Conservation Directions 2018 - 2023

Zoos SA is a long established conservation charity that exists to connect people with nature and save species from extinction.



zoossa.com.au

Our conservation commitment

Zoos SA is a not-for-profit zoo-based conservation charity with a **purpose to connect people with nature and save species from extinction.** We contribute to safeguarding species through projects including captive breeding, field programs, education and community engagement at local, regional and international levels.





Zoos are vital for species conservation

Zoos are uniquely placed to aid the conservation of species. Zoos have the capacity to hold and breed animals, undertake wildlife and husbandry research, protect species in the wild through conservation programs and campaigns, educate and connect people with the vitality of nature, communicate environmental messages and fundraise to support much needed conservation activities. Zoos are visited by millions of people worldwide every year including visitors with little or no background in species conservation who regard zoos as important and trusted sources of information on these issues.

Zoos represent a rich blend of skills and interests and are able to engage diverse partners. As part of an international industry typically united in our common concern for species conservation, we are able to collaborate and communicate at a global scale.

Of all the attributes we bring to species conservation, the passion of our staff, volunteers and supporters is our greatest asset. No matter the role, site or background, our people all have a conservation story to tell. If you have ever seen the light in the eyes of a zoo employee or supporter as they talk about their favourite animal you will understand just how powerful zoos can be.

Threats to species

Nearly one quarter of the world's mammal species, one third of the world's amphibian species and one-eighth of the world's bird species are known to be threatened or extinct. It is a familiar story in Australia where around 10% of Australia's mammals have become extinct since European settlement. In fact, almost one third of the mammals that have become extinct globally in the past 200 years were endemic to Australia.

The Australian Government has listed over 1,600 species and ecological communities as threatened and at risk of extinction if action is not taken. Many more are listed under state legislation. These are just the species that we know about and have data on. There are many other species that are not yet described scientifically or their conservation status is yet to be assessed. Scientists estimate we're now losing species at 1,000 to 10,000 times the background (natural) extinction rate, with literally dozens going extinct every day¹.

Habitat loss poses one of the greatest threats to species across the globe. The world's forests, swamps, grasslands, coral reefs, lakes and other habitats continue to disappear as they are harvested for human consumption and cleared to make way for agriculture, industry and infrastructure such as urban expansion.

Much decline has been caused by invasive alien species. These are species of plants or animals that do not belong where humans have intentionally or accidentally brought them. The International Union for the Conservation of Nature (IUCN), states that the impacts of invasive species are immense, insidious and usually irreversible². They may be as damaging to native species and ecosystems on a global scale as the loss and degradation of natural habitat.

Pollution leading to global warming, climate change and the acidification of our oceans will exacerbate our existing challenges for species conservation. Hotter days, more extreme weather events including drought, bushfire and higher sea levels are expected in the foreseeable future. These changes threaten not only the survival of species but also entire ecosystems, many of which we depend on for our own survival.

¹ Sustaining life: How human health depends on biodiversity. 2008. Centre for Health and the Global Environment. Oxford University Press, New York.

² IUCN Media Release: www.iucn.org/about/ union/secretariat/ offices/iucnmed/ iucn_med_programme/ species/invasive_species/ The IUCN recognises habitat loss, invasive pest species and disease, wildlife use and exploitation, and human disturbance such as altered fire regimes as the greatest known threats to species world-wide. The impacts of climate change are likely to intensify most of these already established threats. The IUCN also recognises that unfortunately for many declining species, the nature of the threat is still not well understood and therefore today's conservation efforts in the wild are unlikely to be effective. This is a key driver for zoos to heighten their essential ex situ role in the global effort to safeguard species against extinction.

Zoos SA is actively involved in a suite of conservation activities which combined target each of these major threats.

Species matter!

