

OFFICIAL NEWSLETTER FOR THE

# ZIMBABWE PROFESSIONAL GUIDES ASSOCIATION

MAY, 2023

/ Vol. 05



**CONSERVATION**

**ORIENTATED**



[www.zpga.org](http://www.zpga.org)  
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# Z.P.G.A. Annual Events 2023

# SAVE THE DATE

## **AGM Safari Dinner**

Networking and Growing the  
Z.P.G.A. brand



Victoria Falls - Zimbabwe



Friday 1st December to  
Sunday, 3rd December  
2023

Register at:

[secretary@zpga.org](mailto:secretary@zpga.org)

**Come and join us!**

## 2023 Safari Events Sponsors

It is with grateful thanks to all of the below, whom have already committed to sponsoring the Z.P.G.A. end of year events.

If you would like to see your logo here please send an email to [marketing@zpga.org](mailto:marketing@zpga.org) and ask how you too may help.



Bookings for the 2023 event will open soon. Z.P.G.A. members will be the first to be advised through our WhatsApp forums. Make sure to look out for the advisories.



## Editors Notes: By John Laing

It seems as though we have done more in the first quarter of 2023 than in any previous year.

Members have been advised and are completing their insurance requirements before the year kicks off in earnest.

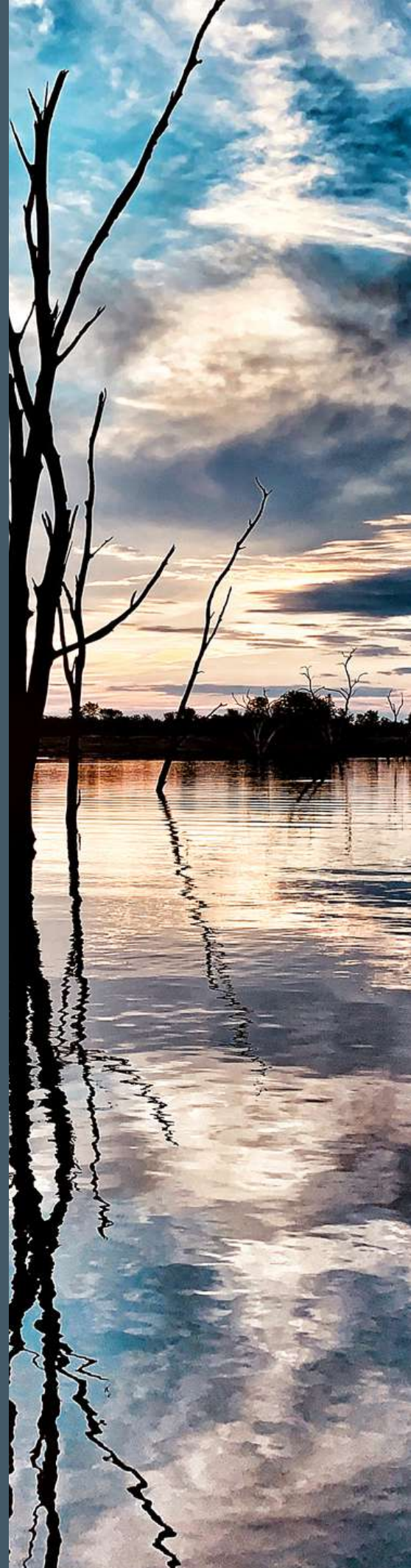
Our Membership cards have been sent to Victoria Falls and are now being distributed through to Bulawayo, Harare & Vic Falls. Our Membership shirts have also been received into Victoria Falls and will be distributed accordingly to all those that placed orders.

We have rolled out our end of year Safari Events, starting with the VIP events, all invites have been sent out and all the relevant bookings are in place so as to ensure the event runs smoothly. Our "Save the Date" brochure has been sent out to all Members so I trust everyone that needs to know, does. If anyone requires more information at this time please do send an email to [secretary@zpga.org](mailto:secretary@zpga.org) and ask.

As always, it has been a pleasure in putting this newsletter together for our Members and for those that are interested in what the Z.P.G.A. is about. Should anyone have any suggestions that could better what we deliver, please do not hesitate to send an email to [marketing@zpga.org](mailto:marketing@zpga.org) with your thoughts.

