 3047 households were contacted

resulting in over 100 new memberships. This particular campaign may be revisited on an annual basis to ensure ongoing engagement with lapsed members.

In Animal Adoption we saw a growth in the number of animals adopted, with many existing supporters taking on a second animal. At the end of June 2012 there were 1392 animals adopted by 990 people.

Current steps are in place to review the Animal Adoption program to provide an improved product and process. The changes are likely to be implemented during the 2012/2013 financial year and should see a further increase to the number of supporters of the Animal Adoption program.

On 1 July 2011 the RZSSA agreed to implement a new membership category of 'Concession'. This level of membership allowed for a discount for those members holding a Government Concession card, such as a Seniors Card or Health Care card. Over the last 12 months we have had a rapid influx of these member types with a total of 525 individuals becoming a member at the Concession level, plus another 2000 people taking up this rate of membership within a family.



Giant Panda

Membership Numbers	2012	2011
Honorary Life	9	9
Life	1,923	1,861
Annual		
Adult	2,097 (incl 209 Staff)	2,172
Concession	525	Nil
Student	167	136
Child	99	145
Family	20,569	24,466
Corporate	1,098	930
Companion, Honorary Associates and Conservation Friends	64	34
TOTAL	26,754	29,027

Animal Adoption Numbers	2012	2011
TOTAL	990	937

Total Income	2011-12	2010-11	Difference
Animal Adoption	127,069	118,807	8,262
Annual Membership	1,708,305	1,868,755	-160,450
Life Membership	235,612	379,428	-143,816
TOTAL	2,070,986	2,366,990	-296,004



Fundraising

Sumatran Orang-utan

Zoos SA gratefully acknowledges the generous support of all of our donors, benefactors, members and volunteers and in particular our valued government and corporate partners. We sincerely appreciate the significant annual funding support provided by the State Government of South Australia (for a full list please see page 33 of this report).

Through these partnerships Zoos SA will continue to strive towards our mission of 'Saving species from extinction and reconnecting people with nature'.

During 2011 – 2012 there were no new major capital projects and as a result corporate in kind support decreased considerably as the completion of the new front entrance and panda exhibit were completed in the previous 2010-2011 year. The Royal Zoological Society values in kind corporate support from both large and small to medium businesses. Over the coming years we look forward to celebrating your contribution to our much loved and recognised institution.

Bequests continue to play a vital and important role in our conservation efforts. We are truly grateful to our benefactors for leaving a planned gift in their will to the Society. A total of eight benefactors

left a gift to the Royal Zoological Society during the past year for specific purposes including feeding animals at Monarto and Adelaide Zoo. As caretakers of their gifts, we will honour their legacy and continue on our mission.

We thank our major and corporate partners, donors and members and will ensure all South Australians; interstate and overseas visitors continue to enjoy and engage with our exhibits and celebrate in our success in the area of world class leading conservation projects.

Bequests received from our dearest benefactors:

The Late Mr Edward Braddock
The Late Ms Mavis Phoebe Dodd
The Late Mr Barry Hill
The Late Ms Bernadette Hogan
The Late Ms Gloria June Tungate
The Late Mr Malcolm Caire
The Late Mr David Bastyan
The Late Ms Lois Antill

Fundraising Activity	2011 - 2012	2010-2011	Difference
Corporate Sponsorship Cash	963,700	821,680	142020
Corporate In Kind Support	68,173	185,834	-117661
Corporate Donations	4,028	-	4028
Fundraising Major Gifts	75,443	261,331	-185888
Appeals & Donations	64,665	22,948	41717
Sundry Income	90	17,438	-17348
Bequests	1130016	533,738	596,278
	2,306,115	1,842,969	463,146

Partnerships

Principal Partner



Major Partners



Corporate Partners



Corporate Supporters

Clear Decisions
Corporal Security
Davies Stewart Recruitment & HR
Event Shop
Golden North (Children's Zoo)

Jarvis Group
Peats Soil & Garden Supplies
Hassell
Lewis & Turner Travel Associates
Lynch Meyer

McDonalds
(Zoomobile Education Program)
Neutrog Fertilisers
Showpony Advertising

Supporters

Coriole Wine

Conservation Partners

Government of South Australia
Department of Environment,
Water & Natural Resources
Australian Government
Ian Potter Foundation

Beach Energy
Alinta Energy
Nature Foundation
Ernst and Young
Jane Goodall Institute

University of Tasmania
University of Adelaide
Flinders University
UniSA



Our People

Human Resources

The HR team work closely with staff and line managers and are responsible for;

- › Employee and Industrial Relations
- › Human Resource Management
- › Occupational Health, Safety and Welfare
- › Payroll
- › Training and Development
- › Workers Compensation

Employee and Industrial Relations

The Collective Agreement for the Adelaide and Monarto sites ceases as of 30th June 2012. Zoos SA are in negotiations with staff and unions to update and create a new Agreement. Currently the Warrawong site is covered by a separate Agreement. As the businesses are quite different some changes will need to be made need to be incorporated into the original Zoos SA Agreement to facilitate integration.

Human Resource Management

On 23rd June 2012 the employee figures are;

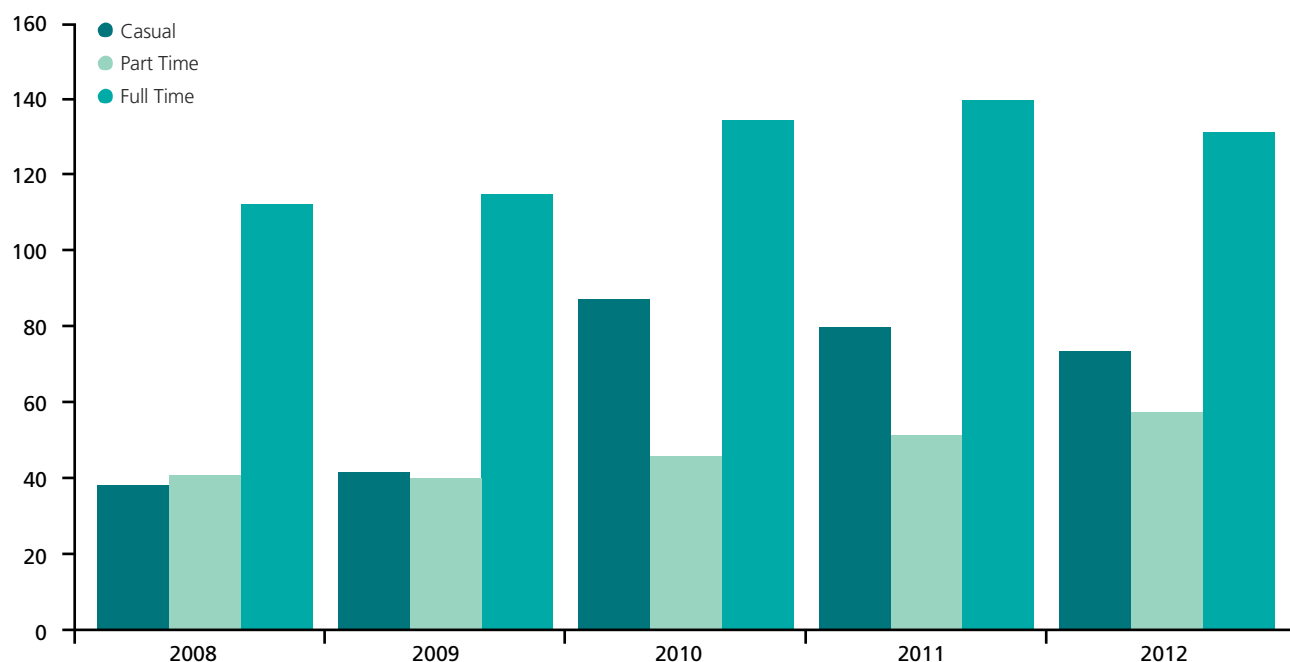
	Jun-12	Jun-11	Jun-10
Actuals	265	278	294
FTES	197.94	205.67	166.6

FTEs vs Number of employees



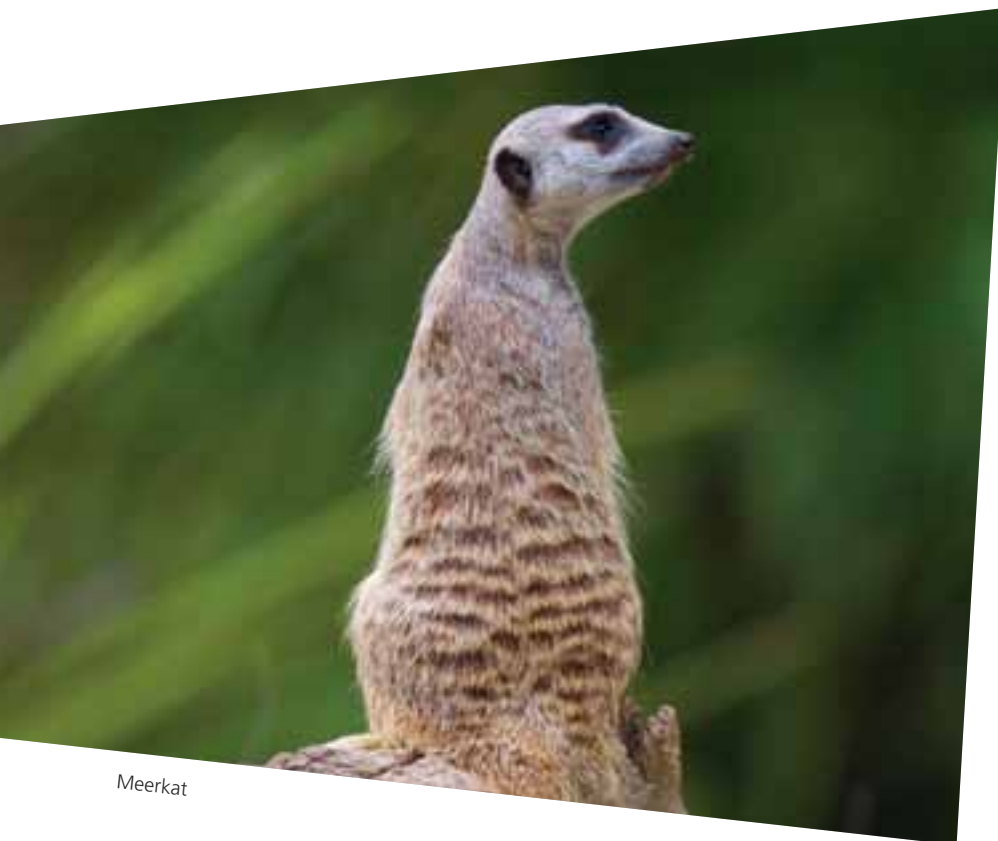
Zoos SA continues to review contracts and employment arrangements for efficiency and effectiveness. Zoos SA still maintain our commitment to Job Security where possible.

Employment status vs Number of employees



The breakdown of staff in relation to the discipline for which they are employed has altered slightly. This is largely due to a review of Departments and a migration of staffing between them. For example; movement of staff from Education into Science and Field into a dedicated Community Outreach capacity. Marketing now incorporates Interpretation and Graphic Design.

External grant funding has permitted some additional fixed term positions within both the Science and Field team and to additional traineeships and income generation opportunities have facilitated an increase in numbers participating in the Wild Africa Project.



Meerkat

Occupational Health and Safety

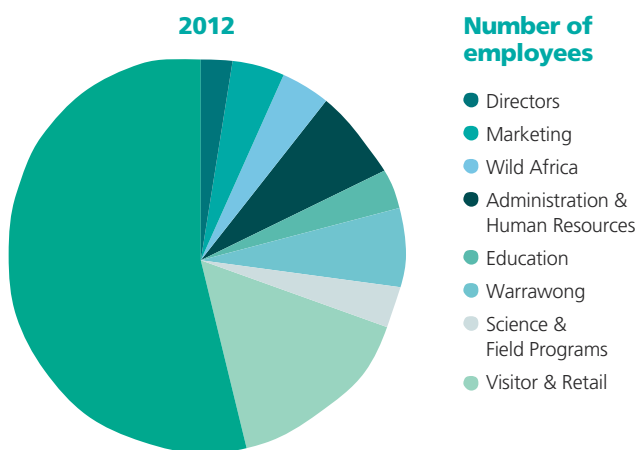
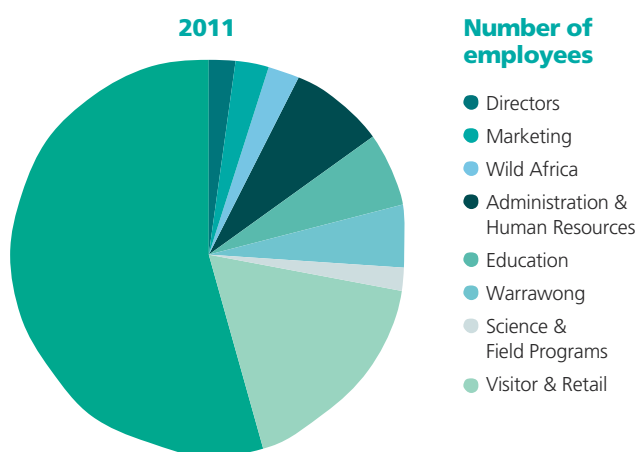
A view of our statistics confirm that our staff numbers have dropped, so Zoos SA have fewer employees, and suggest that this has translated into fewer injuries.

The grant funding from Employers Mutual has been utilised to introduce the Pause and Work Safely (PAWS), and the programme has commenced roll out.

Hopefully with the roll out of PAWS we will encourage the reporting of hazards, which will allow Zoos SA to work proactively to further reduce incidents and injuries.

