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Z.P.G.A.

Official Newsletter of the Zimbabwe Professional
Guides Association

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ETHICS ARE EVERYTHING!



ISSUES ABOUT MEDICAL AID & FIRST AID

Health is something that we take for granted and tend not to think about until something goes wrong. That's why you need to be with a good medical aid provider who can help you protect both your health and your wallet.

The reality is that your health, and that of your family, holds immeasurable value to you. It's also the least predictable factor in your life. This unpredictability is precisely what makes medical aid so important, because you can't tell for certain when you'll need it. Sports injuries, road accidents, stress-related illnesses, and terminal illnesses are not examples of things that afflict the elderly. Rather, they're representative of what can go wrong in anyone's health at any time.

Having a good, reputable medical aid is an essential part of alleviating the stress of worrying what's behind every proverbial corner. More importantly, it provides you with the necessary financial cover when you need it.

Fortunately, there are a wide variety of plans for you to choose from within each medical scheme, making it easy to buy the level of cover that you need and can afford. These range from basic and relatively inexpensive hospital plans to the more all-inclusive, comprehensive plans.

When it comes to choosing your ideal plan, it's best to assess your life and understand what the implications would be if you needed medical treatment. For instance, if you're single and have no dependents, then at the very least a good hospital plan is a practical option as the most expensive comprehensive plan might not be necessary.

Of course, if you're the sole breadwinner with a few dependents then it goes to reason that you will need more cover to protect your family's financial safety while you are treated.

At the end of the day you can't know when or if something will happen, and unless you have considerable financial funds to help you pay for medical costs, you might have a problem if you don't have medical aid.

Mednet Zimbabwe is here to help! Mednet's team of professional healthcare consultants are on hand to provide information and support with international health insurance, local medical aids and travel insurance. Mednet is an agent for the leading healthcare providers.

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TO TWITCH OR NOT TO TWITCH.... RAMBLINGS OF A VERY AMATEUR BIRDER!

By Michelle Keefe

Twitcher— A Birdwatcher's explanation:

Twitchers are highly stressed, nervous individuals. The very mention of some exotic avian delight...sends them into paroxysms. They literally twitch; hence "twitchers".
Terence Hollingworth

Recently Africa Addict had the huge privilege of exploring the diverse and magnificent parks belonging to our neighbour – Botswana. A two-week itinerary with great company at some of the most iconic camps the country has to offer.

I bonded immediately with my travelling companions and the banter was constant, the laughter endless and contagious and the love for our work – very mutual. All this accompanied with great guides, good wine, gastronomic feasts, and unforgettable shared adventures.

However – I realized very early in the trip it was going to be bit of a challenge for me when the game drive vehicle was made to stop for 45 minutes for what I thought was a large butterfly – it was actually a Sh*%&ing Pepsi-Cola! It dawned on me that for the next two weeks I was going to have a crash Courser on everything that had feathers. I braced myself. The first thing I learnt is that Burchell was a really cool guy back in the day. It was not all about Zebras!

Now I have done some birding and I thought I was quite good – it turns out that I am really Ruff. An Eastern Clapper Slapper from Townsend School whose poor identification skills had the other Doves Laughing. My birding needed some work! So, I decided to throw myself into this learning experience with gusto and ignore the sarcastic and humorous Snipes of my companions.

In all honesty, I was with the most patient, incredibly informed teachers. Their knowledge left me Open Billed as they Spoonbill fed me everything they knew. Additionally, our guides were such sharp-eyed Bustards – their spotting could be likened to a Martial art, so I knew that this was going to be my “Big Year!” (that’s a birding term by the way!)

Big year - A big year is a personal quest among birders to identify as many species as possible, in a given amount of time, within a specific geographic area. It is the supreme birding experience, the stuff of birding legend and a thing of dreams and nightmares, optimism, and despair.

Despair. I tried not to think too much of that word – it would certainly upset my Tshagra, and I didn't want to be a cry baby Bunting. Then I really would look like a Knob Bill.