## Z.P.G.A. Offices

- Harare - 64 Churchill Ave, Alex Park
- Bulawayo - The Orange Elephant, 12th Ave Extension
- Victoria Falls - 566 Nyathi Road, corner of Mopani



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## Zimbabwe is losing natural forest through deforestation, specifically for tobacco curing.

Extract:

[www.awf.org/country/zimbabwe](http://www.awf.org/country/zimbabwe)

Illegal settlements, wood traders, and poachers come to areas right outside of protected parks, like Mana Pools and Chewore Safari Area, and illegally cut down tree species resulting in increasingly deforested areas outside of protected areas. This deforestation in turn, results in significantly reduced habitat available to wildlife in the buffer zones adjacent to protected areas, as well as fragmented wildlife migratory corridors.

AWF, with support from the European Union, is working with the Zambezi Society to implement and address the unsustainable use of natural resources in and around park borders. The preliminary groundwork included mapping boundaries of protected areas, distinguishing major migratory corridors, and locating deforestation hotspots and trends. AWF plans to reduce habitat conversion by promoting conservation-friendly land-use and engaging tobacco farmers to promote efficient post-harvest technologies and practices.

A call for Z.P.G.A. Members & friends to plant 10 indigenous trees each in 2023

Get behind the Z.P.G.A. "Plant 3,000 trees challenge 2023"  
Please post your planting on social media, accompanied with #WePlantedDidYou?

## Making a difference one tree at a time.

Z.P.G.A. NOTICE

## WE HAVE MOVED OUR BULAWAYO OFFICE!

OUR NEW OFFICE ADDRESS IS

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# eleCREW, a progressive Zimbabwean trust at the intersection of harmonising conservation, animal welfare and communities.

By Jake RENDLE-WORTHINGTON

An elephant walked into a bar. As he ordered a drink, the bartender said to him, "Is it really true that elephants never forget?" The elephant replied, "It absolutely is! I can recall every event in my life down to a point. I can tell you exactly what I ate for breakfast on my tenth birthday. I can tell you every single word of every book I've read. I can even tell you that the last time I came into this bar was three years, two months, and nine days ago. And that day, there was a sign on the door that said 'daiquiris two-for-one.'" The bartender reviewed his video surveillance records from that day, and then said, "Wow, you're right! Now I know it's true that elephants never forget!"

Then the elephant's phone rang and he answered it. "Hello? Yes. I see. That's right. Okay, I'll be there." The elephant put his phone away and said to the bartender, "I have to leave now to pick up my sister from the airport. I was supposed to pick her up an hour ago, but I forgot."

Why do we find this joke funny? Because we can relate to it, the elephant in question exposes how even his almighty power of memory can be just as patchy as our own. We can relate to it. At eleCREW (or elephant CREW) we have developed a unique environment and tourist activity that allows people to relate to elephants, to understand and connect with them. Share experiences and help us increase our knowledge to protect, conserve and give them the best lives possible. Being a young organisation and being formed just before the onslaught of COVID we used this time to reflect on who we are and what our purpose is. Having this compassion, desire to understand other sentient beings and developing bonds of mutual respect with these massive magnanimous land mammals gave us the basis from which all else flows.

So who, what, where is eleCREW? We are a Zimbabwean registered trust, not for profit, with a vision of Africa in which elephants and humans coexist in a balanced environment. You can find us at [www.elecrew.org](http://www.elecrew.org) - with a team of professional elephant carers, a welfare officer, experienced elephant manager and an animal psychologist, plus all the support staff. We look after 9 former elephant-back safari elephants. We are based on a 3000 Ha teak Forest Reserve, just 15 minutes from the City of Victoria Falls, in Matabeleland North, the province with the most elephants in Zimbabwe. This area also forms part of the KAZA TFCA, in which the largest contiguous population of African elephants resides (+/-55%) - the 'Last Great Elephant Range'. It is a unique and ideal spot for eleCREW to work toward our vision.