Plant and animal species provide us with so many of our basic needs that we often take them for granted. These include fresh water, food and fibre, clean air, pharmaceuticals and building materials. The true value of these to all people is enormous; in fact we could not survive without them. Beyond these fundamental needs, studies are now proving our relationship with nature is even more complex; the natural world is good for us, for our physical and mental wellbeing, and ultimately our happiness.

Ecosystems are made up of species, dependent interactions between species and their habitat. Species conservation is often as much about saving habitat and landscapes as it is about individual species. Rare species often play specialised ecological roles that make them irreplaceable. Unique functions, such as exceptional resistance to fire or drought, are often characteristic of rare species. These species help to make ecosystems more resilient but because they are low in numbers they are typically more vulnerable to extinction. We need to save as many species as we can to give ecosystems the best chance to survive.

These justifications for species conservation are well documented but just as important to zoo supporters are arguments of animal rights and welfare, intrinsic justice for species, empathy, compassion and a deep feeling of our own inextricable bond with nature. People in the zoo community love species, they find wonder, fascination and inspiration in contact and their existence; they believe in the right of species to a full life and they feel enormous loss at the prospect of extinction.

In short species matter because we need them, ecosystems rely on them and because they have the right to matter!

Our Strategic Plan

As set out in Zoos SA's Strategic Plan 2017-2022, the organisation has four primary goals and a series of broad strategies to achieve them. Goals 1, 2 and 3 outline our strong commitment to species and resource conservation while Goal 4 provides capacity and funds to underpin our efforts.



The Five-year Business Plan builds on this framework and is reviewed annually. The Business Plan is one of a hierarchy of plans integrating our efforts across Zoos SA.



Our Strategies for Conservation

Goal 1 - Connect people with nature

- 1.1 **Inform** Building community awareness and promoting the conservation role of zoos in addressing threats to wildlife and habitats.
- 1.2 **Experience** Provide interactive opportunities which engage and entertain our visitors, staff and volunteers.
- 1.3 **Inspire** Develop programs and communications that inspire our visitors, staff and volunteers to take conservation action.

Goal 2 - Save species from extinction

- 2.1 **Conservation** Delivering wildlife and habitat conservation projects at a local, regional and international level.
- 2.2 Wildlife Health Providing leadership and coordination in wildlife health management.
- 2.3 **Research** Partnering to deliver research, provide advice and advocate for positive conservation outcomes.

Goal 3 - Work in an ethical and sustainable manner influencing others to follow our example

- 3.1 Animal Wellbeing Conduct our activities to reach the highest welfare standards
- 3.2 **Ethical & Sustainable Practice** use and align ourselves with sustainable products and services

Goal 4 - Grow a sound and advancing organisation, applying an innovative business approach

4.2 **Our Partners** — Expand our capacity to achieve positive conservation outcomes though partnerships with like-minded organisations.

Our Conservation Key Performance Indicators (KPIs)

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Goal	KPIs to reach by 2022
Goal 1 Connecting people	 14% of South Australian public recognise ZSA as a conservation charity 85% of visitor better understand their own impacts after visiting the zoo
	visiting the 200
Goal 2 Saving Species	80% of zoo collection that has a clearly defined conservation role
	6.5% total budget delivering defined conservation activities
	85% of species management programs (Australasian, Global) objectives achieved
	95% of ZSA endorsed conservation projects and partnerships objectives achieved (Note: projects include captive and field conservation, scientific research, education conservation initiatives consistent with the definition used by ZAA)
	5% increase in volunteer hours contributing to the delivery of land management activities
Goal 4 Growing a sound business	85% overall quality and satisfaction achieved in partnership support of agreed inputs.

* Targets benchmarked with 2015/2016.

** Only KPIs with direct conservation objectives listed.



Our Conservation History

Over the years, Zoos SA has been involved in a wide range of conservation activities. Our efforts have reached most continents on earth and include captive breeding, habitat restoration, biological surveys, contributing to insurance populations, studies in reproductive biology, conservation education, corporate and community fundraising, wildlife disease management, translocation/ reintroduction and community development to foster alternative livelihoods.