This proactive approach to reporting has already commenced and is the reason why, with reduced visitor numbers, there appears to be an increase in public incidents occurring. Additional trained and rostered first aiders and clearer reporting expectations may be the reasons for this increased data on visitor related incidents. While Zoos SA would obviously prefer not to experience visitor incident and injuries these do allow for us to make assessment of infrastructure impact upon our visitors and identify key areas that require review. Visitor feedback has been largely positive in relation to these interactions. The attendance and reporting of more incidents allows an opportunity to turn a possible incident into a positive interaction and identification of improvement.

The Manual Handling training was an interactive, site specific programme. It has been rolled out across all sites. The programme was hands on with an Occupational Therapist and focused on 'how' to do things safely and when to call in the team. The Job Dictionary Review has been undertaken in tandem with this project and is still underway.



Employee Injury Statistics

	LTI	Hours Worked	Hours Lost	MTI	FAI	NH	LTIFR
Adelaide Zoo							
2011/12	2	239613	1631	6	67	33	8.35
2010/11	2	253707	1664	5	62	23	7.88
Monarto Zoo							
2011/12	0	75817	45.6	3	50	21	0.00
2010/11	3	88988	82	6	42	21	22.48
Warrawong							
2011/12	1	22496	585.2	1	2	0	44.45
2010/11	1	19498	308	1	1	0	51.30
Cumulative Total							
2011/12	3	337926	2261.8	10	119	54	14.80
2010/11	6	362192	2054	12	105	44	13.80

Visitor Incident Statistics

	Incidents	No. of Visitors	Visitor Incident Frequency Rate (VIFR)
Adelaide Zoo			
2011/12	53	395632	26.79
2010/11	46	448341	20.52
Monarto Zoo			
2011/12	34	98496	69.04
2010/11	18	112422	32.02
Warrawong			
2011/12	1	40148	4.98
Zoos SA			
2011/12	88	534276	32.94
2010/11	64	560763	40.66

Glossary of Terms

Public Incident: An incident that involved a member of the public either individually or as a group, this may or may not have lead to an actual injury.

LTIFR: Lost Time Injury Frequency Rate = No. of Lost Time Injuries / Number of Hours Worked x 1,000,000

VIFR: Visitor Incident Frequency Rate = No. of Visitors involved in incident / No. of Visitors x 1,000,000, this measure is a calculation developed to provide some quantifiable measure of how well we look after the safety of our visitors.

FAI: First Aid Injuries

LTI: Lost Time Injuries

MTI: Medical Time Injuries

NH: Near Hits, potential accidents or incidents that were reported



Red Panda

Payroll

The payroll realignment was completed and one fortnightly payroll has produced some efficiencies. The organisational chart is now included but realisation of other system benefits has been slower than expected. We anticipate that improvement in recording information, management reporting and analytical abilities will improve in 2012/13.

Training and Development

Training and Development continues to be a key focus of the HR team. This year we have truly realised the benefits of having a dedicated Training and Development Officer. We have a record 38 Traineeships underway, with 5 Certificate III's and 7 Certificate IV's completed. Zoos SA have attracted over \$10,000 in funding towards these qualifications and been able to claim a rebate of in excess of \$138,000 as a direct result, through reduced Work Cover levies.

Reinvigoration of the Induction programme has assisted in the speedy assimilation of new employees and provided an understanding of our aims, objectives and the essential knowledge required. Feedback has been positive and this is improving the business knowledge of our employees from the outset.

The Management Development Training included sessions on; Appraisals, Managing a Small Team, Situational Leadership, Manager versus Mate and Managing Change. The occasional use of a guest speaker or external expert has been well received and complements the programme.

Informal one-to-one mentoring sessions have been made available to assist with a variety of issues; from completing an application form and interview techniques, to managing change and how to conduct an appraisal.

Workers Compensation

Zoos SA continue to work closely with Employers Mutual and external partners, such as NN Associates, our Occupational Therapists, and our Employee Assistance Provider (EAP), Davidson Trahaire Corpsych to manage and where possible, minimise risks. The update of the Job Dictionary, when finalised, will ensure that our tools are current and relevant to the Functional Capacity tests, which they underpin. They are also a great asset when working with Doctors and assist us to develop and successfully manage our return to work programmes.



Kae Semmler, 2012 Volunteer of the Year recipient, with Manager Volunteer Programs, Ngareta Cronin.

Volunteer Programs

2012 marks the 30th Anniversary of Volunteering with Zoos SA with two of the original volunteers still actively involved today. Currently approximately 500 volunteers are trained and involved in 17 different program areas across three properties.

Our Volunteer Programs within Zoos SA continues to grow and support our all important conservation efforts. The Volunteer programs have provided invaluable assistance to Zoo operations and contributed approx 40,000 hours across the different volunteer programs in 2011/12.

At Adelaide Zoo we have had an extremely effective volunteer recruitment over the last few years which now sees the majority of programs at capacity volunteer numbers. However, due to the continuing increase of duties required of our guides we are always recruiting for these positions.

We have also recently completed a review of the Zoo Watch program and are looking forward to an increase in requests for watches as well as a resurgence in interest in this program.

BEEZA (Behavioural & Environmental Enrichment for Zoo Animals) Volunteers have continued their important work by providing the Zoo animals with amazing enrichment items, these have also been highlighted during the successful Enrichment Days held at Adelaide Zoo during this period. This group also made 100 hammocks that were donated to the Tchimpunga Chimpanzee Reserve in Africa. BEEZA also received a visit from Dr. Harry from Better Homes & Gardens

In 2012 we have commenced a BEEZA program at Monarto to help with the increase in requests for enrichment items at that site. We have a dedicated BEEZA barn which has been furnished with donated items, many from volunteers.

A small group of Mallee Minders make enrichment items specifically for the chimpanzees as part of the BEEZA program on Wednesday afternoons, whilst larger items are made in the BEEZA Barn on other days.

The Warrawong Rovers and Bushies continue to increase in numbers. The Rovers are providing visitors with interpretation of touch tables and commentary on the walking tracks, whilst the Bushies are also a small but very dedicated group who assist each Wednesday to restore and conserve the remnant vegetation of the sanctuary.

Our Mallee Minders and Pot-A-Zoo Volunteers continue to give valuable assistance to the Zoos SA Horticulture department.

The Adelaide Zoo Members Activity Group and the Monarto Zoo Function Team have once again provided their popular and usually sell-out functions for the Members of Zoos SA. While fundraising is not the main aim of these functions, there are many projects across both properties that benefit from funds made at these functions.

Zoo Youth and KidZclub has again proved very popular with Zoos SA younger members and volunteers continuing to provide stimulating and fun activities. Our Zoo Youth have been able to participate in activities across Monarto Zoo, in particular the Restoration Project and Warrawong Sanctuary and we thank staff for assisting.



We have many more volunteers assisting in areas involving children and these programs include the Zoo Education Volunteers who lead school groups on tours at Adelaide Zoo, the Children's Zoo Volunteers who supervise the visitor interactions in the Barn area and the Zoomobile volunteers who assist Education staff with off site visits. These are important programs as our volunteers are assisting with the education of our future conservationists.

Our Information Volunteers and Guides across Adelaide and Monarto Zoos have done an outstanding job to provide our ever increasing number of visitors with information and enjoyable tours along with assisting with New Member Tours, Afterhours Walks and Offsite Speaking requests.

Our educational specimens for the Zoo Education department and touch tables at Adelaide, Monarto and Warrawong are provided by our talented Cadaver team and they have continued to work very hard to keep the items at the highest quality. The Cadaver team have organised and implemented a complete new catalogue system across the three sites which has proved invaluable - all items are now tagged and itemised. At Adelaide

Zoo the Touch Table Shed has been reorganised and colour coded for easier booking out and return of items.

2012 Volunteer Week Celebrations

Our annual Volunteer Week 'cocktail party' was held on the evening of Thursday 17th May in the Santos Conservation Centre. This year our RZSSA President, Kevin McGuinness recognised Kae Semmler for her outstanding volunteer contribution at both Adelaide and Monarto Zoos. Kae was a very popular and worthy recipient.

Zoos SA was also involved in the highly successful 'Volunteer March' from Torrens Parade Ground to Victoria Square during the Volunteer Week celebrations. We were fortunate to take 'Wang Wang' and 'Funi' mascots who proved to be very popular with the adoring crowd.

The Zoos SA Volunteer Representative Group (VRG) represents the Volunteers of Zoos SA in the distribution of funds raised through the Volunteer Programs. The income raised for the VRG for financial year 2011/2012 was \$73,515.78.

These funds are raised through events such as, member functions, off site speaker engagements, raffles and after

hours walks. Expenditure for the VRG was \$12,157.55 leaving a profit of \$61,558.23.

Funds raised during 2011/2012 have supported:

- > Monarto Zoo BEEZA equipment
- > Donation to Emma Still (Education Officer) for trip to Zambia for Creating for Conservation
- > Santos Conservation Centre
- > Building materials for all weather area for Pot-a-Zoo
- > Monarto Zoo Education
- > Mallee Minds for mouse proofing for new seedlings
- > Mallee Minds for new irrigation system
- > Adelaide Zoo library – purchase of scanner
- > Warrawong Bushies equipment
- > Veterinary Department
- > Adelaide Zoo carnivore scales
- > Solarguard tinting for Adelaide Zoo Information Desk
- > Warrawong microchip scanner

This past year has once again reinforced the importance of volunteer contributions to Zoos SA. The efforts of the Zoos SA Volunteers is tremendous and our volunteers continue to support all areas of Zoos SA by enhancing the visitor experience, providing support to Education and Keepers, enrichment items for our zoo animals, activities for our younger members, functions for members, assisting with revegetation and by spreading the conservation messages.

A sincere THANK YOU to all our Volunteers.



Assets & Infrastructure

The Assets & Infrastructure Department had a quiet year in terms of projects and development, but a major focus on repairs & maintenance program across the three sites. The Department has invested much effort into setting up the electronic Asset Management system, enabling it to better manage its projects, and its extremely large & complex assets & infrastructure preventative maintenance requirements.

Other achievements in 2011/12 include;

Monarto Zoo

- Construction of Tasmanian Devil display to allow for public viewing of the Tasmanian Devils and promote the insurance population breeding program at Monarto
- Construction of off-limits breeding facilities for the Waru breeding program.

Adelaide Zoo

- Construction of a presentation platform on the Central lawns for use for presentations, functions and future free flight demonstrations
- Orang-utan exhibit was enhanced with additional platforms and structures to improve public viewing of the exhibit and increased enrichment opportunities for the Orang-utans.
- Stage 1 of a Family Zone completed near the front entrance Café enabling a break-out space for families & Café patrons

Warrawong Sanctuary

- Construction of an off-limits holding facility for Mainland Tammars & Quokkas. The facility is used to showcase the species during the Sanctuary's nocturnal experiences.

Life Members



Cheetah

Honorary Life Members

Title	First Name	Surname
Sir	David	Attenborough
Mr	Max	Bourne
Mr	Nick	Cureton
Dr	Edward	McAlister AO
Mr	David	Minear
Dr	Rob	Morrison OAM
Mr	Alf	Prade
Mr	George	Purkiss
Rear Admiral	Kevin	Scarce AC CSC RANR

Life Members

Title	First Name	Last Name
Mrs	Audrey	Abbie
Dr	Amanda	Abbott
	Ani	Abdulhamis
Mr	Malcolm R	Adam
Ms	Christine	Adams
Mr	Thomas	Adams
Mr	James	Adams
Mrs	Helen	Adams
Ms	Jennifer	Adams
Mrs	Colleen	Adriaanse
Mr	Roger	Ainsley
Mr	Daniel	Aird
Mr	Henry	Akkermans
	Sarah	Akkermans
Master	William	Akkermans
Mrs	Karen	Alchin
Master	Liam	Alchin
Miss	Caroline	Alde
Mrs	Jennifer	Alde
	Fred	Alde
Mrs	Trilby	Aldridge
Mrs	Mayda	Alexandrides
Ms	Lauren	Alfred
Mr	Michael	Alfred
	Andrea	Ali
	Georgia	Allan
	Phoebe	Allan
Mrs	Judith	Almond
	Jemima	Amery- Gale
	Tyson	Amey

Title	First Name	Last Name
	Margaret	Amundson
Ms	Emma	Anderson
Mr	Joel	Anderson
Ms	Rebecca	Anderson
Ms	Jane	Anderson
Mrs	Marie	Anderson
	H G	Andrewartha
Mrs	K Luise	Andrewartha
	Elizabeth	Andrews
Mr	J H F	Angas
	L Madeline	Angel
Ms	Carina	Angelo
	Roger C	Angove
	Patricia	Angove
Ms	Catherine	Angove
Miss	Elizabeth	Angove
	George	Anthony
Mrs	Dymphna	Antic
Mr	Silvio	Apponyi
Mr	Michael	Aquilina
Mrs	Luisa	Aquilina
Miss	Lynette	Arden
Mrs	Heather	Armour
Mr	Jah Hannemann	Arnold
	Keith	Arnold
Mr	Anthony	Arnott
Mrs	Margaret	Arnott
	Margaret	Arstall
Miss	M E	Athawes
Mrs	Joan	Athersmith