Early morning sunrise and late afternoon game drives showcased a plethora of fantastic feathers.

Together with 4 legged furry sightings – Botswana is a feast for the eyes. The “binos” were scanning left and right at whiplash rate, and the apps on the gadgets were “ticking” overtime. The Chat was all about birds. Juvies, sub adults, the irritating LBJ's and the difficult BOPS, the nest, the beak colour, the colour of the legs, the flight pattern – all the information left me a Red faced and Red Eyed. There was certainly very little input from this Tit. The only break we had from the birding bonanza was when we stopped for a Lifer saver G&T and a quick Darter to Squacco behind a bush.

There was one challenge I just could not conquer. Crowned, Crested, and Helmeted. Surely, they ALL mean the same thing. Whydah on Earth do we have to Waxbill lyrical as to exactly what is on the bird's head? My confusion with the style of bird hats had my newfound friends Roller-ing around laughing – they thought the whole thing was a Lark.

It was a lot to take in, but I absolutely loved it. I learned more in those two weeks than I did for my whole O level Syllabus. I learned to listen and repeat. “Allelo Mimetic.” Much like Babblers and Green Wood Hoopoes – I resolved to just repeat, mimic, copy and paste everything that my colleagues said. These not so drab Females certainly knew their stuff. I will forever be indebted to them, and I thank them for their kindness and patience. Their incredible knowledge thankfully took the attention off their Thick Knees and Slaty complexions.

I have since become fanatical about birding. There is a pair of Bino's on my verandah and I will literally stop traffic, nearly causing an accident to Crane my neck dangerously out the window to ID a feathered friend. Most times it's just a Dove.....!



Robyn Whaley, Debbie Ewing, Michelle Keefe, Marion Brown

**“PERFECT AS THE WING OF
A BIRD MAY BE, IT WILL
NEVER ENABLE THE BIRD
TO FLY IF UNSUPPORTED
BY THE AIR.**

**FACTS ARE THE AIR OF
SCIENCE.**

**WITHOUT THEM A MAN OF
SCIENCE CAN NEVER RISE.”**

– IVAN PAVLOV –



TIDES OF CHANGE THROUGH EDUCATION By John Laing

For a long time the photographic sector has not spoken outwardly of the Z.P.G.A. Was this because of the perception of a “boys club”, or perhaps the fact that the Association supports “hunters”, or one of many other incorrect perceptions?

It appears there is a buzz of excitement, I talk of an excitement from within the Association when I say, “Of course there is”, I dare say all our members feel the energy of growth and the internal commitment to conservation, as well as the sense of belonging, but how has this been perceived from outside?

Well, the first indication has been watching the membership numbers grow. This I attribute to the positive attitude of members that talk to non-members whom have been convinced to join up and see this for themselves, the glossy monthly newsletter and the membership benefits shared and applied. The second indication has been the photographic operators that have made it compulsory for all their guides to join the Z.P.G.A.

I am not sure if I can say I was lucky enough or not, but on Wednesday the 12th of January I was definitely privileged to be invited to the African Bush Camps Travel Agent evening. Thirty-six agents from Zimbabwe were invited to Harare as a “thank you” from African Bush Camps for all the support the Travel Agents had given ABC, especially during the last two years. I was supposed to talk for fifteen minutes but I am sure it ended up more like forty-five!

So, I discussed a couple of our conservation initiatives currently underway, our MOU with Birdlife Zimbabwe, our pending MOU with African Been Products, the “Tree planting” initiative, our siding with “Victoria Falls Pristine Society”, our “Birding Routes” program, to name but a handful. Without doubt what the Z.P.G.A. is doing is incredible, and whilst imperative to all of us, this was not the main focus of what the Travel Agents were particularly interested in hearing about in depth.

Travel Agents, in a simplified way are there to sell the camps, but a camp is no good to man or beast without staff. So the focus of the evening centered around better understanding where the Z.P.G.A. is in terms of guides and guide education.

