

Z.P.G.A.

Official Newsletter of the Zimbabwe Professional Guides Association

An Association focused on:

- Our Members
- Ethics
- Conservation
- Training
- The future

In this issue:

Chairman's Letter PAGE 01

> Gosho Park PAGE 05

Z.P.G.A. Diary Of Events PAGE 08 Blue Duiker PAGE 09

Membership Statistics
PAGE 12

Matobo Wire Removal
PAGE 13

Monthly recipe PAGE 15

Members Photo Gallery PAGE 16

Sponsors Page
PAGE 18

A WORD FROM OUR CHAIRMAN, ROB LURIE

My Executive Committee and I have been very busy over the last six months with a whole host of things. I stepped into the Chairman's position in December 2020 amongst what was a very tough industry-changing year due to the COVID-19 pandemic. The year then ended sadly with a very tragic event that resulted in the loss of Phil Smythe, a father, a husband, a friend and a fellow member of our Z.P.G.A. family.

Events of this nature bring about a time for reflection and it hit many of us hard as we realised how short life can be and how quickly things can go wrong, how lives are now changed forever as a result. However, we must also now look to the future, let us not forget the good and let us learn from past events and go forward stronger and wiser than before.

We have had a couple of mock starts to the 2021 season, but there now seems to be a trickle of tourism coming back into both the consumptive, as well as non-consumptive sectors. The wheels of our Industry are beginning to turn now. We hope with positive reviews the news will spread to those who are planning future trips to Zimbabwe and encourage tourism further. Sadly we have found there to be some misinformation about travel and restrictions out there, but I encourage you all to share positive stories and together let us get the positive news out there for the betterment of Zimbabwe as a whole.

In preparation for the season ahead we have been busy with 9 First Aid refresher courses this year and various study courses being held around the country. We have been at the Shooting Proficiencies, the Oral Exams and L.P.H. exams which has kept your Education Sub-Committee busy. Not an easy task to have pulled off, so thank you to them all for giving of their time and keeping us all busy!

The name change, effected last year has strengthened the Z.P.G.A. with its respective and respected relationships with the likes of the Bubye Valley & Save Valley Conservancies. Also with Malilangwe and a whole host of nonconsumptive operators, relationships that are paramount to our growth and conservation success as a whole. We have signed a Memorandum Of Understanding with Birdlife Zimbabwe, a first of its kind and partnered with many well-respected Conservation organisations from around Zimbabwe.

Relationships are vital not only for the Z.P.G.A., but its members too, so with this in mind we hosted a shooting day in Harare for Scout Troop 11-33 which is an international Scout Group and were hosted by the USA Embassy recently. This initiative helped forge a stronger relationship with the Embassy and it also encouraged and exposed kids to shooting and our industry, a win-win all round!

The launch of our new web page www.zpga.org has brought about much discussion both locally and externally. Congratulations need to go to the Marketing sub-committee and in particular John Laing in this regard, they have done us proud.

We have moved our Bulawayo office closer to town, 30 Duncan Road, Suburbs. This is a bigger office and we hope that it will further elevate our professional image. As we are getting bigger and busier we are now also looking for our own office space in Harare, we will update you all on this as we progress.

Our Membership is now at an all time high and I was encouraged by a recent WhatsApp message that read, "In all honesty, the association is doing fantastic work, your team of guys are really working for and towards the goal we, the Members, have been hoping for. I don't think I've ever been prouder to be a member than I am now and to be a part of the Association. It's starting to feel like a family and an association that truly cares for all its members, not just the hunters or the guides, it is truly all inclusive!"

Our G.A.P. program is growing and gaining momentum daily and we hope soon to be able to assist our members with some time in the bush. We are in the process of putting together a web page which will detail all the necessary information related to this exciting initiative.

I have just completed my first safari of 2021 and unfortunately had a full charge from a wounded Buffalo bull from 10 yards. Thankfully, with the help of the range training - an initiative that the Z.P.G.A. are pushing - I was not rusty and managed to put the bull down at 2 meters. A great testament to the benefits of practicing and keeping yourself current.