These have seen staff, students and partners gain valuable skills, helped Zoos SA gain a reputation as a conservation organisation, and importantly, deliver a range of on ground and ex situ conservation outcomes. Since one of our first well known reintroductions nearly 30 years ago with Yellow-footed Rock-wallabies, much has been learnt and conservation has become an increasing core focus for Zoos SA.

Following the development of Zoos SA's Strategic and Business Plans in 2012, a review was undertaken (known as the Conservation Snapshot) of a sample of 27 conservation projects (16 Australian and 11 International) to collate information on our past activities, celebrate our efforts to date and identify opportunities for improvement. The review highlighted the value of supporting conservation activities that are closely aligned with our Strategic Plan and areas of passion, developing realistic and sustainable funding models, working across the organisation to deliver outstanding multi-faceted projects and the value of sharing our conservation stories within and beyond our organisation. These insights will influence future conservation activities at Zoos SA through its conservation framework.

Our Conservation Framework

Zoos SA's conservation framework provides both structure and rigour to prioritise and communicate our conservation activities.

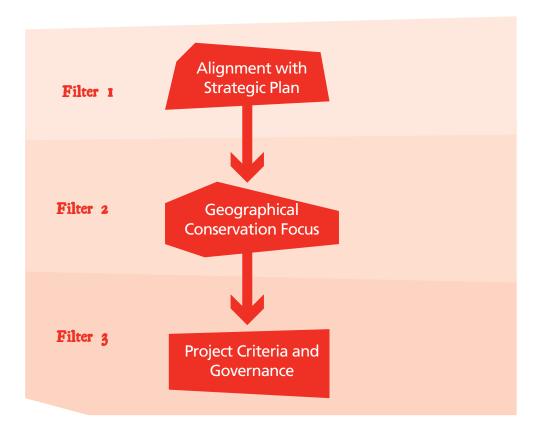
To ensure the framework reflects the views of Zoos SA staff a series of workshops were held to explore the value of a framework and potential models. These workshops identified that staff: are passionate about species conservation across the globe but want the majority of our effort to help local and Australian threatened species; prioritise species projects where we work at the landscape (ecosystem) scale which often means the species is an effective flagship, keystone or indicator³ species; favour working on locally declining species before they become critically endangered and in crisis, want to be actively involved in projects with clear on ground outcomes, consider both ex situ and in situ⁴ conservation activities important, and strongly favour activities that harness the passion and expertise of our staff and volunteers.

Our Conservation Priorities describe the initiatives undertaken by Zoos SA that can be identified as having a direct impact on safeguarding a species or ecosystem from extinction. These encompass a wide spectrum of conservation activities that Zoos SA is engaged in, both within and beyond our gates. This is consistent with the definition used by the Zoos and Aquarium Association (ZAA) which can include captive and field conservation, visitor education, scientific research, advocacy and fundraising. Our conservation activities will contribute to safeguarding species in the face of the key global threats to species including habitat loss, wildlife use and exploitation, invasive pest species and disease, and human disturbance such as altered fire regimes and climate change. Zoos SA also recognises a growing human disconnect with nature as a global threat to species.

³ Flagship, keystone and indicator species are defined at: http://wwf. panda.org/about_our_ earth/species/flagship_ keystone_indicator_ definition/

⁴ In situ conservation is undertaken in a species natural habitat; ex situ conservation occurs when the species is removed from its natural habitat for management purposes such as captive breeding. Our Conservation Priorities encompass a wide range of activities. These include short-term and long-term projects both on site and in situ, and working closely in partnership with like-minded organisations.

Our framework works as a series of filters as outlined in the following diagram:



Filter 1: In the first instance, Zoos SA will only engage in conservation activities that align with Zoos SA's Strategic Plan 2017-2022; our conservation priorities will be reflected in our annual Business Plan.