How does eleCREW aim to achieve our vision? Well it is all in the name, CREW is an acronym for Community, Research, Education, & Welfare. These form the programs that direct our on the ground activities. Underlying all of this are the 9 elephants that form the eleCREW ambassador herd. These elephants came into human care for a number of reasons, some now controversial. These include being orphaned from culling, poaching or as a way National Parks could reduce numbers of elephants in certain areas during particular droughts. All were eventually drafted into the tourism industry for elephant-back Safaris. The realisation that there needed to be more focus on the elephants themselves and a new path found forward, led to the formation of the Trust in 2017, with the elephants as beneficiaries. Staff were retrained in 'Cooperative Teaching' methods, which combines educational psychology, learning theory and lots of practical experience. This way of working with elephants, and other mammals in close contact, ensures bonds of mutual respect are developed and maintained and any interaction between human and elephant is an enriching experience.

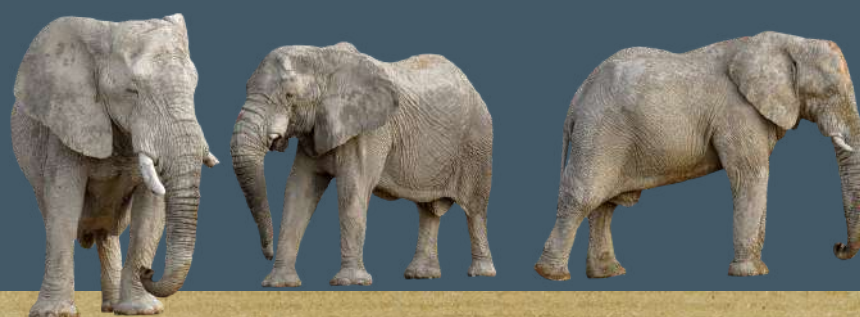


The books still had to balance somehow though, so a new educational activity was developed by eleCREW, called 'Through The Eyes Of An Elephant'. It is a journey that really takes you into an elephant's world, exploring their intellect, social dynamics, emotions and imagination through an immersive talk, followed by a chance to meet and interact with the eleCREW herd up close. See some of their natural behaviours and why they are important to them as elephants. Feel the power of being up close to an elephant and connect on a level that you can't in another way with the world's largest land mammal. Then watch the elephants go off on their own to meet and greet the rest of the herd (always quite a rumpus!), and observe them do their own thing from a viewing deck overlooking a beautiful vlei and waterhole, just a short drive from the City of Victoria Falls.

This activity was a great opportunity to move away from riding, and do something even more interesting to get people excited about elephants, their welfare and conservation, but we launched on the first weekend of lockdown! In true Zimbabwean style we didn't let this beat us though and a plan was made! We started to bring through school groups and local communities. We wanted to keep the team well greased, but also realised we could give something back to the community, and of course the elephants needed the extra stimulation. All these people live side by side with elephants whether in the urban area such as Chinotimba or Mkhosana in Victoria Falls City, or in one of the outlying communal areas such as Sikhabelo or Chidobe. What we found was actually quite amazing. These guys who might only come into contact with an elephant walking home through the bush from school, or in their crop field at night, munching on their long awaited beautifully ripe mealies, began to see their huge pachyderm mammalian cousin in a different light. They utter such things as 'elephants are friendly', 'elephants are just like people', 'elephants don't want to harm us' or 'elephants can tell bad people from good people, and the bad people want to kill them'. This was a monumental change in their perception! They could relate to these huge, intelligent sentient beings, they wanted to protect them and they wanted to continue to share their world with them.

We also find that for foreign guests, for whom elephants just walking around in the bush is a huge novelty they connect on a whole other level. One recent visitor, Doris Duncan, Chairperson of the Sonoma County Wildlife Rescue in the USA, summed up the soul of eleCREW beautifully; 'I was mostly so impressed about the close relationship between the elephants and caretakers and how dedicated everyone was to their mission. The classroom part at the beginning of our visit was so well done and the passion the presenters shared was what really caught my attention.' By evoking these kind of emotions, we can get more people invested in elephants and conservation as a whole, it is about making a connection, understanding and then wanting to contribute.