The Z.P.G.A.'s relationship with Parks is vital to the industry, as no licenses are issued unless there is a Z.P.G.A. and National Parks signature on each one. So quite literally you are guaranteed to see the Z.P.G.A. at the Learner exams, at the shooting test, at the Oral Exams and at the Proficiency exams. As of last year, 2021, all the examiners have an "examiners" shirt, this has never happened before. The shirts are cobranded with both the National Parks and Z.P.G.A. emblems - a partnership to be applauded.



Over and above the apprentice-based training system in Zimbabwe, it would seem a bit strange if the Z.P.G.A. just pitched up to the Examinations and did not provide support in the form of training to our up-and-coming candidates. We can break our involvement into several categories:

- We have just launched a newly revised study pack aimed at persons attempting their Learner exams. Post the exams these study packs can, and should be, used as an ongoing reference for the Learners. Important items such as the law are included in these packs and as such will probably be referred to often. We have identified "tutors" from around the country that provide training to candidates and work with them ensuring the training content is correct and current, all these persons are members, meaning they are always kept abreast of industry trends.
- We have partnered with ACE Air & Ambulance. All persons holding a license in Zimbabwe, by law must have a first aid certificate. Members get a special discounted rate when booking their training through the Association which does not compromise on the standard or quality of the training.
- We have set up shooting fun days in Harare and anticipate these to expand into Bulawayo and Victoria Falls where, not only do we train the up-and-coming learners, but we now regularly practice with the Professional License holders too.

- By far our most exciting initiative is the Learners course that we will be holding in February of this year (the 12th to the 19th) at the Buby Valley Conservancy. Aimed at persons that are going to the February Learner exams, intermediates that want to go to their Proficiency exams in a couple years' time and those that wish to attend this year in November. This year we have 44 candidates and a waiting list. In order to train these candidates, we have 20 professionals giving of their time, investing in the future of guiding in Zimbabwe, improving the standards throughout and ensuring a better pass rate at the intended exams.
- If that is not enough, Dave Carson has also set up a WhatsApp training platform, free to any Learner, where daily there is a different topic discussed. A few examples of topics discussed: fossils, birds, parasitism, the three chambered heart of a crocodile, camouflage. The list is quite literally non exhaustive and what's more is the Professional license holders on that group are learning just as much.
- Lastly, we have set up a train-the-trainer program where-by we analyse all candidates that go through Proficiency. As a co-examiner we now hold a yearly workshop with all interested Professionals and explain to them what went wrong, where tutors need to improve, or work more on in terms of their apprentices.

Delivering a speech at a formal function is quite daunting, one never knows who is going to be in the audience and how they will react to what you have to say. Preparation is key of course, but there is always an element of doubt.

I can say from the "front of the class" that the interest and amazement at what and where the Z.P.G.A. is, was very apparent. Thirty-six Travel agents were in attendance, and I was asked for thirty-six business cards. Already I am receiving email applications to join the Association as Associate Members.

I have titled my write up as "Tides Of Change Through Education" and I now know that it is imperative to educate people as to what it is that we as an Association stand for. Whatever your views are, there is no doubt that the Z.P.G.A. is impressive and is a driving force in Conservation.

Onwards and upwards, our next education platform is African Eden, hosted in Victoria Falls at the beginning of February. From there our Association's goal is to be present at Durban's Ndaba, and why not, the Z.P.G.A. is something to talk about. Our relationships all over Zimbabwe are growing all the time as we tackle the many issues we face in this sector. The Z.P.G.A. is determined to succeed, and I ask everyone, not only to look up our social media pages, but to understand what we stand for and to get behind us as we get behind the industry.

My thanks go to Allan van Rensburg whom invited me to this event and made it all possible. To Bryan Martin and Karl Parkinson of ABC thank you for putting on the event and not forgetting Armadale Guest Lodge, in particular Nikki Blythewood, for all your hard work in hosting what was a great evening.