Until later, please all keep safe and good luck with your various safaris and tourism related work.

THE Z.P.G.A. - 2021 LETS GET SERIOUS ABOUT FIRST AID

Our experience has taught us to be ready for every eventuality. Working in the wilds of the African bush is an amazing privilege, but with this comes a responsibility to protect our staff and our guests. There is a always a need to train, train and re-train.

Our Z.P.G.A. Members are constantly refreshing all their skills.



- First Aid Refresher Course for Z.P.G.A. Members
- 10 Z.P.G.A. Members attended

Saturday 9th January ACE Harare

- First Aid Refresher Course for Z.P.G.A. Members
- 9 Z.P.G.A. Members attended

Friday 5th Feb ACE Bulawayo

- First Aid Refresher Course for Z.P.G.A. Members
- 12 Z.P.G.A. Members attended

Saturday 6th Feb ACE Bulawayo

- First Aid Refresher Course for Z.P.G.A. Members
- 9 Z.P.G.A. Members attended

Wednesday 9th Feb ACE Victoria Falls

- First Aid Refresher Course for Z.P.G.A. Members
- 10 Z.P.G.A. Members attended

Thursday 10th Feb ACE Victoria Falls

- First Aid Refresher Course for Z.P.G.A. Members
- 8 Z.P.G.A. Members attended

Saturday 13th March ACE Kariba

- First Aid Refresher Course for Z.P.G.A. Members
- 5 Z.P.G.A. Members & 7 Rangers attended

Sunday 14th March ACE UME

- First Aid Refresher Course for Z.P.G.A. Members
- 4 Z.P.G.A. Members & 4 Rangers attended

Monday 12th April Bubye Valley Conservancy

- First Aid Refresher Course for Z.P.G.A. Members
- 4 Z.P.G.A. Members & Conservancy Managers & 11 Rangers

Tuesday 13th April Bubye Valley Conservancy

- First Aid Refresher Course for Z.P.G.A. Members
- 15 Rangers attended

Wednesday 14th April Bubye Valley Conservancy

- April First Aid Trackers and Rangers Course
- 15 Rangers attended





"There is only one way to ensure we are prepared for every eventuality.

"Practice"

Our Members train and re-train ensuring they are well versed for any incident."

IN SHMMARY.

- 11 Courses run
- Over 4 Months
- 49 Rangers Trained
- 71 Members Trained



The Z.P.G.A. a Professional Association BY JOHN LAING

We find ourselves in a dynamic time for the Z.P.G.A. The association is burgeoning, which brings a heightened public profile and places Z.P.G.A. members well and truly in the spotlight, including their behaviour and attitude.

So what makes a professional?
The Oxford English Dictionary defines a professional as:

professional (noun) 1. a person engaged or qualified in a profession
2. a person engaged in a specific activity, especially a sport, as a main paid occupation rather than as a pastime
3. a person competent or skilled in a particular activity

But a professional is more than a dictionary definition. Professionalism is about attitude and conduct – a moral compass if you like – and one that is becoming ever more prominent. In many ways it's no longer enough to have skills and knowledge – professionals must also be able to demonstrate that they can apply it ethically to the situations they face.

Normally sectors are supported by a professional body, in this case individuals holding a L.P.H., P.G., or P.H. licence are supported by the Zimbabwe Professional Guides Association. As a professional organisation, the Z.P.G.A. works alongside Zimbabwe Parks and Wildlife Management Authority and assists in setting standards of education, competence and ethics for our members. The Z.P.G.A. places a strong emphasis on the integrity and competence of its members, and therefore requires all members to conduct themselves in accordance with a Code of Conduct.

The Code should be considered central to the professional life of a Z.P.G.A. member, not only as a source of ethical guidance, but also as a guide to principles of good practice.

The six professional and ethical standards that all members must abide by are:

- Act with integrity
- Always provide a high standard of service
- Treat others with respect
- Take responsibility
- Act in a way that promotes trust in the profession
- Have regard for sustainability throughout your work.