We at eleCREW obviously wanted to build on this. We saw that the key direct conservation impact eleCREW is through work with communities. 'Through The Eyes Of An Elephant' serves as a gateway into these communities. We also introduce humane elephant deterrent methods in our presentation, such as chilli brick burning in braziers and chilli fences to protect crop fields overnight. Once these community groups come through they inevitably end up inviting us into their villages to empower them with training on such methods. This we do with our partner organisation Connected Conservation. The fact that we are invited ensures that the elders themselves are invested in these initiatives, often a point of failure for community programs.





The second pillar in our strategic vision is 'Research' Having 9 elephants with whom you can work very closely with in an ethically assessed way lends itself to so many possibilities scientifically, which can aid conservation and welfare of the species. We have to date published 3 scientific papers with academic partners and another 2 are currently in press. On top of this we offer placement opportunities for Zimbabwean educated graduates and undergraduates. Previous and current student have had the freedom to explore all kinds of ways in which their final project or dissertation can be facilitated by eleCREW. A current student is trialing various tree protection methods from elephants at our site in the Fuller Forest, another looked at the social dynamics of our herd. With observational records spanning over 3 years we have data sets for our elephants that can be used for all kinds of projects.

Our third program strand is 'Education' and we see every participant who visits us, whether they are a paying tourist, a community member or a child sponsored through our schools program. To date we have sponsored 1,200 children to pass through this program, that includes a behavioural observation exercise. We hope to inspire some young conservation, welfare or behavioural scientists, but also we hope that by giving children of school age a positive and educational experience with elephants they will carry this with them through the rest of their lives. The activity is designed to help people of all ages connect with elephants, understand them and therefore want to act to protect and care for them.

Of course at the heart of what we do is the 'Welfare' of our 9 elephants, all having been in human care since they were young infants. This means that release into the wild is not necessarily the best option, although we don't rule it out and 2 former members of the eleCREW herd have 'released themselves'. This is down to the fact that we have a unique home for our elephants on a 3000 Ha forestry reserve through which free-roaming elephants pass, and occasionally one of our herd gets a bit interested in what life might be like with these elephants. Most of the time our elephants come back willingly, but if they don't we do not use coercive methods. We monitor them and have developed a protocol to help us define when a self-release is a complete release. We do also continue to monitor them once free roaming, to make sure they are happily settled within the free-roaming elephant social structure and aren't showing signs that they will come into conflict with people.

However, the core of our welfare work is based around the elephants that are still with us. We perform ethograms (behavioural observations) every 2 weeks during the day and once overnight per month. This allows us to get a picture of how they spend their days and nights, who they associate most with socially, whether there are any behavioural signs of things not quite right, or whether the behaviour expressed is showing contented, healthy, happy elephants. We utilise the 'Cooperative Teaching' methods that are key to safe, confident and enjoyable ways of teaching and managing elephants. The aim of this method is to develop bonds of mutual respect and confidence between carer and elephant, as well as enrichment for the elephant and facilitate stress-free management and veterinary care. We do this in accordance with a set of welfare standards that eleCREW was a major contributor in developing. This we will go into detail about later.

There is a lot we can learn about the health and well-being of wild populations of animals through these techniques too. We believe at eleCREW that more such studies need to be undertaken to really understand this for wild populations of a variety of species, so that any ecological or conservation problem can be spotted early through behavioural monitoring. We have also been involved in another wild elephant welfare issue and that is protecting the Victoria Falls municipal land fill-site from elephant incursions. Elephants have been able to get into the site and at certain times of year they forage for goodies thrown away by people, in the process ingesting plastic, glass, nails and other detritus.



This makes for a very uncomfortable and unhappy elephant. The death of Victoria Falls Anti-Poaching Unit (VFAPU) employee Clever was attributed to an elephant that having been shot as Problem Animal Control (PAC), showed a mass of plastic and other trash when the autopsy was performed, apparently the insides stench of battery acid. Up to 40% of autopsies of elephants in the Victoria Falls area have shown plastic within the gut. EleCREW has been managing a new fence, constructed by eleCREW and Shearwater and now being upgraded with help from Connected Conservation and Pristine Victoria Falls Society (PVFS). We hope all local businesses and stakeholders will contribute to the ongoing management of this fence, through PVFS as we all must take responsibility of our waste.