Title	First Name	Last Name
Mr	Norman	Athersmith
Ms	Glenn	Attema
Mrs	Annette	Atwell
Ms	Lauren	Aubert
Mrs	M Ruth	Aulton
	Doreen	Avery
	Veronica	Bacchia
Mr	Joshua	Badcock
Mrs	Penelope	Bailes
	Sarah	Bailes
	Matthew	Bailes
Mr	Paul	Bailey
Mr	Ben	Bailey
Mrs	Janet	Bailey
Mr	Rob	Baillie
Ms	Michele	Bain Cureton
Mrs	Kathy	Bainbridge
	Maya Gumillya	Baker
Mrs	Marina	Baker
Mrs	Katherine	Baldock
	Grace	Baldock
Miss	Amelie	Baldock
Mr	Michael	Balin
Mrs	Suzanne	Ball
	Jan	Ball
Dr	Jeffrey	Barbara
Master	James	Barber
Master	Adam	Barber
Mrs	Virginia	Barber
Dr	J E	Barker
Mrs	Jennifer M	Barker
Mrs	Heather	Barnes
Mrs	A. Isabel	Barnes
Mrs	Lisa	Barnett
Miss	Katherine M	Barratt
Mr	Nicholas J	Barratt
Dr	Peter C	Barratt
Mrs	Cynthia	Barrett
Mr	Jeffery	Barrett
	Merrin	Barrett
Ms	Fiona	Barrowman
Mr	Richard	Bartholomaeus
Mrs	Pauline	Barton
Mr	Bob	Baskerville
Mrs	Jacqui	Baskerville
Mr	Brett	Bates-Brownsword
Mrs	Sarah	Bau
Mrs	Jennifer	Baulderstone
Mrs	Joanne L	Baulderstone
Dr	Brodie	Beales
	Mark	Beecher
	Sian	Beecher
	Martin D	Begley
Miss	Winona	Beltrame
	Murron	Beltrame
Mrs	Maureen	Bennett
Ms	Bronwyn	Bentley
Ms	Kathleen M	Bentley
Mrs	Mal	Benton

Title	First Name	Last Name
	Kathryn	Bercic
Mrs	Verity	Berry
Mr	Peter	Berry
Ms	Beverly	Berry
Miss	Maxine E	Besanko
Mrs	Josephine M	Beven
Mrs	Valerie N	Bickley
Ms	Josephine	Bide
Mrs	G	Birkett
Mr	Benjamin Napier	Birks
Mr	Daniel	Birks
Mr	Nicholas N	Birks
Ms	Jennifer K	Birks
Ms	Mary Lou	Bishop
Mrs	Josephine Mary	Bishop
Mr	Charles	Black
Miss	Isobella	Black
	Jamie	Black
Mr	Joseph	Black
Ms	Angela	Black
Ms	Yvette	Black
	Norma	Blair
	Joy	Blanch
Mr	Abraham	Blansjaar
Mr	Clive	Blaser
Mrs	Margaret	Blaser
Ms	Diana	Bleby
Mr	Colin	Blenkinsop
Mr	Michael A	Blinman
Mr	Doug	Bloomfield
Ms	Linda	Boanas
Mrs	Patricia	Bockner
Mr	Alan	Bohn
Mrs	Rosemary	Bohn
	Vicki	Bolt
Mr	Kevin	Bonnell
Mrs	Catharine	Bonython
Ms	Jane	Booth
	Margaret	Bootsman
Mrs	Susanne	Bormann-Ziersch
Miss	Ruth	Borthwick
Mrs	B	Bosio
	Kate	Bosland
Mr	Richard	Bott
Mrs	Christine	Bott
	Lisa Storm	Bottroff
Mrs	Shelagh	Bourke
Mr	Kenneth	Bowden
Mr	Andrew	Bowe
Ms	Michelle	Bowe
Mr	James V S	Bowen
Mrs	Judith	Bowler
Mrs	Margaret	Box
Ms	Sally	Boxall
Ms	Melody	Boxall
Mrs	Meryl	Boy
Mrs	Mac	Boyle
Mr	Stephen	Boyle
Ms	Alison	Bradshaw
	Philip M	Braendler

Title	First Name	Last Name
Mrs	Sheridan A	Brand
Ms	Jan	Brand
	Leah	Brannigan
	Lyn	Brannigan
Ms	Kathy	Bray
Mrs	Esther	Breed
Professor	Allan	Bretag
Mr	Allan	Bretag
Ms	Rita	Bretag
Ms	Bev	Brideson
Mr	Robin	Briggs
Mrs	Sue	Briggs
Mrs	Charlotte	Bright
Mrs	Gail	Brimson
Mrs	Maria	Britton
	Isabella	Brko
Mrs	C	Brook
Miss	Susan	Brooke-Smith
	Joanna	Brookman
Mr	Geoffrey	Brooks
Mrs	Jane	Brooks
Miss	Patricia	Brooks
Dr	Rosemary H S	Brooks
	Ian	Brooksby
	Serena	Browell
Mr	G	Brown
Mrs	Gwynne	Brown
Mrs	Josephine	Brown
Mr	Jordan D	Brown
Ms	Madeline H	Brown
Mr	R F	Brown
Miss	Emily	Brown
Miss	Claire	Brown
Mr	Theodore	Bruce
	Mikayla - Rose	Brumby
Mrs	Lucinda	Brunsgard
Ms	Chris	Bryant
Mrs	Kathy	Bryker
Mr	F	Bulbeck
Mrs	P M	Bulbeck
Ms	Helen	Buller
Mrs	Janet W	Bullock
Mrs	Sarah	Bullock
Mr	Michael	Burdon
	C	Burfield
Mr	Charles	Burfield
Mr	Graham	Burfield
Mr	John C	Burfield
Mr	M A	Burfield
Mr	Paul J	Burfield
Mr	Timothy P	Burfield
Mrs	Katrina	Burgess
Master	Harry	Burgess
Master	Samuel	Burgess
	Josephine	Burke
	Jennifer	Burke
	Lynette	Burnett
Mrs	G	Burrow
	Clarice	Buterin
Ms	Barbara	Buterin

Title	First Name	Last Name
Mr	Bernard	Buterin
Mr	Graeme	Butler
Ms	Sallie	Butterfield
Mr	David	Butters
	Ian	Buttfield
Miss	Stroma	Buttrose
Ms	Lynda	Buxton
Mrs	Katherine	Byrne
	Hayley	Bywaters
Miss	Jessica	Cadd
Mrs	Julie	Cadd
Mr	Andrew	Cadd
Mr	Barnaby	Caddick
Mr	Alfred	Caddick
Mr	Toby	Caddick
	Kerstin Rylander	Caddick
	Tilda Elle	Caddick
Mrs	Heather	Caddick
Master	Cooper	Caddy
Ms	Isabella Tania	Caddy
Ms	Jane	Calder
	Katherine	Callery
Mrs	Elizabeth	Cameron
Mrs	Marlene	Cameron-Smith
	Ruth Myra	Campbell
Mr	Alec	Campbell
Ms	Nina	Campbell
Dr	Norma	Campbell-Kent
Mr	Donato	Camporeale
Mr	David	Cann
	Lesley- Ann	Cannon
Mrs	Jill	Cant
Ms	Helen	Carey
Mrs	Jenny	Carney
Mrs	Catherine	Carr
Mr	Gerry	Carr
Mr	Christopher	Carter
Dr	Andrew	Carter
	John	Carter
	Melanie	Casey
	Janet	Casiero
Mrs	J R	Casley-Smith
Mrs	J R	Casley-Smith
Ms	Diane	Cass
Dr	John	Castle
Ms	Rosemary	Catalano
	Rachel	Catford
Miss	Evelyn	Catt
	Lisa	Cawley
Mrs	Jan	Cecchi
Mr	John	Cecchi
	Deirdre	Cece
Dr	C.M.	Chabrel
	Barbara	Chamberlain
Ms	Gwen	Chambers
Miss	Alisa	Chan
Miss	Naomi	Chan
Mrs	Julia	Chan
	Frank	Chapman
Miss	Barbara	Chapman

Title	First Name	Last Name
Mr	P J	Charles
	Pamela	Cheesman
	Carmel	Chetcuti
	George	Chomiak
Dr	Margaret	Christian
	Le Quan	Chuong
Dr	Elizabeth	Chye
Mrs	Lissa	Claridge
	Alison	Clarke
	Jan	Clarke
Mrs	Sonia	Clarke
Mr	Andrew	Clearie
Mr	James	Cleland
Mrs	Margaret A	Clements
Miss	Una	Clifford
Mrs	Helen	Clifton
Mr	Don	Clifton
Ms	Nita	Clifton
Mr	Ian	Coat
Ms	Carol	Cobb
Ms	Carolyn	Cockburn
Ms	Emily	Cohen
Ms	Egilda	Colaruotolo
Mrs	Oonagh	Colbeck
Mrs	Lana	Cole
Mrs	Susan	Cole
Mr	Phillip J	Coles
Master	Joshua	Collings
	Kieran	Collings
Ms	Keryn	Collins
	Kimberley	Collins
Mrs	Elizabeth	Collins
Ms	Rosemary	Collins
	Judith	Collins
	Colin	Colquhoun
Ms	Christine	Colyer
	Daniel	Congedi
Ms	Jillian	Congedi
Ms	Kathryn	Conlin
Ms	Luci	Cook
Ms	Faith	Cook
Mrs	Kerryn	Coombs
Miss	Rachel	Coombs
Miss	Amy	Coombs
	Jill	Coonan
	Callum Edward	Cooper
	R S	Cooper
	Nola	Cooper
Master	Harrison	Copping
Mr	David	Cornell
Mrs	Kathleen L	Cornell
	Gwynneth B	Corney
Mr	Dave	Costello
Ms	Jennifer	Costi
Dr	Robert	Coulthard
Ms	Heather	Coutts
Ms	Rosanne	Coventry
Miss	Amanda	Cowan
Ms	Alexandra	Cowan
Mr	Colin	Cowan

Title	First Name	Last Name
Mr	James M	Cowan
	Jenny	Cowan
Ms	Margaret	Cowan
	Ethan	Cox
Professor	Kerry	Cox
	Kathryn	Coy
Miss	W M	Crabbe
Mr	Mark	Craig
Master	Samuel	Craven
Mrs	Elizabeth	Crawley
Ms	Judith	Cresswell
Mrs	Genevieve	Crisp
Mr	Glen	Crittenden
Ms	Vicky	Crittenden
Mr	David	Crompton
	Graeme	Crook
Mrs	Stephanie	Croshaw
Mrs	Pam	Cross
Mr	W Peter	Crowcroft
Mrs	Carolyn	Crowley
Master	Patrick Eric	Crowley
Mr	John	Crutchett
Mr	John D.	Cudmore
Ms	Paulina	Cudmore
Mrs	Leanna	Cullen
Dr	Peter J	Cundy
Mrs	Margaret F	Cunningham
Mr	Scott	Cunningham
Miss	Maureen	Cussans
Ms	Sophia	Czechowicz
Mrs	Pam	Dale
Mrs	J. Kaye	Dalgarno
	Alex	Dall
Ms	Monica	Daly
	Francis	Dalziel
Mrs	Kerry	Dalzotto
Miss	Elaine	Damm
Ms	Hoa	Dang
	Julie	Daniel
Mrs	Belinda	Dart
Mrs	Sue	Daugherty
Mrs	Poppy K	Davenport
Ms	Claire	Davenport
Mrs	Helen J	Davey
	Jule	Davidson
Mrs	Julie	Davies
	Fiona	Davies
Miss	Emily	Davies
Mrs	Lee	Davies
Mr	Richard	Davis
Mrs	Libby	Davis
Dr	Margaret	Davy
Mr	William	Dawes
Mr	Thomas	Dawes
	Judith	Dawes
Ms	Louise	Day
Dr	Gregory	Dayman
Mr	Tom	De Meyrick
Dr	Harry	Dean
Miss	Emma M	Dedman

Title	First Name	Last Name
Mrs	Allison	Dejanovic
Mrs	Susan	Denman
Dr	David	Denton
Ms	Stephanie	Denton
Ms	Emma	Derwas
Ms	Pam	Di Lorenzo
Mr	Andrew	Dibden
Miss	Eloise	Dibden
Dr	Christopher	Dibden
	Jean	Dicker
Ms	Jacinta	Dickins
Mrs	Sheila	Dickinson
Mr	Stuart	Dillon
Miss	Samantha	Ding
	Brad	Diplock
Mr	Ian	Dispain
Mr	Mark	Divito
Master	Callum	Djurasevich
Mr	Darcy	Djurasevich
	Emlyn	Dodd
Mrs	Sandra	Doddridge
Ms	Nina	Doe
Mr	Brian	Doidge
Mrs	Elspeth	Doman
Mr	Peter	Donnelly
Mr	Andrew	Donnelly
Mr	Philip George	Donnelly
Mrs	Rhonda	Donovan
	Nicole	Doolan
Mr	Charles	Dormand
Lady	Mary	Downer
Mr	Shane	Doyle
Mrs	Lorraine	Doyle
Mr	Paul	Drew
Miss	Jacqueline M	Driver
Mrs	Mymie	Driver
Mr	Peter S	Driver
Mr	Joshua F	Droogan-Turniski
Miss	Isabel F	Drummond
Mrs	Colette	Dry
Mrs	D	Dudley
Mr	Raymond A	Duncan
Ms	Tiffany	Duncan
	Josephine	Dundon
Ms	Rebecca Jean	Dunn
Mrs	Eileen	Dunn
Mrs	Heidi	Dunsford
Miss	Lesley	Dunstan
Mr	Timothy	Dunstone
	Vi	Duong
Mrs	Louise	Durant
Mr	John H	Dutton
Mrs	Stephanie	Eastick
Mr	Peter	Eckermann
Ms	Sue	Eckert
	Melinda	Economos
Mrs	Colleen	Eddie
Mr	Steven	Edgecombe
Mrs	Rachel	Edwards
Ms	Stella	Edwards