7.P.G.A.



Of course, you don't need to be a Z.P.G.A. Member to abide by these principles, but the role of the Z.P.G.A. is to ensure that its members follow this Code, thereby providing assurance to the general public. Most people recognise that to be a part of the Z.P.G.A., a member of this professional body will be subject to scrutiny regarding their behaviour and that failure to maintain standards can result in a disciplinary process.

A Z.P.G.A. member has an obligation to demonstrate a commitment to follow a Code of Conduct and undertake Continuing Professional Development (CPD) activities. Our members' commitment to lifelong learning is a vital element in improving professionalism within our sector. Meaningful CPD should be high quality, challenging and serve as an outlet to improve professional competence.

Members of the Z.P.G.A. may be found working in the private sector, the public sector, non-government bodies and academia. Our members work in every aspect of tourism including conservancy and camp management, operations, policy, and research. What all members have in common is their professionalism.

Z.P.G.A. members stand apart because their relationship with their peers, clients and society in general, is based on implicit trust. This notion of trust crops up time and again when considering professionalism. We believe Z.P.G.A. membership status should be a goal for all in the Wildlife and Tourism industry who wish parity with other professionals.



"If we all focus on doing our part, we can prevent crashes from distracted driving.

- Drivers put your phone away, turn it off, or put in on aeroplane mode
- Passengers encourage drivers to stay focused
- Parents set rules and be an example of a focused driver
- Employers establish a policy that encourages focused driving



7.P.G.A.















GOSHO PARK - MARONDERABY PENNY REYNOR

https://www.springvalehouse.co.zw/gosho-park.html

Gosho park was established in the Early 1980's for Conservation Education and it is also used by the Peterhouse Equestrian Centre during the week for outrides – game viewing from horseback - and pupils stay at the bush camp during their pony camps.

Gosho Park is a small game park situated on the Peterhouse Group estate with granite koppies, bushman paintings, small dams and rivers and a variety of plainsgame – giraffe, wildebeest, zebra, kudu, eland, sable, duiker and blesbok.

Animals receive supplementary feeding during the winter months, which is an excellent opportunity for game viewing. There are over 70 different trees and shrubs and the pristine miombo woodlands are protected – no dead wood is removed - and it is a perfect habitat for a variety of birds, including miombo specials e.g the spotted creeper and Whyte's barbet.

There are camping facilities and a bush camp, which has dormitory accommodation and is ideal for school camps. Children are introduced to the outdoors and develop an awareness of our wildlife in a safe environment. The conservation camps are very popular with young school groups.

The Peterhouse Learner Guides have access to the park for practical work and the Springvale children are in the park for conservation every week.

Gosho Park is open to the public and there are walking trails, bike trails, birding from a hide, braai facilities and picnic sites. Bookings can be made by email gosho@phg.co.zw

Gosho park is indeed........... 'A small piece of paradise within our grasp'.



Ground Hornbills & Litter

BY JOHN LAING

This article is based on the recent posts about the Ground Hornbill whom had her bill caught up in a rubber bush from the front suspension of a vehicle.

James Varden says "Sadly she did not make it. Too emaciated and dehydrated. The chap looking after her, a falconer, tried his best, but us humans and our rubbish killed her. Please do your duty to the environment and pick up any rubbish or litter lying around anywhere... around safari camps, around your homes, on roads, in the parks.....and remember to reuse and recycle."

The Southern Ground Hornbill, Bucorvus leadbeateri, a vulnerable bird species of the eastern part of Southern Africa, has declined significantly outside protected areas in Zimbabwe. Major factors contributing to this include competition for space with increasing human population (Mashonaland Plateau in particular), loss of large hollow tree trunks used for nesting, eating of poisoned baits, snaring, and shooting by householders when the birds smash window panes that reflect their images.