We have talked about many of the initiatives and programs that eleCREW has impacted and performed in its vision of 'an Africa in which humans and elephants coexist in a balance environment'. There are many partners we collaborate with to make this happen and create the good-will that has been generated within the Victoria Falls community. We would like to go into one initiative, to uplift the welfare of elephants and give tourists confidence that the place they visit puts the care of their elephants first and this has been a truly collaborative effort. In 2021 'Standards for the management and welfare of elephants in human care in Southern Africa' was published. This was a multi-stakeholder initiative driven by a UK-based charity 'We Are All Mammals' (WAAM). Taking 4 years and 7 workshops across Zimbabwe, Zambia and South Africa, it has been described by Dan Stiles of the IUCN African Elephant Specialist Group as a 'first for Africa'. The 3 stakeholder groups were; 1 international animal welfare and behaviour specialist from Texas A&M University, Nottingham University and Royal Vet College London; 2 local welfare and conservation NGO's such as Vets for Animal Welfare Zimbabwe, Victoria Falls Wildlife Trust and expert wildlife veterinarians such as Dr. Chris Foggin; 3 elephant facilities themselves, including eleCREW, Wild Horizons, Imire, Elephant Cafe and Adventures with Elephants. This mix of expertise, with knowledge from academia to on-the-ground experience and everything in-between allowed us to develop a truly meaningful set of standards. WAAM is now in the process of implementing inspections with 4 facilities so far opening their doors to inspection, we expect others to follow. A trust mark has been developed awarded to elephant facilities that reach compliance and is called 'our elephants thrive'. To find out more visit: <https://www.weareallmammals.org/certification>

So can an elephant forget? Well some of the elephants we care for have suffered significant trauma through their lives. Like in humans these monumental experiences are hard to get over, but using our cooperative teaching methods, allowing lots of choice in their daily lives with careful monitoring we can definitely see the eleCREW herd is on its way to living its best life possible. Lucky for us we are based right next to the Vic Falls International Airport, so if one of our elephants does forget about their sister who is arriving, then it's not too far to go!

**"Gerald - our elephant manager and elephant interpreter takes people into an elephant's world in "Through the eyes of an Elephant"**





2023  
START

## Z.P.G.A. Diary

### May 2023

- Thur 11th - Mon 14th - SVC Mountain Bike Challenge
- Thur 18th - Z.P.G.A. Talks Victoria Falls
- Fri 19th - Z.P.G.A. Talks Bulawayo & Harare
- Sun 28th - Shooting Proficiency Harare

### July 2023

- Fri 14th - Z.P.G.A. Talks Bulawayo
- 21st - 23rd - Black Eagle Research/Celebration (Byo)

### September 2023

- Sun 17th - Shooting Proficiency (Hre)
- Mon 18th - Oral Interviews (Hre)
- Tue 19th - LPH written exam (Hre)
- Wed 20th - LPH written exams (Hre)

### October 2023

- Thur 5th - Sun 8th - Upper Zam Canoeing proficiency

### November 2023

- Wed 1st - Tue 7th - Proficiency Examination

### December 2023

- Fri 1st - AGM (Victoria Falls)
- Sat 2nd - Z.P.G.A. Competition Shoot (Vic Falls)
- Sat 2nd - Safari Dinner (Victoria Falls)

"Only put off until tomorrow what you are willing to die having left undone."

Pablo Picasso

"Each new day is a blank page in the diary of your life. The secret of success is in turning that diary into the best story you possibly can."

Douglas Pagels



Ethics Are Everything!



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# MEMBERSHIP

## Membership Statistics - 2023

It's a collaborative effort

Z.P.G.A. Members Breakdown by Qualification		
Number of Members	Qualification	
73	ASSOCIATE	
9	CONSERVATION PARTNER	
13	CUBS	
63	FULL PG	
148	FULL PH	
6	HONORARY LIFE MEMBER	
4	INDUSTRY SERVICE PROVIDER	
86	LPH LICENSE	
6	RESTRICTION	
Monday, 01 May 2023		Page 1 of 1



It seems as though we always have something positive to say about membership figures, here is why:

2020 ended with an active membership of 281  
2021 ended with an active membership of 350  
2022 ended with an active membership of 412

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

The largest membership the Association has had to date!