Title	First Name	Last Name
Master	Mackenzie	Edwards
	Jason	Elliott
Mrs	Flora	Elliott
Mr	Marcel	Ellis
	J M	Ellis
Mr	James L G	Elmslie
	Jasmin Naomi	Elsdon
Mr	Robert	England
Mr	Len	Essery
Mr	Ashley	Evans
Mrs	Merlyne	Evans
Dr	Angela	Evans
Mr	Thomas	Evans
Mr	Chris	Evans
Master	Hayden	Evans
Master	Alexander	Evans
Master	Toby	Evans
Mr	Michael	Everitt
Dr	Peter	Ey
Mrs	Diana	Fabijan
	Brenda	Faggotter
Mr	Maurice	Fairhead
Mrs	Jenny	Fairnington
	Lindsay	Farkas
Mr	Angus	Farrar
	Jessica	Farrugia
Miss	Alexandra	Farrugia
Mr	Rudy	Farrugia
Mr	William	Fawcett
	Rosemarie	Fawcett
Dr	Alastair	Fearn
Mrs	Heather	Felgate
	J W	Felgenhaur
Mr	Bruce	Fell
Miss	Kate	Ferenc
Mrs	Robyn	Ferguson
Mr	Samuel	Ferguson
Mr	Jeffrey	Ferry
Mrs	Grace	Fielden
Miss	Annette	Filby
	Albert	Finch
Ms	Lyndall	Finn
Mrs	Merilyn	Fischer
Ms	Anne	Fisher
Ms	A	Fisher
Ms	Joanne	Fisher
Miss	Cynthia	Fleming
Dr	Ian C	Fletcher
Ms	Philippa	Fletcher
	Joy	Fletcher
Mr	Colin	Flint
	Leopold Bujul	Flugelman
Mr	Clarence	Fok
Mr	Jim	Foley
Ms	Tania	Folland
Mr	Jeff	Folland
Mr	John T	Follett
Mr	Brian	Foot
Ms	Susan	Foote
	Jeremy David	Forbes

Title	First Name	Last Name
Dr	G	Ford
Mrs	Leonie A	Ford
Mrs	Lisa	Foreman
Mr	Darren	Foreman
	Anthony	Forster
Mr	Frank	Forwood
	Nick	Foskett
Mr	Darren	Foster
	Jaimee	Foster
Master	Nicholas	Foster
Miss	Rose	Foti
Master	George	Foundas
Mr	William Scott	Fowler
	Aaro	Fowler
	Suzanne Hilda	Fowler
	Esth	Fowler
Ms	Cathy	Fowler
Miss	Alexandra	Fowler
Miss	Debra	Frahn
Miss	Katharine	Francis
Mr	John	Franklin
	Lorraine	Franzin
Mrs	Anna	Frayne
Dr	David	Frede
Mrs	Pamela	Freeman
Mrs	Leonie	Freidenfelds
Mrs	R L	Freney
Ms	Alexandra	Frisby
Miss	Meryl J	Frith
Mr	Aaron	Fromm
Mrs	Kristen	Frost
	Laraine	Frost
Mrs	Jeanette	Fryar
	Patricia	Fryc
Miss	Beverley	Fryer
Mr	Andrew	Fuller
Mr	David	Fuller
Ms	Jane	Fuller
Mr	Richard H	Fuller
Mrs	Susan	Fuller
Mrs	Gaynor	Furnell
Ms	Laura	Fuss
Ms	Zoe	Gabb
	Dean	Gabb
Ms	Angela	Gackle
Ms	Jennifer S	Gaetjens
Mr	Robert	Gale
Mrs	Sally	Gall
Ms	Helen	Galloway
	Karen	Gameau
Ms	Kathleen	Gannon
Mr	John	Garde
Ms	Barbara	Gardiner
	D	Gardiner
Mr	J	Gardiner
Mr	Michael Joseph	Gardiner
Mr	John	Gardner
	Kelvin	Gardner
Mr	Marcel Xavier	Gauvin
Miss	Gwendoline	Gayler

Title	First Name	Last Name
Mrs	Anne	Gayler
	Marie	Gehan
Mrs	Christine	Gell
Mrs	Gaynor	Genders
Ms	Donna	George
	Beverley	George
Ms	Helen	Gerard
Mr	Robert	Gerard
Mrs	Fay	Gerard
		Gerny
Dr	John G	Geschmay
Ms	Margaret	Gibson
	Michael	Gibson
	Imari	Gibson
Mr	Mark	Gibson
Ms	Jennifer	Gilbert
Miss	Nancy	Gilbert
	Clifford	Gilbert
Mrs	B	Gilchrist
Dr	Peter	Gilchrist
Mr	Jock	Gilchrist
Mr	Timothy	Gilchrist
Ms	Lyn O'Halloran	Giles
Mr	Crawford	Giles
Mrs	Joy	Giles
Mr	Stephen	Gill
Mrs	Caroline	Gill
Ms	Karen	Gill
Miss	Shannon	Gillespie
	Oam	Gillespie
Mr	Peter M	Gillespie
	Josine	Gillis
Mrs	Sarah	Gilmour
Mr	Jonathan M	Gilpin
Mr	Michael J	Gilpin
	Edward	Glatz
Master	Harry	Glatz
Mr	Charles	Glover
	Erika	Glovitch
Master	Mark	Glynn- Roe
Mr	David	Godfrey
Mrs	Helen	Goldney
Miss	Annie Louise	Goldsmith
Mr	Adrian Aird	Goldsmith
Miss	Olivia Alice	Goldsmith
Miss	Poppie Diana	Goldsmith
Master	Billy	Goldsmith Trim
Ms	Fay	Goldsworthy
Mrs	Barbara	Goodman
	Georgina	Gordon
Mrs	Jayne	Gore
Mr	M Lloyd	Goss
Mr	Hamish	Gosse
Mr	Jock V E	Gosse
Miss	Kirsty	Gosse
Mr	Lachlan M E	Gosse
Mr	Nigel G E	Gosse
Mr	Samuel C	Gosse
Mrs	Yvonne A	Gosse
Mrs	Jenny	Grace

Title	First Name	Last Name
Mr	Gordon	Graham
	Victoria	Graham
Mrs	Verity	Gramp
Mr	Andrew	Gramp
Mr	Kym H	Grandison
	Robert Hugh	Grant
Mrs	Jaqui	Grant
	William	Grant
Mrs	Mary	Grant
Mr	Ian	Grant
Ms	Mary Ann	Grant
Mrs	Meredith A	Grantham
Mr	Michael	Gray
Mr	Steve	Gray
Miss	Paula	Gray
	Christine	Gray
	Diane	Gray
Mr	Bradley	Gray
Mrs	Cheryl	Gray
Mr	Alan	Gray
Mr	Christopher	Gray
Mrs	Juleen	Gray
Ms	Sandy	Gray
Mr	A John	Green
	H S	Green
Ms	Julia	Gregory
Ms	Jeannie	Gregory
Ms	Jasmyn	Gregson
Mr	Samuel	Gregson
Mrs	Solveig	Grenfell
Mr	Oliver J	Grieve
Miss	Jean	Grieve
	Nigel	Griffin
	Seth	Griffin
Mr	Raymond	Grigg
Dr	William	Griggs
Mrs	Susan	Gristwood
Mr	James	Grose
Mr	Lachlan	Grose
Ms	Donna	Groth-Godfrey
Mr	Paul	Groundwater
Mrs	M J	Grund
Mr	Peter	Guest
	James	Gulley
	Quinn	Gulley
Mrs	Debra	Gum
Ms	Alicia	Gumley
Mr	John	Gumley
Miss	Sandy	Gunter
Ms	Heather	Guy
Ms	Jennie	Hackett
Mr	Geoffrey	Hackett-Jones
Mrs	Penelope	Hackett-Jones
	Tegan	Hadley
Mr	Jason	Hakof
Miss	Matilda Annie	Hall
Ms	Margaret	Hall
Mr	Terry	Hall
Mrs	Mary	Hall
Mr	Stephen	Hall

Title	First Name	Last Name
Mrs	Georgina	Halliday
Miss	Tatum	Hameister
	Maia	Hameister
	Lexi	Hameister
Ms	Lynda	Hamilton
Mrs	Deborah	Hamilton
Dr	Michael	Hamilton
Ms	Joanne	Hamlyn
Mr	Trevor	Hampel
Ms	Leanne	Hampel
Dr	Katherine	Hancock
Ms	Alice	Hancock
Ms	Annika	Hancock
Mrs	Jennifer	Hand
Mrs	Erica	Handley
Mrs	Mary G	Handley
Dr	David	Handley
	Stephen	Hanisch
Mr	Terry	Hanlon
Mr	Chris	Hannocks
Mr	Roger	Hansen
Dr	Rosemary	Hanson
Mr	Robin	Harben
Mrs	Kathryn	Harbison
Mr	John	Hardy
Miss	Sheilagh A	Hardy
Miss	Katherine	Harford
Mr	Bob	Harnas
Miss	Vivien	Harries-Harris
Mr	Alastair	Harris
Mr	Alfred	Harris
Mr	Austin	Harris
Dr	James D	Harris
Mr	James	Harris
Mr	Richard J D	Harris
Ms	Sharon L	Harris
Miss	Christine	Harris
Mr	Brian	Harris
Mr	Peter	Harris
Mrs	Susan	Harris
Master	Phillip	Harris
Mrs	Jennifer	Harrison
Mr	Paul F	Harrison
Mrs	Mary L	Harrison
Mrs	Helen	Harrod
Mr	Alastair	Harry
Mr	Richard J	Harry
	Allan	Hart
Ms	Diane	Hart
	Katherine	Hartley
	Jack	Hartley
Miss	Kate	Hartwig
Mrs	D	Harvey
Mrs	Mary B	Harvey
Ms	Sheree	Harvey
Dr	Kate	Haslam
	Lynette	Hawes
Mr	Gary	Hawke
Mr	W R	Hawkes
Mrs	Kathryn-Mary	Hawkins

Title	First Name	Last Name
Mr	Jonathan	Hawkins- Clarke
Ms	Jennifer	Hayes
Mr	Barrie	Hayward
Mrs	Dianne	Haywood
Mr	James	Hazzard
	Stephanie	Head
Mrs	Janet	Heames
Mr	Denis	Hehir
Ms	Helma	Heinsberg
	Graham	Heinson
Mr	David	Hele
Mr	Mark	Hender
Ms	Sarah	Hender
Miss	Phoebe	Hender
Miss	Harriet	Hender
Dr	Marilyn	Henderson
Mrs	Kathy	Hennessy
Master	Adrien	Hennessy
	Robert L	Herriot
Mrs	Maureen	Hewett
Miss	Jemima	Hicks
Master	Harry	Hicks
Mrs	Liz	Higgins
	Jason	Higgins
Miss	Kathryn	Higgs
Mrs	Phyl	Highet
Mrs	Sarah	Hignett
Mr	Ron S	Hill
Master	Matthew	Hill
Ms	Leanne	Hill
Mr	Elliott	Hill
Mrs	Tracey	Hill
Mr	Brian	Hill
Mrs	Carol	Hillier
Mrs	Helen	Hillman
	Carolyn	Hoare
Mrs	Kate	Hobart
	Rodney	Hobbs
Ms	Rosemary	Hocking
	Joanne	Hodgson
Mr	Terrence	Hodson
Mr	Robert	Hoffmann
Ms	Michelle	Holberton
Ms	Christine	Holder
Mrs	Jenny	Holland
Mr	C	Holliday
Ms	Deanna	Hollitt
	Barry	Hollywood
Miss	Grace	Hollywood
Mrs	Nicole	Holton
Mr	Jon	Holton
Ms	Margaret J	Hone
Mrs	Xenia	Hone
Ms	Susan	Hooper
Ms	Angela	Hopes
Ms	Ann	Horan
Mr	Robert	Host
	Catherine	Hough
Miss	Zoe	How
Miss	Samantha	How

Title	First Name	Last Name
Mr	Donald	Howell
Ms	Jean	Hudson
Mr	Ted	Hudson
Ms	Iris	Hudson
Mr	Hans	Huemmer
Master	Jack	Hughes
	Imogen	Hughes
Master	Cameron	Hughes
Mrs	Hazel	Hughes
Master	Thomas	Hughes
Ms	Lucy M	Hughes
Miss	Charlotte	Hughes
Ms	Evelyn	Hughes
Mrs	Glenda	Hughes
	B	Hughes
Mr	James H D	Hugo
Mr	Benjamin	Humphry
Mr	Matthew E	Humphry
Mrs	Margaret	Humphry
Miss	Jessica Lily	Humphry
	Madison	Humphry
Ms	Megan	Hunt
Ms	Karen	Hunt
Mr	Michael J	Hunter
Mr	Andrew	Hunter
Mr	Rodney	Hurley
Mr	Peter G	Hurst
Mr	Brian	Hutchison
Mrs	Anne	Ide
Dr	James	Ilic
	Kylie	Ind
Mr	Jonathan	Inge
Mr	James	Ingoldby
Miss	Olivia	Innes
Miss	Isabella	Ioanni
	Alexander	Ioanni
	Julie	Irwin
	Leanne	Isaacs
	Caitlin	Jackson
Miss	Eloise	Jacobs
Miss	Lucy	Jacobs
Master	Lachlan	Jacobs
Ms	Debra	Jaensch
Mr	Stephen	James
Mrs	Helen	James
Mr	Timothy	James
	Lucy	James
Mr	Anthony	James
Mrs	Jo	James
	Elizabeth	Jamieson
Mrs	Christine	Jamieson
Ms	Kirsten P	Janikowski
Mr	Rick	Janssan
Mrs	Skye	Jarvis
Mr	Martin	Jefferies
Ms	Kathryn	Jellicoe
Ms	Sarah	Jellicoe
	Diana	Jemson
Dr	Chris	Jenkins
	Philomena	Jenkins