Filter 2: The second filter helps us define and prioritise where our conservation activities will have an impact and balances our efforts and resources across local, Australasian and international species to have most effect. Our geographical focus is divided in to three areas:

Our Backyard (Local Conservation): Zoos SA is committed to conserving South Australia's threatened species and ecosystems and will seek to lead and/or take an active role in a number of local conservation projects.

Our Nation's Region (Australasian Conservation): Zoos SA will help conserve threatened species or habitat beyond our State across Australasia. We will prioritise conservation activities at this scale when we can contribute to recovery through specialist expertise, where a threatening process prohibits conservation being undertaken purely within its natural range (eg Tasmanian Devils), where it enhances our existing zoo conservation initiatives, or where it is part of an agreed regional breeding program. **Our Planet (Global Conservation):** Zoos SA will contribute to international conservation efforts. We will prioritise initiatives that align with species from our collection with conservation or ambassador roles, and where we have: strong staff and supporter interest, alignment with a Zoos SA call to act, specialist expertise to contribute, and/or it is important to a global breeding program.

The above definitions give a broad indication of the intent of Zoos SA with respect to its conservation activities. Other factors to be considered for each geographical focus area are outlined in Appendix 2.

Filter 3: Zoos SA will operate and support well designed and managed initiatives. To maximise the effectiveness of our investment we will prioritise activities that are likely to have a long-term conservation impact, achieve multiple conservation outcomes and benefits, are well matched and foster our capacity and interests as a zoo-based conservation charity in South Australia, are able to be run sustainably including foreseeable funding sources, engage community and/or strong partners, strike a good balance between innovation and risk management and provide value across more than one Division of the organisation.

Initiatives that fair well across these three filters will give us the best chance of making a conservation difference and will further our conservation credentials, reach and capabilities.

Why Zoos SA adopted a framework

The Conservation Framework allows Zoos SA to:

- Prioritise the conservation projects it continues and/or becomes involved with.
- Undertake a transparent and fair process for decision making that is able to be communicated.
- Reflect and facilitate the integration of a broad range of conservation activities and interests across the organisation.
- Invest in the most effective and efficient outcomes.
- Integrate the passion and priorities of the broad staff in decision making.
- Review, learn from and adapt the conservation projects it undertakes.
- Identify opportunities to partner and enhance staff capacity.
- Attract external funding and interest from potential partners.
- Inform other Zoos SA plans including strategic, business, divisional and master plans.

Informing our priorities

In determining the suite of conservation activities supported by Zoos SA, there are a range of documents and interests that need to be considered. These include (but are not limited to):

- International strategies: World Zoo and Aquarium Conservation Strategy and plans for Global Species Management Programs.
- National strategies: Australia's Biodiversity Conservation Strategy 2010-2030, National Species Action Plans and Recovery Plans (various), and plans for Australasian Species Management Programs.
- Local strategies: No Species Loss A Nature Conservation Strategy for South Australia 2007 -2017 (currently under review) and South Australian Recovery Plans (various).
- Organisational strategies: Zoos SA Strategic Plan 2017-2022 and Zoos SA Business Plan 2018-2023.
- Key partners and stakeholders including Recovery Teams.
- Our people including our staff, members, volunteers and supporters.