Z.P.G.A. Diary

www.zpga.org/zpga-events

FEBRUARY 2022

- Sun 20th - Shooting Proficiency Bulawayo
- Mon 21st - Oral Interviews
- Tue 22nd - LPH written exams
- Wed 23rd - LPH written exams

MARCH 2022

- Fri 25th - Z.P.G.A. Talks

APRIL 2022

- Fri 15th - Good Friday
- Sat 16th - Easter Saturday
- Sun 17th - Easter Sunday
- Mon 18th - Easter Monday & Independence Day

MAY 2022

- Fri 6th to Sun 8th - Lower Zambezi Canoeing proficiency
- Fri 20th - Z.P.G.A. Talks
- Sun 29th - Shooting Proficiency Harare

JULY 2022

- Fri 15th - Z.P.G.A. Talks

SEPTEMBER 2022

- Fri 16th - Z.P.G.A. Talks
- Sun 18th - Shooting Proficiency Harare
- Mon 19th - Oral Interviews
- Tue 20th - LPH written exam
- Wed 21st - LPH written exams

OCTOBER 2022

- Fri 7th to Sun 9th - Upper Zambezi Canoeing proficiency

NOVEMBER 2022

- Tue 1st to Mon 7th - Proficiency Examination
- Fri 11th - Z.P.G.A. Talks

DECEMBER 2022

- Thurs 22nd - National Unity Day
- Sun 25th - Christmas Day
- Mon 26th - Boxing Day
- Tue 27th - Christmas Holiday

Members will receive discounted rates on production of a valid Z.P.G.A. member's card

Participating companies include:

- Autoworld 4x4
- A.P. & L. Workwear
- Barons Motor Spares
- Courteney Boot Company
- Four Wheels Auto
- Pro 4x4
- Safari Canvas
- SAF Bar
- Shearwater Victoria Falls
- Shongwe Lookout
- Musketeers Guest House
- Avondale Guest House
- The Orange Elephant
- 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!



Attending the USA Travel shows

By Rob Lurie

Every year in January many of our members make the pilgrimage across the Atlantic to the USA for the marketing shows, with the exception of 2021 due to travel bans, etc. For many this is when we can gauge the industry year ahead and push marketing for the following year.

The first show or convention to take note of is the DSC or Dallas Safari Club Convention held in Texas, this is a 4-day event with approx. 25 000 attendees and 1 000 booths exhibiting. Exhibitors include hunting and photographic operators from around the globe, as well as trades people like manufactures of firearms, ammunition, optics, etc and artists, clothing manufactures, etc.

The DSC Convention was incredible this year after the 2 years our industry has been through, many attendees, many exhibitors and loads of business done. Upwards of 30 of our members were in attendance and all reported positive trends.

Lance Nesbitt and I manned the Z.P.G.A. booth. We engaged with many people and spread the word that Zimbabwe is open and ready and that all visitors should make sure they book with a Z.P.G.A. registered guide, explaining that this should be done for security of bookings, a quality standard, ethical guiding, as well as accountability. This was well received.

Whilst chatting with potential guests we took the time to hand out our Z.P.G.A. 2022 booklets. For those of you that have not seen these, they are not only an information source but there is a full list of our members contained within.

I was privileged to meet the Zimbabwean Ambassador to the United States, the Honourable Mr Tadeous Chifamba. We spoke in depth about the Association and our industry, the challenges we have, as well as possible solutions - a great man and new friend of Z.P.G.A. who is beginning to understand our Association's efforts. This new relationship will not be taken for granted and we will grow it for the future, for us and Zimbabwe as a whole.

I attended several other meetings and seminars, strengthening bonds, learning things, and opening new doors for Z.P.G.A., our members and our industry.

At the African Professional Hunters Association (A.P.H.A.) AGM, I was honoured to receive an award on behalf of G.A.P. for the work we have done as recognized by this very special Association.

As I write this article, I am traveling to Las Vegas for the 2nd big show, the Safari Club International Convention, which is also a 4-day event. SCI is celebrating its 50th convention year and there is no doubt this will be another great event. Already, I have several meetings planned for the next few days with various entities, which I am looking forward to.