Title	First Name	Last Name
Mr	Rodney J	Jenkins
Ms	Talia	Jenner
Mrs	Pat	Jennings
Mr	Peter	Jennings
Ms	Mary P H	Jepson
Mr	Erno	Jo
Ms	Leonie	Johansson
Mr	Nick	Johnson
	H	Johnson
Mrs	Georgina	Johnson
Mr	Michael	Johnson
Mr	George	Johnson
Mr	Ian	Johnson
Ms	Mary	Johnson
Ms	Meredith	Johnsson
Mrs	Janet	Johnston
Mr	Steve	Johnston
Mrs	Naomi	Jolly
Mr	Allan	Jones
Mrs	Kathy	Jones
Mr	Chris	Jones
Mrs	Eileen	Jones
	Marilyn	Jones
	Eric John	Jones
Mrs	Jennifer	Jones
Dr	Elizabeth	Jordan
Mr	Mark	Jordan
Mrs	Robin	Joseph
Mr	Michael	Joseph
Mr	Peter	Joseph
Mrs	Cathy	Joyce
Mrs	Val	Joyce
Mr	Graham	Joyce
Ms	Cornelia	Judson
	Jacob	Kalleske
Miss	Tahlia	Kalleske
Mrs	Sandy	Kastanos
Mrs	Kaylene	Kates
Mr	Terry	Kavanagh
	Claire	Kellaway
Ms	Mali	Kellow
Miss	Alexis	Kellow
Ms	Alysia	Kelly
	Kat	Kelly
	Rosamond	Kelly
Mr	Ross	Kelly
Mrs	Susan	Kelly
Mrs	Joy	Kelly
Ms	Carol	Kelly
Mr	Angus	Kelson
Mr	Allan	Kelson
	Anna	Kelvin
Mrs	Marianne	Kemp
Mr	Ron	Kendall
Ms	Shylie M	Kenihan-Seppelt
Dr	Sofia	Kennedy
	Jo	Kennedy
Mr	M L	Kenny
	Michelle	Kent
Mr	Colin	Kernick

Title	First Name	Last Name
Ms	Lorraine M C	Kernick
Dr	Malcolm	Kerr Grant
Mr	Hugh	Kerr- Grant
	Gareth	Kerr- Grant
Mr	Allan	Kerr-Grant
Mr	Sam	Khuu
	Ganessan	Kichenadasse
Miss	Dana	Kilgallon
Master	Zeke	Kilgallon
Mr	A Neil	Killmier
	David	Kilmartin
Mr	Michael	Kilmartin
Mrs	Kim	Kilroy
Mr	Adam	Kilsby
Dr	Richard	Kimber
Mrs	Valerie	King
Mr	Ray	King
Mr	Bruce	King
Mrs	Margaret K	King
	Suzanne	King
Ms	Jody	King
Mr	Alan	King
Mr	Colin	King
Master	Riley	Kingsell
Mr	John	Kingwell
Miss	Linda J	Kinnaird
Mr	John	Kirk
Mr	Peter	Kirkpatrick
Mr	Ernst	Kirsten
	Julia	Klar
	Lisa	Knight
Mr	Mark	Knight
Ms	Fran	Knight
Mr	Graham	Knighton
Mr	Roger Edward	Koch
	Ann	Koevoets
	Aiden	Koevoets
	Justin	Koevoets
Mr	Philip	Konings
Ms	Jessica	Koop
	Samantha	Kotz
Ms	Joanne	Kouts
Mr	Richard P	Krantz
Mrs	Anne	Krishnan
	Jake	Kroker
Master	Jordan	Kruger
Miss	Anjalie	Kruger
Master	Rylee	Kruger
Ms	Rosslyn L	Kruger
Mrs	Susan	Kubank
Miss	Teea	Kubenk
	Soren	Kubenk
	Dkota	Kubenk
	Grant	Kuchel
	R H	Kuchel
Mr	Shane	Kuchel
Mr	Timothy R	Kuchel
Mr	Anatoli	Kushelew
	Jelle	Lahnstein
Mr	Robert	Laidlaw

Title	First Name	Last Name
Mrs	Jennett	Laintoll
Ms	Jeanne R	Laird
Mr	David	Lake
Ms	Tatiana	Lambert
Mr	John	Lambert
Mrs	K E	Lancaster
Mr	Stefan	Landherr
Mrs	Miryana	Landherr
Ms	Julia	Landherr
Miss	Joy	Langford
Mr	Roger	Langford
Miss	Rebecca	Langhans
Miss	Emma	Langhans
Ms	Leigh	Lapidge
Mr	Kym	Laslett
Mrs	Tracey	Laslett
Dr	Sarah	Last
Ms	Catherine	Laughlin
Mr	Roger	Laughlin
Mr	Michael	Lawson
	James	Laycock
	Henry	Laycock
Ms	Ann	Le Cornu
Ms	Elizabeth	Le Messurier
Mr	Paul	Le Poidevin
Master	Brendan	Le Poidevin
Ms	Marlene R	Leach
	Nina	Leak
	Susan	Lee
Mrs	Jacqueline	Lee
mr	David	Lee
Mr	James	Lee
Mr	Colin	Lendon
Ms	Anna	Lester
Mr	Walter	Lewis
Mr	Tony	Lewis
Mrs	Lyn	Lillecrapp
Mr	Darren	Lindsay
Master	Edward	Lindsay
Master	Thomas	Lindsay
	Louise	Lipman
Dr	Carla	Litchfield
Mrs	Bronwyn	Littler
Mr	Peter	Llewellyn
Mrs	Beryl	Lloyd
Mr	Matthew J	Lloyd
Ms	Robyn	Lloyd-Grocock
Miss	Natalie	Lockett
Mr	Peter	Lorimer
Master	Sebastian James	Lorimer - Jordan
Miss	Madeleine Mae	Lorimer- Jordan
Mr	Jeremy	Love
Ms	Jan	Loveday
	Dylan	Loveday-Sweeney
Mr	Timothy	Lubcke
Mr	A	Lucas
Mr	Jeffrey	Lugg
Mrs	Judith	Lukacs
Ms	Alison	Luke
Dr	Carmen	Lum

Title	First Name	Last Name
Mrs	Katrine	Lutze
Mrs	Rosemary	Luxton
Mr	Benjamin	Luxton
Mr	Peter	Lynch
Mr	Kevin	Lynch
Mrs	Joan	Lyons
Mrs	Rebecca	Macardle
Ms	Heather	Macdonald
Mr	Scott	MacDougall- Marshall
Miss	Deborah	Machell
	Pam	Macintyre
Mrs	Betty	Mack
Ms	Lesley	Mackenzie
Mr	John B	MacKinnon
Mrs	Margaret	Mackintosh
Mr	Ian	Mackintosh
Mr	B	MacLachlan
Mrs	Fiona	MacLachlan
Mrs	Elizabeth	Macmahon
	Michelle	Maddaford
Ms	Rachel	Maddern
Mrs	Andrea	Maddison
Mr	William	Maddison
Mr	Henryk	Madon
Mr	Michael	Maier
	James William	Maletto
	Ryan	Maletto
Master	Matthew	Maletto
Mr	Peter	Mann
Ms	Carolyn	Manning
Ms	Kate	Mansfield
Ms	Jo	March
Ms	Anne	Marcon
	Rachel	Marett
Miss	Jan	Markham
Mr	Bob	Marsh
Miss	Nicola	Marsh
Miss	Sally	Marsh
Mrs	Penelope	Marsh
Mr	Christopher	Marshall
Ms	Nicole	Marshall
Dr	David	Martin
Mr	Paul	Martin
Mr	Robert	Martin
Ms	Gaynor	Martin
	Joel Michael	Martin
	Jessica Grace	Martin
	Julie- Anne	Martin
Master	Bowen	Martin
Mrs	Ann	Matison
Mr	Tom	Matters
Miss	Patricia	Matthews
Mrs	Janet H	Matthews
Mr	Brian	Matthews
Ms	Erin	Matushik
Miss	Ruby	Matz
Mr	Robert	May
	Margaret	May
Ms	Anne	Mayo

Title	First Name	Last Name
Ms	Pamela	Mayo
Miss	Esther	Mayo
Mr	David	Mc Cloughry
Mr	William	Mc Connell
Ms	Andrea	Mc Cullagh
Ms	Helen H	Mc Cutcheon
Ms	Valerie	Mc Farlane
Ms	Necia	Mc Farlane
Ms	Kaye	Mc Gaffin
Mr	Alasdair	Mc Gregor
Mrs	Pamela K	Mc Innes
Miss	Keely	Mc Intosh
	Suzanne	Mc Keen
Mr	Samuel	Mc Kellar Driver
	Denise	Mc Kenzie
Miss	Diane	Mc Kenzie
Mrs	Wendy	Mc Keown
Mrs	A	Mc Laughlin
	Diana	Mc Laurin
	Briony	Mc Michael
Mr	Alastair	Mc Millan
Ms	Trish	Mc Millan
Mr	Nicholas C	Mc Shane
Mrs	Margaret	McAlister
Mrs	Rosalyn	McAuley
Mr	Stephen	McAuley
	Stephen	McDonald
Ms	Claire Louise	McDonald
Miss	Lisa	McDonald
Mrs	Marie	McDonald
Mr	Malcolm	McDonald
Dr	Michael	McEvoy
Mrs	Margaret	McEvoy
Mr	Kevin	McGuinness
Mrs	Felicity	McInnes
Ms	Robyn	McLean
Mrs	Jan	McLean
	Liam	McNally
Ms	Annie	McQueen
	Rebecca	McRae
Mr	Peter	Mellor
Mrs	Pamela	Melville
Ms	Maxine	Menadue
Ms	Anthea	Mercer
Mr	Graham	Mercer
Miss	Sibohn	Merenda
Ms	Cassia	Merrett
Mr	Scott	Mesecke
Master	Sebastian	Mibus
Mr	Matt	Michaelis
Master	Max	Michaelis
Dr	Patricia	Michell
Mr	Rick	Michell
	Alison	Michell
Mr	James	Michell
Ms	Wendy	Michell
Mr	H Edwin	Michell
Miss	Emily	Mickan
Miss	Julia E	Mickan
Ms	Vicki E	Mildren

Title	First Name	Last Name
Ms	Kay I	Millar
Ms	Kathleen	Millard
Mrs	Hayley	Miller
Mr	Malcolm	Miller
Mr	Peter	Millington
Ms	Mary P	Millington
Master	Rupert Harold	Millington
Miss	Clara	Mills
	Jay	Mills
	Cameron	Mills
Miss	Alice	Milne
	Charles Richard	Milne
Mr	Don	Milne
Mr	Justin	Milne
Mr	Robin K	Milne
Mr	Richard	Milne
Ms	Victoria	Milne
Mr	Michael	Milne
	B	Milton
Mr	Richard	Minchin
Mr	Nick	Minchin
Ms	Vicki	Minear
Mr	Kenneth W	Minne
Mr	B John	Minney
Mrs	Margaret J	Minney
Ms	Susan	Misirdjeff
Mrs	Carolyn	Mitchell
Mrs	Briony	Mitchell
Ms	Kathryn	Moar
Ms	Sue	Moffitt
Ms	Jennifer	Moffitt
Mr	Mark	Moody
Miss	Brook Taylor	Moore
Mrs	B	Moore
Mrs	R	Moore
Mr	Henry	Morgan
Mr	Peter	Morgan
Mr	Dennis	Morgan
Mrs	Heidi	Morgan
Mrs	Sheryl	Morgan
Ms	Anne	Moritz
Mr	Terence	Morley
Mr	John C	Morphett
Mrs	Jill	Morrell
Mrs	June	Morris
Mrs	Anna	Morrison
Ms	Amanda	Morrison
Miss	Amelia	Morrison
Mr	William	Morrow
	Alan	Morton
Mr	William A	Moser
	Sandra	Moss
Ms	Jean	Moss
Ms	Maxine	Mount
	Ian	Mowis
	Cameron	Mucha
Mr	H W	Mueller
Ms	Lyn	Muller
Ms	Celia	Munro
Mr	F	Munro

Title	First Name	Last Name
Mrs	Deirdre Irene	Murch
Mr	John	Murch
Mr	Hamish A	Murray
Ms	Rosemary	Mussared
	Anna	Naish
Mr	William Ian	Nancarrow
Mr	Andrew	Nankivell
Mrs	Julia	Nayda
Mr	Peter	Nayda
Mrs	Margaret	Neagle
Dr	D	Needham
Mrs	Anne	Ness
Mr	Murray	Ness
Miss	Ophelia	Neumann
Master	Alistair	Neumann
Master	Oscar	Neumann
Master	Asher	Neumann
Miss	Esther	Neumann
Mrs	Margaret	Newell
Mr	Clive	Newland
Mr	Nicholas	Newland
Mr	Stephen	Newlyn
	Freya	Newton
Mr	Michael	Newton
Ms	Michelle	Newton
Ms	Amanda	Nicholls
Dr	Julia	Nicholls
Mr	Mike	Nicolai
Mrs	Frances	Nicoll
Ms	Tia	Nicoll
Ms	Peta	Nicoll
Dr	Susan	Nield
	Kerry	Ninnes
Ms	Prudence	Nobbs
Mr	Ian	Norman
Ms	Georgia	Norman
Miss	Robyn	Norman
Ms	Rachel	Norris
Mrs	Heather	Northeast
Mr	Phillip	Northeast
Ms	Delcie	Norton
Ms	Marilyn	Nudl
Mrs	V J	Nyfort-Hansen
Mrs	Dianne	O' Connell
Mr	Jack	O' Connor
Ms	Lesley	Oats
Ms	Lucinda	O'Halloran-Giles
	Nigel	O'Halloran-Giles
Ms	Anne	Oliver
Mrs	Anita	Oliver
Ms	Margaret	Oliver
Mr	Andrew	O'Neill
Mr	Greg	Ormsby
Mrs	Beryl	Osterman
Mrs	Pat R	Ottomers
Mrs	Jean V	Oughton
Ms	E	Owen
Ms	Maureen	Owen
	Karen	P Jensen
Dr	Jeanette	Packer