Types of conservation activities we support

Initiatives	Definition	
Captive breeding and/or release	Breeding species outside of a species normal habitat for the purpose of supplementing or reintroducing individuals to populations for conservation purposes.	
Insurance population	Maintenance of captive populations as a back-up should existing populations suffer unpredicted major loss or decline.	
Translocations	Transport and release of individuals of a species from one wild location to another, usually to lessen the risk of losing wild populations.	
Wildlife disease management	Prevention, detection and/or treatment of disease in species populations both in the wild and in captivity to aid recovery.	
Conservation education	Promotion of conservation messages through teaching, presentations, signage or other activities.	
Community development	Activities that promote and create community awareness, active participation and positive outcomes for both conservation purposes and the community itself; can include developing alternative livelihoods with low or no impact on local wildlife and their habitat.	
Habitat restoration	Protection and/or alteration of habitats and landscapes to improve their condition to provide habitat for species.	
Conservation research	Research conducted to better understand how to manage populations and threats to species at risk and inform practices to engage community in species conservation.	
Invasive pest species	Active participation or providing resources for the on-ground removal or control of invasive threatening species.	
Fundraising	Running activities with the purpose of attracting financial support for conservation activities run by Zoos SA or its partners.	
Calls to act	Promoting actions that community can take to help local, regional and global species' conservation.	
Conservation campaigns	Series of complementary activities that raise awareness of a particular issue and/or motivate action for conservation purposes.	
Conservation planning	Developing a series of priority actions to guide and coordinate species conservation efforts such as an Australian Species Management Program (ASMP) and species Recovery Plans and overseeing its implementation eg through involvement in Recovery Teams.	

Funding species conservation

Projects undertaken by Zoos SA are funded through a combination of core funding and external sources such as grants, sponsorship and donations. Staff members seeking funds for conservation activities or to run conservation fundraising activities must align their work with Zoos SA's endorsed list of priority species projects, conservation partnerships and the conservation framework. Priorities are considered against the framework by the Conservation Assessment and Review Team (CART). Further details are outlined in CART's Terms of Reference.

Our Conservation Directions

Over the period of 2018-2023 we will work to:

- Achieve our organisational KPIs and Business Plan Targets.
- Strengthen the alignment of our conservation activities with the framework particularly at the local scale where we are currently under-represented.
- Communicate our conservation activities and investment; celebrating our achievements.
- Promote calls to act that are well aligned to our conservation activities and ambassador/conservation species held within our living collection.
- Work effectively with our conservation partners to deliver activities of mutual interest.
- Support fundraising and education activities that contribute to our conservation goals.
- Attract external funding to enhance our capacity to contribute to undertake species conservation.
- Promote industry endorsed community conservation campaigns.
- Continue delivery of Monarto Zoo's Land Management Plan to enhance the conservation value of our site within a local and regional context.
- Deliver our conservation commitments under Australasian and Global Species Management Programs.
- Support conservation research and planning activities where we contribute specialist expertise as a zoo-based conservation society.
- Influence external policy and legislation that affects species conservation.
- Explore models to deliver integrated conservation activities and education cost effectively.
- Contribute expertise to respond to wildlife disease and its impacts on species conservation.

Appendix 1 Conservation Priorities



Pygmy Bluetongue

The Pygmy Bluetongue is one of Australia's rarest lizards and was considered extinct until being rediscovered near Burra in South Australia in 1992. Zoos SA is part of the Pygmy Bluetongue Recovery Team, has a captive breeding program at both Adelaide and Monarto Zoos and is supporting research into this unique little lizard.



Yellow-footed Rock-wallaby at Aroona Sanctuary

Zoos SA has been helping the Yellow-footed Rock-wallaby through captive breeding and wild reintroduction in the northern Flinders Ranges. Zoos SA has supported these wallabies for over 20 years and we continue to protect the reintroduced population with ongoing monitoring and feral predator management.



Mallee Emu-wren

There are now no known populations of Mallee Emu-wrens left in South Australia. Zoos SA is developing husbandry techniques, starting with the Rufous-crowned Emu-wren as a learning surrogate, to support ex-situ conservation including their reintroduction. This project is part of the national Threatened Mallee Bird CAP which also includes Malleefowl, Regent Parrot, Mallee Emu-wren, Rufous Whistler, Western Whipbird and Black-eared Minor.



Warru (Black-flanked Rock-wallaby)

Warru are one of South Australia's most endangered animals. Zoos SA has been captive breeding Warru and helped reintroduce them back to the Anangu Pitjantjatjara Yankunytjatjara (APY) Lands in South Australia. As part of the Warru Recovery Team, we also support the wild population through monitoring, wild translocation and project management.