Although the Covid 19 Omicron has been rampant here in the US, it for the greater part, has not hampered our travel around the United States, nor has it dampened spirits at the functions and events we are all attending. Unfortunately, it has affected some of our members travel home plans with positive test results prior to departure, but overall seems to be not a big deal.

I am looking forward to returning to Zimbabwe in early February, to our wonderful weather and people and getting back into the field where we all belong. I am hearing of great rains over much of the country and dams starting to spill, such good news for the flora and fauna of Zimbabwe.



Pictured, Rob Lurie (Z.P.G.A. Chairman), the Honourable Mr Tadeous Chifamba & Lance Nesbitt in Dallas



Lance Nesbitt (Past Z.P.G.A. Chairman) flying the flag

MEMBERSHIP

Membership Statistics - 2022

It's a collaborative effort

Z.P.G.A. Members Breakdown by Qualification		
Number of Members	Qualification	
44	ASSOCIATE	
3	CONSERVATION PARTNER	
34	CUBS	
49	FULL PG	
121	FULL PH	
5	LIFE MEMBER	
56	LPH LICENSE	
5	RESTRICTION	
3	SERVICE PROVIDER	
Monday, 31 January 2022		Page 1 of 1



Innovation grows out of membership and a sure sense of responsibility people feel for their work and the organizations that employ and / or support them.

"Z.P.G.A. Membership is a Privilege NOT a right"



Roast Chicken on a Weber

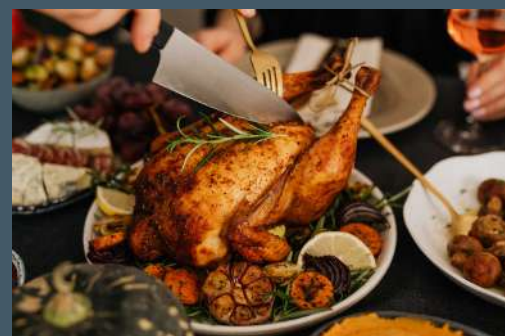
BY LAURA SMITH

Ingredients

- 1 Whole chicken, 1.8 kg to 2.0 kg
- Oil
- Sea salt
- Freshly ground black pepper

Directions

- Prepare your Weber or drum for indirect cooking over medium heat (190°C to 230°C) and remember if you are using a Weber, set it up your with a convection tray. This is where all the fats and oils will be collected and which you may wish to make gravy with later
- Tuck the wings behind the chicken's back. Lightly coat the chicken with olive oil and season all over with salt and pepper
- Roast the chicken over indirect medium heat for 1 hour and 15 minutes, with the lid closed, or until the internal temperature has reached 71°C-ensuring the tip of the probe is in the deep centre of the chicken breast, but not touching the cavity. The internal temperature will continue to rise 3°C to 6°C while resting (final doneness temperature for chicken is 74°C)
- Once the chicken has cooked, leave to rest for 15 minutes before carving



Members Photo Gallery - 2022 Ranger Training Course



Guest Etiquette By Chooks Langerman

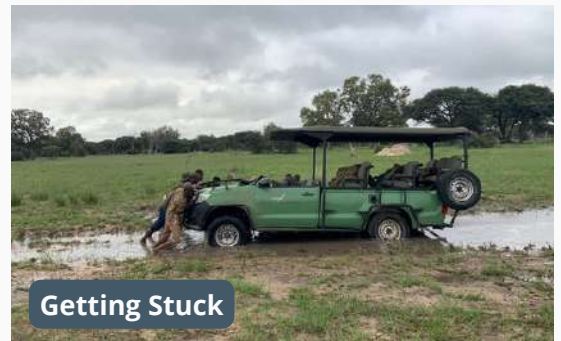


Sundowner Setup



Skull Identification

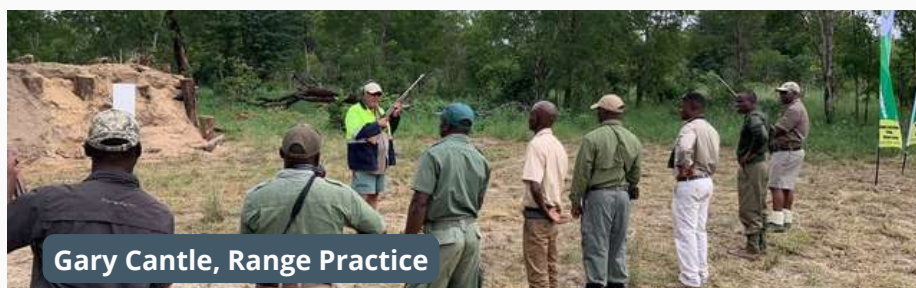
12 National Parks LPH License holders trained