# Pork Spareribs

BY EMILY TRENBEATH

## Ingredients

### Ribs:

- ½ cup packed brown sugar
- 2 tablespoons chili powder
- 2 tablespoons garlic powder
- 1 tablespoon paprika
- 1 tablespoon freshly ground black pepper
- 2 teaspoons onion powder
- 2 teaspoons kosher salt
- 2 teaspoons ground cumin
- 1 teaspoon ground cinnamon
- 1 teaspoon jalapeño seasoning salt (optional)
- 1 teaspoon cayenne pepper
- 6 pounds pork spareribs
- 3 cups apple wood chips, soaked

### Mop Sauce:

- 1 cup apple cider
- ¾ cup apple cider vinegar
- 1 medium jalapeño pepper, finely chopped
- 3 tablespoons hot pepper sauce
- 2 tablespoons lemon juice
- 1 tablespoon onion powder
- 1 tablespoon garlic powder
- kosher salt and ground black pepper to taste

### Method:

- **Make the ribs:** Mix brown sugar, chili powder, garlic powder, paprika, black pepper, onion powder, salt, cumin, cinnamon, jalapeño seasoning, and cayenne pepper together in a small bowl.
- **Place spareribs into a glass baking dish and rub generously with seasoning mixture. Cover and refrigerate for at least 4 hours, or overnight.**
- **When ready to cook, prepare an outdoor charcoal grill for indirect heat, or preheat a smoker to 250 degrees F (120 degrees C).**
- **While the grill is preheating, make the mop sauce: stir cider, vinegar, jalapeño pepper, hot pepper sauce, lemon juice, onion powder, garlic powder, lemon juice, salt, and pepper together in a medium bowl.**
- **When the coals are gray and ashed over, place two handfuls of soaked wood chips directly on them. Place ribs onto the grill grate, bone-side down. Cover and cook for 3 1/2 to 4 hours. Every hour, baste ribs with mop sauce and throw handfuls of soaked wood chips onto the coals. Add more coals as needed to ensure the cooking temperature doesn't drop below 225 degrees F (110 degrees C). Discard any leftover mop sauce.**







## Members Photo Gallery - Honey Badger

The Z.P.G.A.'s commitment to Wildlife







## Z.P.G.A. Talks 2023

During 2022 the Z.P.G.A. launched "Z.P.G.A. Talks", 18 talks across 3 cities. It was ambitious but looking back over the past year it has been a success. The talks were designed to bring our community together under the umbrella of growth through shared knowledge. Presentations throughout were both fun and informative and certainly provided for a springboard of discussion, engagement and shared ideas.

Don't miss out on the talks we have planned for 2023!

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

The 2023 dates are as follows:

<u>Date</u>	<u>Speaker</u>	<u>Topic</u>
◦ Wednesday 17th May (Victoria Falls)	Etienne OOSTHUIZEN	The Role of ruminants in environmental health
◦ Thursday 18th May (Bulawayo)	Mike ZONDO	Vertebrate Palaeontology of Zim
◦ Friday 19th May (Harare)		
◦ Friday 19th May (Harare & Bulawayo)		
◦ Thursday 20th July (Victoria Falls)		
◦ Friday 21st July (Harare & Bulawayo)		
◦ Thursday 14th September (Victoria Falls)		
◦ Friday 15th September (Harare & Bulawayo)		
◦ Thursday 24th November (Victoria Falls)		
◦ Friday 25th November (Harare & Bulawayo)		

**Time: 17:00 for 17:30 Start**  
**Cash bar and restaurant**  
**Free Admission**

**2022 Stats**  
**20 Z.P.G.A. Talks**  
**1, 080 participants**

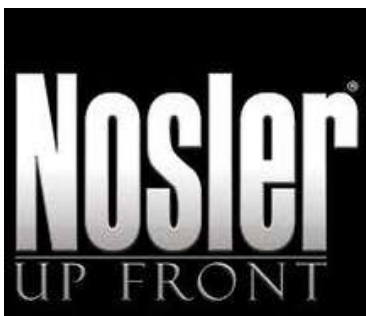




# Z.P.G.A. Sponsors and Supporters Page



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**WE ARE PROUD TO BE ASSOCIATED WITH THE Z.P.G.A. & HAVE BEEN OFFERING THIS COVER TO MEMBERS OF THE Z.P.G.A. SINCE 2013**