Rewilding for Conservation

Rewilding aims to restore ecosystem function and natural processes. Zoos SA is working with a range of partners to breed and reintroduce animals that are missing from conservation priority areas. Key species include bettongs, bandicoots, bilbies, rodents and dasyurids with current and future programs including Rewilding Yorke Peninsula, Murray Darling Basin NRM, Australian Wildlife Conservancy and Monarto Zoo.



Conserving Monarto's Threatened Flora and Woodland Birds

Across our Monarto site we have naturally occurring populations of ten threatened plant species, including one of SA's rarest plants, the Monarto Mintbush. Our remnant vegetation and revegetation areas also provide refuge for fourteen declining woodland bird species. We are actively managing our site to ensure their long-term future.



Western Swamp Tortoise

Orange-bellied Parrot

breeding and reintroduction program.

The Western Swamp Tortoise is Australia's rarest reptile species and came remarkably close to extinction. Zoos SA, in partnership with Perth Zoo, has been a part of a specialised captive breeding and release to the wild program to ensure the long-term survival of the species.

The Orange-Bellied Parrot is one of the rarest, most endangered species in the world. Zoos SA is working with the national Recovery Team to bring the Orange-Bellied Parrot back from the brink of extinction through a captive







Tasmanian Devil

The Tasmanian devil is Australia's largest living marsupial carnivore but it has suffered major declines as a result of the devil facial tumour disease. Zoos SA is contributing to the mainland insurance population of devils to protect from them from the disease and to breed for reintroduction, particulary on Tasmanian islands.

Striped Legless Lizard

Once thought to be widespread throughout south eastern Australia, this species is now in rapid decline. Zoos SA is helping to determine the current status and distribution of the Striped Legless Lizard in South Australia and ensure its long term survival across its geographic range. We undertake annual field surveys in southeast South Australia.

South Eastern Red-tailed Black Cockatoo

It is estimated that fewer than 1,500 South-eastern Red-tailed Black Cockatoos remain in the wild. Zoos SA is is working with a network of landholders in southeast South Australia as part of our 'Cockies Helping Cockies' project to protect and revegetate the feeding and nesting habitat for the these birds.



Plains Wanderer

Less than 1000 of these ground-dwelling birds remain in their grassland habitat of south-eastern Australia. Zoos SA is working with the Recovery Team and partners to establish a captive insurance population of these unique birds, in an effort towards building a future wild release program.

Mainland Tammar Wallaby

The SA Mainland Tammar Wallaby became extinct in the wild by the 1920s, but with the help of Zoos SA's captive breeding program, they have been reintroduced back onto the Yorke Peninsula. Zoos SA continues to house the only captive insurance population of the SA Mainland Tammar Wallaby.



Tetepare

Tetepare, in the Western Province of the Solomon Islands, is the largest uninhabited island remaining in the South Pacific. Zoos SA is supporting community conservation programs and educational scholarships on Tetepare Island.











Wildlife Asia

Wildlife Asia is raising funds for wildlife field programs in South East Asia. Projects focus on habitat protection, wildlife conservation and sustainable development. Partner orgnisations include The Orangutan Project, Free the Bears, Silvery Gibbon Project, Asian Rhino project and International Tiger Project.

Tacugama Chimpanzee Sanctuary

Tacugama Chimpanzee Sanctuary covers 100 acres of the Western Area Peninsular National Park in Sierra Leone, and is now home to over 70 confiscated, orphaned or abandoned chimpanzees. Conservation projects focus on education and community programmes, field research and legal enforcement.

Cheetah Conservation Fund

The Cheetah Conservation Fund is dedicated to saving Cheetah in the wild and undertakes research, habitat restoration, humanwildlife conflict resolution and alternative livelihoods, and education activities.