The Southern Ground Hornbill is now of national concern in Zimbabwe. Although not one of the 44 'Specially Protected' species under the Parks and Wildlife Act, it is one of the 34 non-protected species considered to be 'Vulnerable' in some way and that deserve to be monitored. It is one of ten bird species under BirdLife Zimbabwe's 'National Special Species Survey Project', mainly because of its rapidly shrinking distribution range. It also has a positive place, through fear, in Zimbabwe's African traditions.











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Z.P.G.A. Diary

MAY 2021

• Sat 1st - Sun 2nd

- Victoria Falls Enduro

• Mon 3rd - Fri 7th

- Matobo Wire Removal I

Mon 3rd - Wed 5th

- Lower Zambezi Canoe Proficiency

• Wed 5th - Sun 9th

- Safari Rally

• Sat 8th - e-Bird

Sat 8th - e-Bird Global Count

Mon 10th - 14th

- Matobo Wire Removal Phase II

• Mon 17th 21st

- Matobo Wire Removal Phase III

• Sun 30th

- Shooting Proficiency (#2 Harare)

JULY 2021

- BLZ Winter Waterfowl Count (Duration of July)

SEPTEMBER 2021

• Fri 10th

- Last date for Learners Registration

• Sun 19th

- Shooting Proficiency (#3 Harare)

Mon 20th

- Bulawayo Oral Interviews

• Tues 21st

- Bulawayo Learners Exams

• Wed 22nd

- Bulawayo Learners Exams

• Thurs 23rd

- Marking of Papers

NOVEMBER 2021

• Mon 1st - Sun 7th

- Proficiency Exam

• Thurs 11th

- Fun for Rhino (Multiple sports event)

• Mon 15th - Fri 19th

- Pan African Ornithological Congress Victoria Falls

Sat 27th

- BLZ Big Birding Day

DECEMBER 2021



YARY ULTROSEMANAR set up by Z.P.G.A. and Victoria Falls Wildlife Trust was well attended by 43 people. The topic was: "Magnificence of Vultures"

Hosted in Victoria Falls By Victoria Falls Safari Lodge Members will receive discounted rates on production of a valid Z.P.G.A. member's card

Participating companies include:

- Autoworld 4x4
- Barons Motor Spares
- Courteney Boot Company
- Four Wheels Auto
- Pro 4x4
- Safari Canvas
- SAF Bar
- The Orange Elephant
- Tiger Wheel & Tyre
- Toyota Zimbabwe Pvt Ltd
- Trophy Consultants International (TCI)
- Widency Upholstery

If you would like to see your company name listed here please contact secretary@zpga.org

Ethics Are Everything!



The Blue Duiker

BY DHARMESH DAYA

For most people, the Eastern Highlands of Zimbabwe, is an area synonymous with beautiful mountain vistas, clear streams that run all year and cool temperatures that makes sitting around the fireplace at night playing board games, a fun family tradition. The bird life is exceptional and it is a great place to tick off species that are not found in other parts of the country/region. Somewhere, at the back of most people's minds is the knowledge that there is a small petite creature that lurks around the forest. This little creature is not easily seen.

Philantomba monticola, commonly known as the Blue Duiker is a small mammal that stands on average 30 cm at the shoulders and weighs about 4kgs on a Male and 4.6kgs on a female. They live in pairs but can be seen with sub-adults. Both male and female maintain territories by the use of pre-orbital glands that they regularly rub against logs, twigs, low branches and other rigid vegetation. These little guys also have an ingenious method of communicating their movements to each other. They have pedal glands located between their hooves which secrete a whitish liquid that has an acidic smell, as they move around feeding, these glands release this fluid which allows them the ability to let the other one know which way they have gone.

In Zimbabwe their distribution is confined to the Eastern Highlands but in Africa, they are quite wide spread, however patchily distributed as they have to fill the niche of these specific forests and dense coastal vegetation types, the main population being in the central part of Africa from coast to coast. They do most of their feeding during the day and very little movement is done at night. Due to their feeding habits they create well used pathways on the forest floor, looking for these pathways is a good way of being able to find them and stand a chance of seeing these lovely creatures. They use these pathways to look for leaves, fruits and flowers.