Title	First Name	Last Name
Mrs	Pam	Page
Mr	G	Page
Mr	Russell	Page
Mr	John	Paget
Ms	Marian R	Palmer
Miss	Louisa	Palumbo
	Loris	Papalia
	Marley	Parish
	J	Parker
Ms	Phoebe	Parker
Ms	Angela	Parker
Ms	Jocelyn	Parsons
Mrs	Heather	Parsons
Mr	William	Passmore
Mr	Grant	Paterson
	Helen	Paterson
	Fiona	Paton
Mrs	Penelope	Paton
Ms	Adrienne	Paton
	C	Patterson
Mr	R L	Patterson
Ms	Janet	Patterson
Mrs	Lesley	Patterson
Mr	David	Patton
Mr	Paul	Paukkunen
Ms	Susan M	Paul
Mrs	Laurel	Payne
Ms	Carly	Payne
Mr	M.J.	Pearce
Ms	Lyn	Pederson
Mr	Lionel	Peisley
Mrs	Ann	Peisley
Ms	Jan	Pek
Rev	Clive	Penn
Miss	Dora	Penno
Mr	Sean	Percival
Mrs	Emma	Perry
Miss	Janet	Peter
Mr	Christopher	Peters
Mr	Daniel	Petersen
Ms	Christine	Pettall
Ms	Lynne	Pettall
Mrs	Sarah	Pfeiffer
	Rosemary	Pfitzner
Ms	Aliceann	Philbrook
	Nicole	Philipson
	Holly	Phillips
Mrs	Christine	Pickard
Mr	Gordon	Pickard
Mr	Graeme	Piercy
	Clare	Pike
Mr	Matthew	Pilla
	Louise	Pinno
Mr	Keith	Pitman
Mrs	Suzy	Pitwen
Mr	Peter	Plowman
	Ayliffe	Plush
Dr	Rene	Pols
Mr	Alexis	Poole
Miss	Emily	Pope

Title	First Name	Last Name
	R	Porter
Ms	Deborah	Porter
Ms	Dawn	Portlock
Mr	Alan	Powell
	Brian	Power
Miss	Ella	Powery
Mrs	Alexandra	Powery
Ms	Josephine	Prescott
Master	Ashlyn Riley	Price
	Kyran Shay	Price
Mr	R Digby	Pridmore
Mrs	Astrid	Priest
Ms	Marie	Prisk
Mr	Andrew	Proffitt
Ms	Angela	Provan
Mrs	Amanda	Pryor
Ms	Lynne	Pullman
Ms	J E	Pullman
Mrs	Grace	Putna
Miss	Dorothy	Pyatt
Mrs	Cynthia	Pyle
Miss	Eleanor	Pyne
Ms	Deidre	Rae
	Jenny	Raftos
Mrs	Raelene	Rainbird
Ms	Fern	Raintree
Mr	Russell S	Ralph
	Rebecca	Rammell
	Kate	Randell
Ms	Lynette	Raniolo
	Norman	Ratcliffe
Miss	Ellen	Rawlings
Dr	Wendy	Raymond
Mr	Reg	Read
Mr	Graham	Reade
Ms	Renee	Rechichi
	Maurine	Redden
Miss	Amelia	Redman
Mr	Timothy	Redman
	A	Reed
Mrs	Lee	Reemst
Dr	Susan	Reeve
	Emily	Reeve
Dr	Mark	Reeve
Professor	P R	Reeves
Mr	David	Reid
Dr	R T W	Reid
Mrs	Elizabeth	Reid
Mr	John- Joe	Reilly
	Phil	Rew
Ms	Monica M	Reynolds
	Ann	Reynolds
Mrs	Deborah	Reynolds
Mrs	Sarah	Rice
Miss	Paige	Rice
Miss	Edwina	Rice
	Eliza	Richards
	Jed	Richards
	Rose	Richards
Dr	L C	Richards

Title	First Name	Last Name
Mr	Paul	Richmond
Ms	Ruth	Richmond
Mr	Sean	Richter
Ms	Meredith	Rickard
Miss	Julie G	Riddell
Ms	Julieann	Riedstra
Ms	Barbara	Riggs
Mrs	Victoria J	Riggs
Mr	Nick	Riley
Mr	John	Rischbieth
Mr	Troy	Ristic
	Cecil	Rix
Miss	Eliza	Roberts
Master	Tom	Roberts
Mrs	Harbinda	Roberts
Miss	Chloe Catherine	Roberts
Mr	Edward	Roberts
Ms	Frances	Robertson
Mrs	Melissa	Robertson
Mrs	Chris	Robinson
Ms	Georgina	Robinson
	Stan	Robinson
Ms	Fiona	Roche
Ms	Shauna	Roche
	H J	Rodda
Miss	Tyler	Roennfeldt-Philp
Mr	Timothy J G	Rogers
Mr	Robert John	Rogers
Miss	Amanda	Rogers
Ms	Lin	Rohde
Miss	Felicity	Rolfe
Mrs	Sandra	Rolfe
Mr	C	Romanos
Ms	Fiona	Roney
	Elisabeth	Roosendaal
Mr	Nick	Rose
Mrs	Julie P	Rose
Mr	Paul	Rosenzweig
Miss	Sally J	Ross
Ms	Julie N	Ross- Spooner
Master	Nathanael	Rossgregor
Miss	Lydia	Rossgregor
Ms	Joanne	Rossiter
Mr	Cliff	Rothenberg
Ms	Janet	Rover
	Callum	Roy
Mr	Simon	Ruciak
	Lydia	Rudkin
	B	Rundell
	Alex	Rundle
Mr	D	Rushton
Master	Tobi	Ryan
Mrs	Maureen	Ryan
Mrs	Susie	Ryan
Mrs	Patricia	Ryan
Ms	Carolyne	Ryan
	R R	Rymill
Mr	Thomas M	Rymill
	Hugo	Sabine
	Alice	Sabine

Title	First Name	Last Name
	Oscar	Sabine
Miss	Xenia	Salupalu
Miss	Morgan	Sanders
Master	Jacob Alan	Sanders
Mr	Brian	Sandow
Ms	Melissa	Sandow
	A Keith	Sangster
	Belinda	Sargent
Mr	Jason	Saunders
	G	Saunders
Mr	John	Scales
Ms	Anna	Scammell
Ms	Pamela	Scanlon
Mr	Tarquin	Schahinger
Mrs	Glenys	Schahinger
Ms	Alison	Schahinger
Ms	Megan	Schartner
Ms	Teresa	Scherer
	Bronwyn	Schmeiss
	Peita	Schmerl
Ms	Christine	Schofield
Miss	Christie	Schopp
Dr	Geoffrey	Schrader
Mr	Felicity	Schrapel
	Fran	Schultz
Dr	David	Schultz
Mr	Robert	Schutz
Mrs	Janice	Schutze
Ms	Raelene	Schwerdt
Mrs	Ann	Sclanders
Mr	Mark	Sclanders
Mrs	Zena	Scott
Professor	Paul	Scott
Mr	P J	Scott
Ms	Heather	Scribner
Miss	Laura	Seddon
Miss	Holly	Seddon
Miss	Carol	Seeliger
	Trudy	Seidel
Mrs	Kaelene	Semmler
Miss	Lea	Semmler
Mrs	Kathryn	Sergeant
Miss	Claire	Sewell
Mr	Robert	Sexton
Mr	David	Seymour-Smith
Mrs	Yvonne	Shakes
Ms	Dianne Kay	Shannon
Mr	Frank	Share
Mrs	Nan	Sharp
Ms	Carol	Sharpe
Dr	Peter	Shaughnessy
Ms	Carol	Sheldrick
Ms	Sandra J	Shepherd
	Melanie	Shirley
Ms	Leonie	Shore
Mrs	Dorothy	Short
	Rosalyn Joy	Short
	Geoffrey	Short
Mr	Henry	Short
Mr	Lindsay P	Shoubridge

Title	First Name	Last Name
Ms	Fiona	Shukla
Mr	Claude	Shuttleworth
Mr	C Robert	Shuttleworth
Mrs	Naomi	Siegersz
Mrs	Sharon	Siemers
	Jean Elizabeth	Simon
Mr	A	Simpson
Mr	Conor	Simpson
Mr	Dashiel	Simpson
Mr	John	Simpson
Mr	John	Simpson
Ms	Kathryn M	Simpson
Mr	Mark A	Simpson
Mr	N P	Simpson
Mrs	Patricia	Simpson
Mr	T R	Simpson
Mr	W F	Simpson
Mr	Z	Simpson
Mr	Rory P	Simpson
Mr	Matthew P	Simpson
Mr	William P	Simpson
Mr	Thomas P	Simpson
Miss	Airlie	Simpson
Miss	Matilda	Simpson
Mrs	Sally A	Simpson
Ms	Sharyn	Sinclair-Hannocks
	Ethel	Sinfield
	Stephanie	Singer
Ms	Gisela	Singer
Miss	Ilona	Sisolefsky
Mr	Chris	Sivour
Mr	Siegfried	Skepton
	Lochlainn	Skinner
	Zarli	Skinner
Mrs	Elizabeth	Skipper
Mr	Gert	Skipper
	Sandra	Skully
Miss	Celina	Slattery
Mr	Ron	Slee
Miss	Rebecca	Slimming
Dr	Greg	Smith
Mr	Derek	Smith
Ms	Rosalie	Smith
Dr	Frank	Smith
Ms	Ros	Smith
Mrs	Pam	Smith
Ms	Lisa	Smith
Ms	Heather	Smith
Mrs	Selena	Smith
	Gary	Smith
	Heather	Smith
	Kirsty	Smith
Mr	Peter	Smith
	Yvette	Smith
Mrs	Margaret	Snodgrass
Ms	Ruth	Solly
Miss	Christine	Solomon
Mr	Jack	Somerton
	Johanne	Somfleth
Mr	Raymond	Sommerville

Title	First Name	Last Name
Mrs	Stacia	Sorensen
Miss	Ariana	Soullo
Miss	Jennifer	Soulsby
Mrs	Susan	South
Ms	Robyn	Sparrow
Ms	Jeanette	Spencer
Mrs	Lyn	Spencer
Mr	William E	Sperber
	Nancy	Spurling
	Joshua Archer	St Clair
	Samuel Caillan	St Clair
	Jacob William	St Clair
	Peter	Stamatopoulos
Ms	Gretel M	Stanbury
Mr	George	Staples
Dr	Ian M	Steele
Dr	Roberta F	Steele
Mr	Wayne	Steinwedel
Mr	Christopher	Steinwedel
Miss	Katie	Steinwedel
Miss	Elizabeth	Stenson
Mrs	Joan	Stenson
Mrs	Ruth A	Stentiford
Dr	Charles	Stephens
	Stan	Stephens
	Phillip	Stephens
Miss	Helen	Stephenson
Mr	Craig	Stevens
Ms	Dianne	Steventon
Ms	Angela	Stewart
	Andrew	Stocks
Dr	Robyn M	Stokes
Mr	Andrew	Stone
Mrs	Barbara	Stoneman
Master	Spencer	Strawbridge
Master	Austin	Strawbridge
Mr	Peter	Strudwick
Master	Ryan	Stuart
Ms	Barbara	Styles
Ms	Beth	Styles
Mr	Joshua	Sullivan
Mr	P F G	Sunman
Mrs	Isabel	Suter
	Sharon	Sutton
Mr	James	Sutton
Mr	Lars C	Sverdvik
Mr	Michael W K	Symons
Mrs	Julie	Syrette
Mrs	Julie	Syrette
Mrs	Valerie	Szabo
Mrs	Patricia	Tacey
Mr	Zing	Tan
Ms	Poh Lian	Tan
Mr	Noel	Taplin
Mr	Andrew	Taplin
Ms	Kathleen	Tay
Ms	Teddy E	Tayles-Ratcliffe
Mr	Anthony	Taylor
Mrs	Ann	Taylor
Dr	Ray	Taylor

Title	First Name	Last Name
	Jayne	Taylor
Mr	Trevor	Taylor
Mr	Jeff	Taylor
Ms	Phoebe	Taylor
Mr	Eli	Taylor
Rev	Kevin	Taylor
Mrs	Doody	Taylor
Ms	Jacie	Taylor
Mrs	Kristen	Taylor
Mrs	Janyne	Taylor
Ms	Janet	Taylor
Dr	Sandra	Taylor
Mrs	Jayne	Taylor
	G	Tennant
	Christeen	Tenni- Smith
Ms	Pauline	Terry-Beitz
Mr	Paul	Thesinger
Miss	Rochelle	Thiele
Miss	Tiahna	Thiele
Miss	Meg	Thomas
	J	Thomas
	Henry	Thomas
	Gareth	Thomas
Miss	Kimberley	Thomas
Mr	Jacob	Thomas
Ms	Ann	Thomas
Dr	Devika	Thomas
Mr	Barry	Thompson
Mrs	Jan	Thompson
	Elisa	Thompson
	Krista	Thompson
	Bethany	Thompson
	Vicki	Thompson
Ms	Kylie	Thomson
Ms	Fiona	Thomson
Ms	Alice	Thorn
Mr	G	Thorn
	Samantha	Thorne
Ms	Jennifer	Thurmer
Dr	Ken	Thurston
	Patricia E	Thwaites
Mr	Colin	Tiddy
Ms	Deirdre	Tidswell
Mr	Kym	Tilgals
Mr	Michael	Tilley
Mrs	Suzanne	Tilley
Miss	Tamara	Tilley
Master	Jared	Tilley
Miss	Hayley	Tindle
Mr	Robert W	Tinker
Mr	Brian	Tinning
Mrs	Karen	Toleman
Miss	Marcella	Tolley
Mr	Timothy	Tolley
Master	Angus	Tolley
Ms	Samantha M	Tonkin
Dr	Anne	Tonkin
Ms	Victoria	Toogood
Mrs	Cheryl	Topsfield
	Daniel	Torode