Painted Dog Conservation Inc

Painted Dog Conservation Inc supports research, conservation, rehabilitation and community awareness projects in Zimbabwe, Zambia and Namibia. Originally focused on the African Painted Dog, projects now also include a range of African carnivores and other wildlife, with partners including Zambian Carnivore Program and Chipembele Wildlife Education Trust.

South African National Parks Honorary Rangers

The SANParks Honorary Rangers are ensuring the survival of a range of African wildlife at risk from poaching, in particular African Rhinos and a range of other species including cheetah, wild dog and African birds. They are a dedicated group of volunteers helping with conservation projects, community awareness, fundraising and on-ground support.











TRAFFIC

Sera Wildlife Conservancy

Sera has a core conservation area of 33, 325ha in Northern Kenya. Supported by the Northern Rangelands Trust, conservation initiatives include security for people and wildlife, developing community capacity, research and wildlife protection. Alternative livelihood projects include empowering local women through the Beads for Wildlife program.

China Wildlife Conservation Association

The China Wildlife Conservation Association (CWCA) coordinate international panda agreements and research activities. This includes in-situ conservation, ex-situ breeding and release activities and program administration.

Wild Welfare

Wild Welfare is a not-for-profit organisation that strives to improve animal welfare practices in zoos and aquaria. Their vision is to end the suffering of animals being held under poor captive conditions. Zoos SA is a Silver sponsor for Wild Welfare.

Giraffe Conservation Foundation

The Giraffe Conservation Foundation aims to raise awareness and funds to promote giraffe conservation, to support and implement projects and programmes and to support habitat protection. GCF is the only NGO solely focused on giraffe conservation and management in the African wild.

Komodo Survival Program

The Komodo Survival Program aims to improve the management and conservation of the Komodo Dragon in its natural habitat. Support includes improving knowledge through research and data collection, developing local expertise and raising awareness, particularly through local community projects.

TRAFFIC

TRAFFIC, the wildlife trade monitoring network's, mission is to ensure that trade in wild plants and animals is not a threat to the conservation of nature. Specialising in investigating and analysing wildlife trade, supporting policy change and enforcement and delivering advocacy programs to take action against illegal wildlife trade.

Appendix 2

Zoos SA Geographical Conservation Focus

Conservation Priority	Our Backyard (Local Conservation)	Our Nation's Region (Australasian Conservation)	Our Planet (Global Conservation)
Target Species	South Australian threatened native species, endemic or endangered are priorities	Australian threatened species Regionally recognised threatened species	International threatened species
Geographic Boundary	Within South Australia	Australasia*	Outside of Australasia
Informed By	NPW Act 1972 (schedules 7, 8 & 9) Recovery Teams/Plans Emerging information	EPBC Act 1999 (or regional equivalent) Recovery Teams/Plans ASMP's	IUCN GSMP's
Scale	Can be a species or ecological community focus or part of a broader program Ecosystem (desirable)	As part of a broader recognised conservation program (required) Ecosystem (desirable)	As part of a broader recognised conservation program (required) Ecosystem (desirable)
Funding Source	ZSA core funding Grants and Philanthropic Fundraising	ZSA core funding – ASMP's Grants and Philanthropic Fundraising	ZSA core funding – GSMP's Grants and Philanthropic Fundraising
Partnership Requirements	ZSA can instigate project/ program and take lead role Partners are desirable but not essential	Possible lead role if ZSA has a key role or expertise Generally partnered with other organisations	Only in partnership with other organisations Generally ZSA will not take on role as lead organisation
Proportion of Commitment	50%	50%	

* Australasia: a region of Oceania comprising Australia, New Zealand, the island of New Guinea and neighbouring islands in the Pacific Ocean

* Acronyms: ASMP – Australasian Species Management Program; EPBC Act – Environment Protection and Biodiversity Conservation Act (Commonwealth Legislation); GSMP – Global Species Management Program; IUCN - International Union for the Conservation of Nature; NPW Act – National Parks and Wildlife Act (South Australia)