Another good way to look for blue duikers is to look for places where monkeys are feeding on the fruits of trees, being highly picky feeders they often drop unfavourable fruits to the ground where the duikers will be picking up the unwanted fruits from the monkeys.

So the next time you visit the eastern highlands of Zimbabwe, take the time to look out for those samangos and if they're feeding on the fruits of the forest, look around at the base of the trees and you may be lucky enough to find a blue duiker feeding. Alternatively on a walk through the forest, look out for the pathways of these little creatures and you may win in finding them moving around.



Carrying Firearms whilst walking

by John Laing

Always provide a safety briefing and introduce to your guests the fact you are carrying a firearm and explain why

- It is important for your guests to understand you are carrying as a precaution, do not make out the walk is a potentially terrifying experience
- Many countries around the world do not allow firearms so guests may be nervous just seeing them
- Many countries have large scale killings, be understanding of these scenarios

Firearms should be loaded in a safe place away from the vehicle before commencement of a walk

- · Never point the firearm at anyone when loading
- Good practice suggests putting your back towards your guests and unloading your firearm, barrel in front and pointing away from you

NOW – there are many "suggested" ways to carry your weapon, South Africa will tell you something different from Botswana, which is different again from Namibia. So let's focus on what we think in Zimbabwe and how we do it.

When walking in a dangerous game area or thick bush it is recommended to carry your rifle with a round chambered with the safety catch on. It is true to say that this method of carrying relies totally on the mechanical safety catch of the rifle, but being a mechanical object it can obviously fail. YOU MUST KNOW YOUR FIREARM and consciously check your safety catch is both functional and engaged

- Some people say that you do not have time to chamber a cartridge in case of an animal charge
 which may be true in some cases, but not all
- Chambering a round (noisy metallic sound) because a large animal has wondered too close to you may and can alarm that animal to a point where it charges
- In a charge situation, certainly in "your first" charge situation it does not matter how well versed you may be, or think you are with loading your firearm, there is potential to getting it wrong
- 1. Not pulling the bolt back far enough and over riding the bullet is a common error
- 2. Not fully cocking the bolt to a ready firing state is another common error
- Always point your firearm in a safe direction, never point your firearm at anyone, this includes your guests, tracker or yourself

MOSQUITO-MURDERING **FUNGI** As conventional insecticides such as pyrethroids become less effective at killing malaria-carrying mosquitoes due to the evolution of resistance. scientists are searching for innovative alternatives. One recently developed is a mosquito-infecting fungus that has been genetically engineered to produce a toxin found in spider venom. This biological control could benefit biodiversity by working synergistically with, and so reducing the use of, conventional insecticides. However. it also could cause problems by affecting other organisms besides

www.scientificamerican.com

malaria-carrying mosquitoes



Carrying Firearms whilst walking continued

Carry spare ammunition with you

- Usually in a gun belt, some guides & hunters use an elasticated rifle butt sleeve with spare rounds, others carry spare rounds in their pockets. Whatever you choose, you MUST be able to locate your spare bullets and be able to re-load your rifle easily and quickly
- Make sure you are well versed with where your rounds are located and how to access them in the event that you need them

Guides that take up the responsibility of carrying firearms must become so familiar with it that all actions become instinctive. The secret of developing muscle memory is to repeat the movement that you want to perfect over and over again. This boils down to practice. It is a good idea to remove the firing pin from the rifle and to practice in a quiet and safe place. Eventually, you will be able to shoulder the rifle and manipulate the bolt without having to consciously think about it.