Title	First Name	Last Name
Mrs	Joan	Torode
	Liem Minh	Tran
	Khoi Minh	Tran
Miss	Sophia	Tran
Mr	Nicholas	Tran
Dr	Angela	Travis
Mr	Douglas	Treharne
Ms	Michelle	Treloar
Ms	Di	Trethewie
Ms	Stacey	Trigg
Mrs	Liza	Trim
Miss	Zara Skye	Trim
Miss	Daisy Elizabeth	Trim
Mr	Neil	Trott
Ms	Lynette	Trott
Mrs	Gloria	Trott
Mrs	Ann	Trueman
Ms	Valerie	Trueman
Dr	Alison	Tuke
Ms	Nicola	Tulk
Mr	Bryan	Tunstill
Mr	Gordon	Tunstill
Mr	Guy D	Tunstill
Mr	Julian C.	Tunstill
Mr	Rodney	Tunstill
Ms	Hannah	Tunstill
Mr	Michael	Tunstill
Mr	Rohan	Turner
	Iolen Michelle	Turner
Mrs	Kristina H	Turner
Ms	Valerie	Turner
Mrs	Cheryl	Turnwald
Ms	Jennifer A	Tuttle
	Jenny and Trevor	Twigden
Professor	Michael	Tyler
Mrs	Vicki	Underwood
Ms	Tammy D	Utteridge
Mr	Marijan	Vade
Ms	Isobel	Van Bavel
	Amanda	Vanstone
Ms	Glynis	Varvounis
Mr	Brian	Vasey
Miss	Ellie	Vaughan
Mrs	Jennifer	Vaughan
Mrs	D	Veale
	George	Veale
Mrs	Julie	Verco
Miss	Tayla	Versteeg
Mrs	Erika	Vickery
Mrs	Helen	Vincent
Mr	Nicolaas	Visser
Mr	Peter John	Vovers
Mr	John	Waddy
Ms	Anne	Wadlow
Mr	Arthur	Wadlow
Miss	Erika	Waide
Ms	Pat	Wake
	Kirsty	Walding
Mr	Mark	Walker
Miss	Rosslyn	Walker

Title	First Name	Last Name
Dr	Barbara	Wall
Mr	Tobias	Wallace
Mr	P F	Waller
Mr	Colin	Wallis
Mr	Richard T	Walsh
Ms	Susan	Walsh
Ms	Christine	Walsh
Mr	Luke	Walton
Mrs	Dianne	Walton
Ms	Emily	Walton
	Mark	Walton
Miss	Elka	Warburton- Scott
Ms	Carol	Ward
Ms	Helen	Ward
	Samantha	Ware
Ms	Joan S	Warhurst
Mr	T M	Warnes
	Rex C	Warnes
Master	Jonathan	Washington
Mr	Christopher	Watson
Mrs	Elizabeth	Watson
Dr	Christopher	Watts
Mr	Clive	Watts
Mr	Malim	Watts
Ms	Jean	Watts
Miss	Arabella	Wauchope
Ms	Sandra	Weeks
Mr	Ian	Weis
Mrs	Marion	Wells
Master	Charlie	Welsby
Mr	Timothy	Wendt
	Kevin	Werner
	Chris	Werner
	Ann	West
Mrs	Karen	West
Miss	Tiffany	Westbrook
Mr	Craig	Westbury
Ms	Gail	Westlake
Ms	Elisabeth	Westphal
Ms	Betty	Westwood
Ms	Samantha	Wharemate
Mrs	Doreen	Wharfe
Mrs	Sandra	White
Mrs	Antonia	White
Mrs	M	Whitehead
Mr	Peter	Whitehead
Mrs	Alicia	Whitehouse
	Geraldine	Whiting
Mr	Tom	Whitney
Miss	Molly	Whitney
Mrs	Peggy	Whitson
Mr	Allan	Whittingham
Ms	Kate	Whittle
Mr	Terry	Whittle
Mrs	Terri	Whitworth
Mr	Tom	Whitworth
Mr	Jason	Whyte
Ms	Jade	Wicks
Dr	Cathy	Wiering
	Henry	Wilckens

Title	First Name	Last Name
Ms	Carole	Williams
	L	Williams
Mrs	T G	Williams
Mr	Thomas	Williams
Miss	Wanda B	Williams
Mrs	Sarah	Williams
	Deni	Williams
Mrs	Lydia	Williams
Mrs	Cheryl	Williams
Ms	Elizabeth	Williams
Mrs	Mary	Williams
Ms	Helen	Williams
Mr	Ian	Williams
Mr	Ben	Williams
Mrs	Collette	Williamson
Miss	Sallie	Willis
Mrs	Sharon	Willis
Mr	Timothy J	Willoughby
Ms	Kirsty	Wills
	A	Wilson
Mr	Vaughan	Wilson
Mrs	Jordana	Wilson
Mrs	Denise	Wilson
Mrs	Jacque	Wilson
Ms	Gemma	Wilson
Mrs	Alison	Wilson
Mrs	Susan	Wilson
Master	Keegan	Wilson
Miss	Callie	Wilson
Mr	Martin A	Wimmer
Mr	Trevor W	Wingard
Ms	Ann	Winter
Mr	Brian	Withers
Miss	Karin	Woithe
Mr	Gabriel	Womacks
Dr	Angela	Wong
	Karen	Wood
Mrs	Robyn	Wood
Mrs	Eileen	Wood
Mr	Trevor	Wood
Master	Joseph	Woodcock
Master	Rhys Robert	Woodcock
Master	Dylan	Worswick
Mrs	Vikki	Worth
Mr	David	Worthley
Mr	Keith C	Worthley



Title	First Name	Last Name
Mr	Christopher	Wren
	Joanna	Wright
Mr	Jeff	Wright
Mr	Kevin	Wright
Ms	Lisa	Wright
Mrs	Marie	Wright
Ms	Wendy	Wycherley
Mrs	Meredith	Wyles
Mr	David	Wyness
Miss	Alice	Wyness
	John	Yates
Mr	Brian	Yeend
Mr	David	Yeo
Mr	Peter	Yeo
	Surendra	Yogalingam
Master	Bryce	Young
Master	Rhys	Young
Mrs	Susan	Young
Mrs	Carol	Zundel
Mr	Werner	Zur Eich

Statement of Comprehensive Income – Year Ended 30 June 2012

	2012 \$	2011 \$
Revenue		
Revenue	22,142,645	24,518,501
Total Revenue	22,142,645	24,518,501
Expenses		
Salaries, Wages & On-Costs	(12,482,348)	(12,789,136)
Animal Care	(628,227)	(676,617)
Maintenance Consumables	(1,212,321)	(1,252,464)
Cost of Sales	(807,813)	(987,412)
Conservation & Research Projects	(1,384,563)	(2,426,190)
Utilities	(643,215)	(609,505)
Marketing & Promotion	(457,593)	(392,016)
Safari & Other Tour Costs	(856,245)	(966,522)
Depreciation	(2,986,702)	(2,367,038)
Impairment of Assets	(1,846,338)	-
Printing	(224,224)	(251,604)
Other Expenses	(1,592,253)	(1,605,852)
Total Expenses	(25,121,842)	(24,324,356)
Profit/(Loss) before Financing Income	(2,979,197)	194,145
Finance Income	44,087	18,264
Debt Forgiveness	13,216,968	-
Finance Expenses	(1,973,225)	(1,748,497)
Net Financing Income/(Expense)	11,287,830	(1,730,233)
Profit/(Loss) for the Period	8,308,633	(1,536,088)

Royal Zoological Society of South Australia Inc.
Extracts from the Audited Financial Statements

Balance Sheet – Year ended 30 June 2012

	2012 \$	2011 \$
Current Assets		
Cash and Cash Equivalents	658,358	1,342,468
Term Deposit	100,000	-
Receivables and Prepayments	475,279	639,565
Inventories	665,882	874,188
Held for Sale Property	1,500,000	-
Total Current Assets	3,399,519	2,856,221
Non Current Assets		
Available-for-sale Investments	8,533	11,870
Property, Plant and Equipment	50,719,488	56,906,007
Total Non Current Assets	50,728,021	56,917,877
Total Assets	54,127,540	59,774,098
Current Liabilities		
Loans and Borrowings	1,600,651	24,652,679
Sundry Creditors	4,397,924	5,953,283
Employee Benefits	1,910,230	1,813,487
Total Current Liabilities	7,908,805	32,419,449
Non Current Liabilities		
Loans and Borrowings	8,656,744	92,914
Sundry Creditors	2,000,000	-
Employee Benefits	442,368	447,408
Total Non Current Liabilities	11,099,112	540,322
Total Liabilities	19,007,917	32,959,771
Net Assets	35,119,623	26,814,327
Reserves	111	3,448
Retained Funds	35,119,512	26,810,879
Accumulated Funds	35,119,623	26,814,327

Statement of Cash Flows – Year ended 30 June 2012

	2012 \$ Inflows (Outflows)	2011 \$ Inflows (Outflows)
Cash Flows from Operating Activities		
Receipts		
User Charges	12,469,565	15,626,042
Donations, Bequests and Sponsorships	2,306,190	1,842,971
Payments		
Wages and Salaries	(12,370,871)	(12,401,304)
Suppliers	(8,254,783)	(6,075,676)
Other	(1,384,563)	(2,426,192)
Net Cash Provided by/(Used in) Operating Activities	(7,234,462)	(3,434,159)
Cash Flows from Capital and Investing Activities		
Purchase of Property, Plant and Equipment	(146,521)	(926,842)
Proceeds from sale of available-for-sale investments	-	109,607
Interest and dividends received	44,087	18,264
Net Cash Provided by/(Used in) Capital and Investing Activities	(102,434)	(798,971)
Cash Flows from Financing Activities		
Net Government Grants Received	5,700,000	5,126,000
Net Other Government Grants Received	1,882,257	1,852,944
Net Other Grants Received/(Utilised)	(85,016)	499,747
Acquisition of Term Deposit	(100,000)	-
Repayment of Borrowings	(2,754,917)	(561,548)
Proceeds from Borrowings	2,600,000	-
Payment of Interest	(589,538)	(1,748,497)
Net Cash Provided by Financing Activities	6,652,786	5,168,646
Net (Decrease)/Increase in Cash Held	(684,110)	935,516
Cash at the Beginning of the Year	1,342,468	406,952
Cash at the End of the Year	658,358	1,342,468

Royal Zoological Society of South Australia Inc.
Extracts from the Audited Financial Statements

Revenue and Expenses

	2012					2011	
	Adelaide Zoo \$	Monarto Zoo \$	Warrawong \$	Society \$	Future Zoo Foundation \$	Total \$	\$
Revenue							
Admissions	4,781,259	1,308,862	-	-	-	6,090,121	7,767,277
Education	536,511	139,331	113,410	-	-	789,252	639,457
Sponsorship	-	-	-	-	1,031,873	1,031,873	1,007,514
Bequests	-	-	-	-	1,130,016	1,130,016	533,738
Donations	75	-	-	4,153	140,073	144,301	301,717
Membership/Adoption	-	-	-	2,070,986	-	2,070,986	2,366,990
Retail Sales	958,167	214,226	58,630	-	-	1,231,023	1,712,638
Catering Sales	536,162	44,322	250,750	-	-	831,234	980,244
Tours Income	352,208	216,507	234,256	23,973	-	826,944	861,533
Events	164,304	-	-	-	7,738	172,042	229,659
Sundry Sales/Income	149,344	13,130	-	131,203	-	293,677	282,491
Grants	14,000	24,000	-	7,493,176	-	7,531,176	7,835,243
Total Revenue	7,492,030	1,960,378	657,046	9,723,491	2,309,700	22,142,645	24,518,501
Expenses							
Salaries, Wages & On-Costs	5,667,093	2,322,803	648,957	3,473,716	369,779	12,482,348	12,789,136
Animal Care	239,074	269,092	8,390	111,671	-	628,227	676,617
Maintenance Consumables	788,082	346,459	33,286	44,494	-	1,212,321	1,252,464
Cost of Sales	540,912	82,251	184,650	-	-	807,813	987,412
Conservation & Research Projects	-	108	-	1,384,455	-	1,384,563	2,426,190
Utilities	448,843	144,665	49,707	-	-	643,215	609,505
Marketing & Promotion	442,759	-	-	14,834	-	457,593	392,016
Safari & Other Tour Costs	263,321	592,924	-	-	-	856,245	966,522
Depreciation	-	-	-	2,986,702	-	2,986,702	2,367,038
Impairment of Assets	-	-	-	1,846,338	-	1,846,338	-
Printing/Postage/Stationery	57,278	14,377	5,511	142,756	4,302	224,224	251,604
Other Expenses	228,062	97,696	143,472	1,034,018	89,005	1,592,253	1,605,852
Total Expenses	8,675,424	3,870,375	1,073,973	11,038,984	463,086	25,121,842	24,324,356

Royal Zoological Society of South Australia Inc.
Extracts from the Audited Financial Statements

Net Financing Income

	2012		2011	
	Society	Future Zoo Foundation	Total	
	\$	\$	\$	\$
Interest income	32,840	5,935	38,775	13,728
Dividends, Distributions and Franking Credits	-	5,312	5,312	4,536
Finance Income	32,840	11,247	44,087	18,264
Interest Expense	(1,973,225)	-	(1,973,225)	(1,748,497)
Finance Expenses	(1,973,225)	-	(1,973,225)	(1,748,497)
Debt Forgiveness	13,216,968	-	13,216,968	-
Debt Forgiveness	13,216,968	-	13,216,968	-
Net Finance Income/(Expense)	11,276,583	11,247	11,287,830	(1,730,233)

The financial report for the year ended 30 June 2012 has been prepared in accordance with Australian Accounting Standards, (including Australian Interpretation) adopted by the Australian Accounting Standards Board ("AASB") and the Associations Incorporations Act.