Getting Stuck



Lion Research With Jane Hunt



Gary Cante, Range Practice



On Safari With Keith Vincent



Z.P.G.A. Talks 2022

The Z.P.G.A. is proud to bring you a series of talks designed to bring our community together under the umbrella of growth through shared knowledge. Presentations will be informative, entertaining and offer a springboard for discussion, engagement and sharing of ideas that can help jumpstart our COVID-decimated industry and further our conservation causes for a more productive future.

We will be facilitating an evenings talk by three guest speakers, to be run simultaneously, every two months in:

- Harare - Armadale Lodge
- Bulawayo - Hillside Dams Conservancy
- Victoria Falls - Shearwater Village

Dates for your diaries are as follows:

- Friday 25th March
- Friday 20th May
- Friday 15th July
- Friday 16th September
- Friday 11th November
- Time: 17:00 for 17:30 start
- Cash bar and restaurant
- Free admission

**An event put on by the Z.P.G.A
open to the Community**



Z.P.G.A. Talks Victoria Falls



Z.P.G.A. Talks Bulawayo



Z.P.G.A. Talks Harare



Gary Cantle flying the flags high at Hwange Main Camp

Ranger Training January 2022

By David Carson



It has long been discussed, with the general consensus being, we need to somehow support our National Parks Rangers. What better way to do this than to provide a week long training course to National Parks Rangers whom carry a L.P.G. License and who work with tourists on game drives and walks and an opportunity to provide an insight into what is expected from a visitors perspective.

The course, a brainchild of National Parks Chief Examiner, Mr. Isaac Nyamutora, and Deputy Chief examiner, Mr. Power Mupunga and Chief Examiner Z.P.G.A., Mr. David Carson. This trio already meant that Zimbabwe Parks would team up with the Zimbabwe Professional Guides Association to make and drive this initiative, but this would not have happened without the support and sponsorship of Keith Vincent and Wilderness Safaris as well as Paige Gehren and the Isibindi Foundation.

Through this generosity we were able to give twelve National Parks Rangers a weeklong training program, exposing the participants to the various core aspects of what it means to be a Guide.

The course, led by David Carson and Charles Ndlovu aimed at providing the candidates with a solid foundation for their future within the guided world.

Topics covered were:

- Etiquette and all aspects of hosting guests was delivered by Chooks Langerman and included, back of house, laying tables, how to serve wine, water and even food. How to lay out a tea table, a sundowner and how to make it experiential for the guests
- We dedicated an afternoon to lecturing on "laying out a safety briefing" and then practiced on delivering the safety talk ensuring the main points were covered
- All aspects of taking a game drive from how to introduce oneself, safe speeds, how to talk to guests from the front of the vehicle while explaining something, where to stop so guests can all see and if people are taking pictures, what is the best angles. All Rangers had turns leading the drives and so we could practice these skills on the ground
- We also worked on how to identify birds by working out the general description which narrows it down to the family, which in turn lead to the name. This we practiced the whole week and all rangers picked up these skills very fast
- On the walking safaris we did approaches on elephants as well as conducting some nature rambles. We also practiced group control, hand signals and communicating on a walk with guests
- Jane Hunt of Wildcru came in and gave us a talk on lions in general and especially the lions of Hwange National Park. We were very fortunate to go with her while she darted a male lion at Ngamo and fitted a tracking collar

- Gary Cantle of Friends of Hwange helped us with the shooting practice. This was possibly the highlight of the course and was a great success with ample rounds having been funded for us. Overall the Rangers shot incredibly well
- We also took time to lecture on how to lay a logbook out and the documents that are required, as well as providing advice on better understanding each individual's road map to becoming a Professional

From my opinion the course was a resounding success. The feedback I have been given from the candidates echoes my sentiments. I put this down to the course giving the Rangers a view into guiding from the private sector and has helped to better understand what is expected of them especially when dealing with the general public on walks and drives.