Carry conditions you should never use

- Cartridge chambered with the bolt handle raised. The theory is that the rifle can be cocked, but the bolt handle not lowered. All that then needs to be done in an emergency is for the handle to be lowered and the shot taken. If a rifle in this state is dropped, it is simple for the bolt handle to be closed and a shot fired on impact with the ground. Additionally, the open bolt handle makes it possible for leaves, sticks etc to jam the mechanism before the handle can be closed
- Round chambered with the firing pin spring relaxed. Here the idea is that the rifle is already loaded, and that all that needs to be done is for the bolt handle to be raised and then lowered before a shot is taken. This logic is fatally flawed. It must be understood that when the firing pin spring of a rifle is relaxed, the tip of the firing pin protrudes through the bolt face if it did not, the cartridge could not be fired. This means that the firing pin is resting on the primer with up to 14 kg of spring pressure behind it. Even a slight bump to the butt could cause the rifle to discharge. Obviously this method should never be used
- Round chambered with the safety catch off OBVIOUSLY NOT SAFE

"In our Industry we learn
by tutorship and
example. We all need to
practice good safety
habits, else the rest of
the Industry won't think
safety is important."

– Author Unknown –

"Thank you to Corneli Claassen for the hours spent proof reading our articles and her continued help in ensuring a quality newsletter"

John Laing on behalf of the Z.P.G.A. –





Membership Status

It's a collaborative effort

| Z.P.G.A. Members | Breakdown by Qualification | Z.P.G.A. |
|-----------------------|----------------------------|-------------|
| 29 | ASSOCIATE | |
| 21 | CUBS | |
| 48 | FULL PG | |
| 136 | FULL PH | |
| 5 | LIFE MEMBER | |
| 64 | LPH LICENSE | |
| 5 | RESTRICTION | |
| 3 | SERVICE PROVIDER | |
| Friday, 30 April 2021 | | Page 1 of 1 |



The Z.P.G.A. webpage was launched on 20th April 2021 and forms part of our Membership Marketing Strategy. We aim to list all of our members and also their specialties.

www.zpga.org

Our members will also have an additional option of being showcased for a nominal administration fee per membership year.

In order to achieve both, we have come up with some fun, easy to follow logos that we will use for each guiding activity.

"CAN YOU REALLY AFFORD NOT TO BE A MEMBER?"



Matobo Wire Removal Program

BY JOHN LAING

The Matobo Wire removal program, run between the 11th and 18th April 2021 was hugely beneficial on several levels:

- 1. The most important aspect was "conservation", clearing disused telephone wire means less available wire for snares
- 2. Volunteers from the Falls had lectures every evening in a new environment, on new topics, by incredible speakers, so they learned as they helped
- 3. The "behind the scenes" team cemented new bonds and relationships and pulled out all the stops to make this exercise the success it was
- 4.TelOne & Zimbabwe National Parks were in attendance and worked alongside the team on the ground, in a collaborative effort, united by the initiative

The total length of wire removed over the fours day period was as follows:

Day One - 22km

Day Two - 37,4km

Day Three - 27,2km Day Four - 19,8 Total Wire Removed: 106.4km







The Lichen Symbiosis

CO-AUTHORS GRAEME JACKSON, BEN FERREIRA, DEDRE NIEUWOUDT AND ROBYN TUNNEY

Lichens are made up of two or more closely interacting organisms, a fungus, and one or more partners, called photobionts. The photobiont may be an alga and/or cyanobacteria, both of which can produce simple sugars by photosynthesis. In contrast, fungi are 'heterotrophic' and require an external source of food. The fungi build the structure of the lichen thallus, within which they provide conditions for a long term, stable association with their photobionts, the basis of the lichen symbiosis.

There is some debate about the exact nature of the symbiotic association between the lichen-fungi and their photobionts. Are the fungi 'farming' the photobionts in a controlled parasitism, or are the photobionts gaining some benefit also? There is good evidence for the lichen symbiosis as a mutualism, in which both partners benefit from the relationship. It is clear that fungi obtain their carbon-source in the form of simple sugars, but the photobionts seem also to be provided with optimal living conditions, in which their populations are often much larger than outside lichens. The photobiont probably also benefits from improved access to mineral nutrients which are provided because of fungal digestion outside their cells. Last, but not least, the interior of lichens is often a place richly infused with complex secondary fungal chemicals found nowhere else in nature, and these compounds are likely to play a role in protection from UV radiation, desiccation, and grazing by herbivores as well.