*Copies of the Audited Financial Statements and Audit Opinion for the year ended 30 June 2012 are available to members at the Annual General Meeting or on our website www.zoossa.com.au.

Minutes of the 133rd Annual General Meeting

Held in the Lyrebird Conference Centre, Adelaide Zoo

on Tuesday, 29th November 2011 at 7pm

1. The meeting opened with the President, Mr Kevin McGuinness in the Chair. Mr McGuinness welcomed ninety seven Members and four guests present. The President offered an apology from Dr Chris West the Chief Executive of the Society who has returned to the United Kingdom to be with his gravely ill mother. The President expressed the thoughts and best wishes of the Members to Chris and his family.

2. Apologies for non attendance were received from three members.

3. Minutes of the 132nd Annual General Meeting published in the 2010/2011 Annual Report were confirmed (moved Sarah Brown, seconded Lea Kent). There were no matters arising from the minutes.

4. Review of the year 2010/2011 by the President. President Kevin McGuinness highlighted the following:

- Past twelve months very challenging for the Society.
- Past six months spent working with both the Government and Westpac to resolve two distinct issues:
- The first is the level of debt.
- The second is the matter of ensuring that the Society has sufficient funding to meet annual operating costs.
- Focus has not been on a piece meal solution but ensuring as much as possible a financial solution that would see a long term sustainable model for Zoos SA.
- Level of debt incurred by Zoos SA due to a number of factors some of which were outside of Zoos SA control at the time being much higher than anticipated.
- Debt incurred in addressing key infrastructure issues across all sites as well as investment required to house the Pandas.
- An agreement has largely been reached with the South Australian Government on the ongoing operating grant and the agreement with Westpac on the debt achieves this outcome.
- Key components of the agreement reached:
- The SA Government has agreed that effective 1 July 2011 the Operating Grant to Zoos SA will increase from \$3.126M per annum to \$4.5M.
- Additional support will be provided to service debt.
- The SA Government has agreed to indexation of the Operating Grant on an annual basis moving forward.
- The Government will provide a \$2.6M loan to Zoos SA with these funds to be applied against the Westpac debt.
- Westpac have agreed to write down their debt to Zoos SA to \$7.5M. This debt will be at a concessional interest rate and will have a term of 5 years with the debt repayable at the end of the 5 year term.
- Zoos SA and Westpac will enter a 5 year partnering and sponsorship arrangement. The details of this arrangement are yet to be defined in detail however there have been discussions and we are comfortable with the implications of this arrangement for Zoos SA. Further updates will be provided in due course.
- The Government will provide funding to support the interest and principal on the new \$2.6M loan from Government and will also fund the interest on the Westpac loan.

- Formal documentation between Zoos SA and Westpac is being prepared and it is expected to be executed by the end of 2011.
- Zoos SA has retained ownership of the freehold land at Monarto adjacent to the main Zoo site.
- Zoos SA Board will be considering options for this land one being the sale of the land to reduce debt.
- Following receipt of Crown Solicitor advice that Government Board members may have a conflict of interest Government Board Members resigned in July 2011.
- The Government created a formal review group as a point of liaison with Zoos SA.
- The review group will continue to be the method of interface with the Government for the foreseeable future.
- The President thanked Susan Close and Gerard MacDonald who joined the Board for a short period and have continued to assist Zoos SA through this review group.
- The Board refutes press reports that the Society traded whilst insolvent. The issue of solvency was considered on a number of occasions and recognizing the challenges faced the Board sought and received assurances from Government re ongoing funding support and from Westpac regarding support under the banking facilities. As a result of the recent resolutions the Board believes it has a more secure and balanced financial future.
- Other positive developments included:
- Births of a number of endangered species including the Southern White Rhino and a lion cub at Monarto.

- Important conservation work has continued on a number of fronts including work in the Kimberley's, the Warru project and work with the Southern Hairy Nosed Wombat.
- Research work on Pandas with the Chinese continues to progress successfully with much applaud from the Chinese.
- Support of our local community including events such as the CEO Sleepout, Alzheimers walk, Tutti Gone Wild showcasing performances by gifted disabled children.
- The President concluded his report by formally recognizing the dedication and support of management, staff and volunteers through a challenging period. He also expressed his thanks to members and sponsors who have remained committed and supportive.

5. Adoption of the Balance Sheet and Accounts for 2010/2011. Grant Kuchel moved seconded by Maurice Keenan that the Balance Sheet and Accounts be adopted. The motion was carried.

6. Appointment of Auditor for 2011/2012. The President reported the Board had appointed K.P.M.G. as the Society auditor for the coming year 2011/2012.

7. Report of the Board in accordance with the Associations Incorporation Act S35(5) concerning disclosure of any benefit to office holders. The Board reported that during 2010/2011 period no officer has received any benefit of a pecuniary value other than in the case of officers employed by the Society.

8. Changes to the Elected Membership of the Board:

8.1 The President declared the results of the 2011 Board election being:

Board member elected by Society Members: Mr Rodney Hobbs (2 years)

9. Corporate Governance Review

The President advised the meeting that earlier in the year the Board resolved to commence a far reaching Corporate Governance Review.

The key objectives included:

- Bringing the Society's practices in to line with modern standards for a not-for-profit entity.
- Ensuring clarity of roles for Board, Management and staff.
- Reviewing the current rules to ensure they are appropriate and relevant.
- Clarifying roles and the nature and extent of interface with Government.
- Providing reassurance to key stakeholders with respect to future governance particularly Members, Government and the broader community.

The President advised that a Sub-Committee of the Board was established with representation from the Board, the Secretary of the Society and outside legal assistance. The Sub-Committee is Chaired by Nicholas Newland.

The President said he expected the outcome of the review to comprise the most extensive reform of Governance of the Society for some time.

The President reported that progress to date included:

- A progress report considered by the Board on 25th November 2011.
- The report included proposals relating to a range of amendments to the Rules and production of a draft Board Charter.
- Reference of the report to the Society's lawyers to draw up a legally appropriate revised set of Rules and Board Charter for consideration by the Board before putting changes to members.

Key recommendations include:

- a. The Rules will be specific about financial management, including borrowing, debt management and purchases above a set value.
- b. Better recognition of delegation arrangements.
- c. Review of Board structure following withdrawal of Government representatives.
- d. Retention of majority representation by member elected Board members.
- e. Power to Co-opt up to three people to be Board members with specific expertise for a set period.
- f. Formation of a Board nomination committee.
- g. Board to operate under a Board Charter setting out how the Board is to undertake its responsibilities and duties and how individual members are to behave.
- h. Processes for a regular assessment of the Board performance for inclusion in the annual report to members.
- i. Provision for assessing the performance of the Chief Executive and senior management.

The President advised that in early 2012 the review would be extended to include Charters for the Audit and Finance Committees. The President advised that the Board understood that communication and consultation with members is critical. The Board intended that the communication and consultation process would begin in early 2012 with the aim of seeking approval at a Special Meeting in May 2012.

10. Other Business

Members raised questions including:

- Has further sponsorship from Westpac been sought
- Has the Board considered a reduction in admission prices

- What is the situation with visitation
- Members could join the Melbourne Zoo at a cheaper rate and receive reciprocal visitation rights
- The availability of bamboo

The President advised these matters raised would be reviewed by the Board.

- Questioned about the shortfall in Corporate Sponsorship the President reported that it was of the order of \$5M.

11. Close of meeting. The President thanked members for their attendance and invited them to remain for refreshments following the screen presentations.

Nicholas Newland then thanked the President for the manner in which he had handled the issues of recent months. The meeting responded with acclamation.

12. Sarah Brown then introduced the addresses which were:

- Briony Horner "Wild Warrawong"
- Anna Bennett "Monarto Zoo – Carnivores and their training programs"
- Dr Mitch Bush "The Exotic side of Medicine"

13. Members thanked the presenters with acclamation.

Minutes of Special/Periodic Meeting of the Society

held in the Adelaide Zoo

Santos Conservation Centre on 31st May 2012 at 7.00pm

The President Mr Kevin McGuinness welcomed the ninety two members and guests to the Special/Periodic meeting and thanked them for their attendance. He advised that the required quorum of fifty members was present. Apologies were received from five members. The President advised the meeting that an apology had been received from Dr Carla Litchfield who had had a recent car accident. An apology was also received from Board Member Nicholas Newland who is overseas.

The minutes of the Special/Periodic Meeting held on the 11th May 2011 were presented and the President sought confirmation of the minutes. Phillip Stephens moved seconded Maurice Keenan that the minutes be confirmed.

Special Meeting

The President then addressed the meeting. He advised that a solid financial structure with support from the Government and Westpac had been arranged. A five year Strategic and Business Plan had been prepared and presented to Government. An annual plan and budget had been prepared which would be shared with members. He said that the Board was preparing plans to drive the branding of the Society.

Research had shown that the pricing structure was appropriate when compared to other Adelaide attractions. The issue of competition from Melbourne Zoo as a result of a Victorian Government subsidy was being discussed with Melbourne Zoo.

The President expressed the thanks of the Society to Prof Chris West. Achievements during his period as Chief Executive included:

- Doubling the size of the organisation
- Doubling of membership
- Arrival of the Pandas
- Construction of the Monarto Chimpanzee Enclosure

The meeting expressed its gratitude with acclamation. The President then addressed the matter of the proposed new Rules which had been presented on the Internet and had been distributed to members. The President said that the new Rules provided for no Government Members or a staff elected representative. The Government had acted on advice that Government representation on the Board could result in a conflict of interest. A sub-committee of Board Members, the Secretary and Independent legal advice had prepared the revised Rules. The

President said that the new Rules provided for a Board of six members elected by Society members and the ability to coopt up to three additional members with skills likely to compliment those of the elected Board. The President said that the new Rules changed the election of the President and Vice President who currently are elected by Society members. Under the proposed new arrangements the elected Board members would submit nominations for President and Vice President to the Annual General Meeting for approval.

Two elected Board members would retire each year but would be eligible for re-election. The proposed Rules provide for the Board to adopt the Charter in respect of its responsibilities consistent with generally accepted principles of good governance.

The proposed Rules provide that the Board shall appoint a Finance and Audit Sub-Committee the functions of which include:

11.2.1 reviewing of annual financial statements of the Society prior to their approval by the Board

11.2.2 liaising with auditors on all matters concerning the conduct and outcome of annual audits of the Society

11.2.3 regular reviewing of the adequacy of accounting, internal auditing, reporting and other financial and operational management systems and practices of the Society; and

11.2.4 ensuring compliance with the Rules, the Act and other applicable laws

The proposed Rules provide for indemnity of officers of the Society against liabilities which may arise in the course of carrying out their responsibilities.

The President then invited members to express their view on the proposed new Rules.

Dr Rob Morrison a Past President of the Society addressed the meeting. He stated that he opposed the proposal that the Board nominate the President and Vice President rather than the current practice of Society members electing these positions. He said that from his experience Board division and factionalism had shown that the new proposal would not work. He said that the roles of the Board members and the President are quite different with the President's role being far wider than his Board role. He said that irrespective of the Rules we depend on the competency of those in charge. He said that the Board has three main roles.

- To manage the Society's financial security competently
- To plan strategies for the Society's advancement within its resources
- To ensure the CEO carried out the strategies and policies of the Board diligently

He said that in his view over the last four years the Board had continuously

failed all three of these responsibilities and therefore should not be entrusted with the additional all important one of determining the President.

Dr Ed McAlister a former CEO addressed the meeting. He said that he was concerned that the new Rules did not have a sunset clause for Board membership. He said that past experience had shown that failure to limit the length of Board membership resulted in a lack of turnover of membership.

In response to these and other comments by members the President stated that in preparing the new Rules the rules of other local not for profit organisations had been looked at as well as overseas zoos. Two legal firms had donated time to assist with the preparation of the Rules. In response to a question from a member the President advised that the position of Chief Executive had been advertised and that a sub-committee had been formed to conduct the interview process including Government representation. He said that an appointment would be made as early as possible.

Board member Clive Watts then advised the meeting that whilst he had previously supported the appointment of the President by members he now considered that from a Governance point of view the new proposed Rules whereby the elected Board members nominated the President and Vice President is appropriate.

The President reminded members that a two thirds majority of members present voting was required to approve the new Rules.

C. Watts then moved seconded by Maurice Keenan that the new Rules be

adopted. The motion was passed there being 71 members voting in favour of the motion 14 opposed and 7 abstaining.

The Secretary advised the meeting that the Revised Rules would be submitted to the Office of Consumer and Business Affairs as required by the Associations Incorporation Act.

The President then closed the Special Meeting and invited Mr Peter Clark, Head of Life Sciences Zoos SA to make a presentation. His address with the aid of a screen presentation was entitled "Sera – Community Conservation in Kenya". Members asked numerous questions and expressed their appreciation with acclamation.

The President then closed the meeting and invited those present to join him for refreshments.

Meeting closed at 9pm.

Fennec Fox



**Zoos SA is a charitable
conservation society that
exists to save species from
extinction and to connect
people with nature.**



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