It is our hope that this was the first of many joint collaborations. In fact, Wilderness Safaris through Keith Vincent, have committed to the next Ranger Training. We, as the Z.P.G.A. will do our best to try and help the Rangers that attended the course to have time in safari camp to interact with guests and gain more experience.



Jane Hunt Lecturing



Tables, Guest Ready



Impressive Shooting Results



Lecturing on Basic Vehicle Checks

A call for Z.P.G.A. Members & friends to plant 10 indigenous trees each in 2022

Get behind the Z.P.G.A. "Plant 3,000 trees challenge 2022"

Please post your planting on social media, accompanied with #WePlantedDidYou?

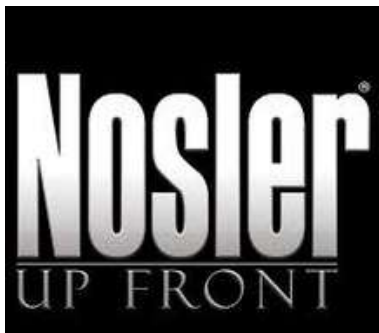


Send us your conservation stories to
marketing@zpga.org

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

WE THANK EVERYONE THAT SPONSORS AND SUPPORTS Z.P.G.A.

IF YOU WOULD LIKE TO BE SEEN ON OUR PAGE, PLEASE GET IN TOUCH AND FIND OUT HOW YOU CAN ASSIST





THE Z.P.G.A. ANTI-LITTER CAMPAIGN CALLING ON ALL MEMBERS TO GET BEHIND THIS INITIATIVE



The Z.P.G.A. will be running a competition during January and February 2022. Pick up any one of the four flyers above from a Z.P.G.A. WhatsApp group, share it to your Instagram and / or Facebook account and be sure to include #zpga. On the 28th February send marketing@zpga.org a screen shot of how many likes you have had. The page with the greatest number of likes will win 2 nights for 2 people at one of the Bayete Collection Lodges (Offer valid 1 Dec 2021 to 1 Dec 2022) subject to availability, T's & C's apply.

Reservations

Stand 584 Manyika Road,

Victoria Falls

☎ +263 832 847 321

🌐 www.thebayetecollection.com

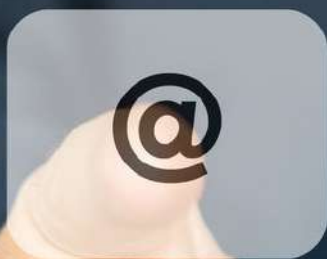
🏠 [Health & Safety Measures](#)



Bayete • N'kosi • PheZulu
Guest Lodge Guest Lodge Guest Lodge
VICTORIA FALLS, ZIMBABWE



LET US CLEAN UP ZIMBABWE, TOGETHER



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 and training - David CARSON - education@zpga.com
 - Study Packs
 - RIFA & SAVE Valley Conservancy initiatives
 - Devil's Gorge Conservancy training program
- Z.P.G.A. – Recruitment - Justine McGREGOR - cv@vicfallsrecruitment.com
 - A Tourism Industry employment resource for both employers and employees
 - To verify candidates authenticity as far as possible
 - Assess candidate suitability for position placement
 - Make recommendations to potential employers
- Z.P.G.A. – Research - Spike CLAASSEN - 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
 - Assistance with any NDF requirements that may come up from time to time
- Z.P.G.A. – Awards - Duncan WATSON - awards@zpga.org
 - 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 - Michelle LURIE (2022)

"If you want to support others you have to stay upright yourself."

Peter Hoeg



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www.instagram.com/zimproguides