However, there are also good arguments in favour of the controlled parasitism camp. Up to half of the carbon fixed by algae is immediately converted to fungal sugars which are inaccessible to the alga itself. Secondly, some lichens which can form stable associations with their 'usual' host algae, form parasitic-type interactions with non-host algae when grown in the lab. In fact, it is thought that many early stages of developing lichen spores may survive using such a parasitic or saprophytic strategy. Lastly, there are many lineages of lichen fungi that are parasitic on other lichens – the so-called lichenicolous lichens! In some cases, non-lichen fungi have evolved from lichenised forms. These can be specialised opportunistic parasites or saprophytes or even symbionts, competing for nutrients with other fungi in the lichen thallus.

The symbiosis may be more complex than this.



Chicken & Butternut Soup

BY JACO KOK

Place 1 whole chicken,

2 large onions, finely chopped

5 carrots, peeled and diced,

1 bunch celery, only stalks, finely sliced

in a cast iron pot with 3 litres of warm water and boil for about an hour.

Remove whole, cooked chicken, debone and chop finely and keep aside.

Peel and deseed 2 large butternut and dice into 1x1cm cubes and add to the chicken broth and boil until the butternut starts to break up.

Watch water level constantly, the contents of pot should remain at about 3 litres, remember the water will evaporate!

Add back chopped chicken and 500ml fresh cream and boil for 15 mins.

Add a handfull of freshly chopped parsley, just before







Members Photo Gallery

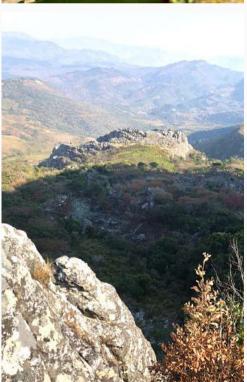
A PICTURE CAN TELL A THOUSAND STORIES

A focus on Chimanimani Mountains - Pictures by Moira Cunningham















Contact Us

SHOULD YOU REQUIRE ANY INFORMATION OR ASSISTANCE

The Z.P.G.A. committee is here to assist you. To enable us to answer your questions in a timely manner, please would you firstly contact Jenny VAN DEN BERGH on secretary@zpga.org and request to be put in touch with one of the following sub-committees and the relevant committee member will gladly assist you.

Below you will find the various sub-committees, a short description of what their role and function is and a contact email address should you want to get in touch.

- Z.P.G.A. Chairman Rob LURIE chairman@zpga.org
- Z.P.G.A. Vice Chairman John LAING
- Z.P.G.A. Legal & Ethics Pete FICK legal@zpga.org
 - Guiding Code of Conduct
- Z.P.G.A. Finance Rob LURIE finance@zpga.org
 - All payment issues
- Z.P.G.A. Marketing & Advertising John LAING marketing@zpga.org
 - All branding Membership Cards
 - Membership Discounted Rates Initiative
 - Fundraising
- Z.P.G.A. Education Training David CARSON <u>education@zpga.com</u>
 - Study Packs
 - RIFA & SAVE Valley Conservancy initiatives
 - Devil's Gorge Conservancy training program
- Z.P.G.A. Research Wayne Van Den BERGH research@zpga.org
 - Ensure compliance with trophy off take in terms of ethics as well as sustainability
 - Cat ageing & Research
 - Attendance to & at quota setting workshops
 - ${\bf o}$ Assistance with any NDF requirements that may come up from time to time
- Z.P.G.A. Awards Duncan WATSON <u>awards@zpga.org</u>
 - To discuss and agree what awards shall be current or pertinent to the industry
 - To look at and agree end of year award nominees
- Z.P.G.A. A.G.M. & Dinner Tan BLAKE (2021)

"We would also like to advise our members that we understand mistakes do happen from time to time. If you find yourself in an impossible situation please do call your Executive Committee and ask for advice.

Several stories have recently emerged regarding members where "had they raised the issue" a completely different result may have been the order of the day."



Z.P.G.A. Sponsors and Supporters Page

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