**WE HAVE SETTLED A NUMBER OF CLAIMS OVER THIS PERIOD, ESPECIALLY FOR TEMPORARY TOTAL DISABLEMENT & SOME CLAIMS HAVE BEEN IN EXCESS OF US\$30,000**

**A SUMMARY OF THE COVER IS:**


- **PROFESSIONAL GUIDES & TRACKERS PERSONAL ACCIDENT COVER**
  - **24 HOUR PERSONAL ACCIDENT COVER, WHICH INCLUDES 'PROFESSIONAL HUNTING' ACTIVITIES**
    - **OTHER HAZARDOUS PASTIMES/ACTIVITIES NEED TO BE DECLARED (SUCH AS FLYING AS A PILOT, HANG GLIDING, PARACHUTING, ETC)**
    - **NOTE - COVER IS FOR ACCIDENTAL INJURY & THEREFORE IS NOT 'LIFE INSURANCE' SO COVER EXCLUDES DREADED DISEASES & ILLNESSES**
- **SCHEMES**
  - **THERE ARE 4 DIFFERENT LEVELS OF COVER AVAILABLE**
    - **PREMIUMS RANGE BETWEEN US\$158 – US\$630 PER ANNUM DEPENDANT ON THE SCHEME CHOSEN**
- **COVER INCLUDES:**
  - **PERSONAL ACCIDENT**
  - **PERMANENT DISABLEMENT**
  - **TEMPORARY TOTAL DISABLEMENT**
- **ADDITIONAL COVER**
  - **WE ALSO ARE ABLE TO OFFER OTHER FORMS OF 'SHORT TERM' COVER SUCH AS MOTOR, HOME COMPREHENSIVE, ALL RISKS, PUBLIC LIABILITY, TRAVEL & AVIATION**




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**REGISTRATION:**

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secretary@zpga.org 

www.zpga.org 



# Z.P.G.A. MEMBERSHIP OPTIONS



## Z.P.G.A. FULL MEMBERSHIP

1. Vote on matters arising at our A.G.M.s
2. Access to our members only WhatsApp group
3. Z.P.G.A. branded merchandise
4. Access to educational and training material
5. Exclusive benefits & discounts from suppliers/providers
6. Access to cutting edge tourism news & policy developments as it affects hunting & guiding countrywide
7. Opportunities to give back to the community
8. Networking opportunities
9. Monthly newsletters & articles

## Z.P.G.A. ASSOCIATE MEMBERSHIP

1. Access to our associate member WhatsApp group (admin only posts)
2. Z.P.G.A. branded merchandise
3. Monthly newsletters & articles
4. Access to educational and training material
5. Access to cutting edge tourism news & policy developments as it affects the hunting & guiding countrywide
6. Opportunities to give back to the community

## Z.P.G.A. CONSERVATION PARTNER

1. 4 x Membership cards which entitles the holder to membership discounts
2. Access to the Z.P.G.A. associate member WhatsApp group
3. Representation at government, industry and Zimbabwe parks levels
4. Representation of Zimbabwe at all levels for tourism, locally and abroad
5. Engagement with Zimbabwe parks and ministry
6. Involvement in conservation initiatives such as the leopard, lion, elephant and rhino workshops for strategic planning for these key species
7. Representation at shows and events when we can for members and Zimbabwe
8. Marketing of Zimbabwe for tourism
9. Uplifting local tourist facilities and standards
10. Engagement with foreign NGOs for assistance and betterment of our industry

## Z.P.G.A. CUBS MEMBERSHIP

Teaching your children how conservation and sustainability efforts will impact their lives is crucially important to the long-term survival of humanity & wildlife.

More and more people are starting to appreciate the value of conservation and causing as little harm as possible to the planet. It's especially important to teach these lessons to the next generation. Children, when given the right information, are usually eager to embrace a conservation approach to living.

It's up to parents and other adults however, to instil this knowledge in kids at an early age.

## Z.P.G.A. SERVICE PROVIDER

1. Access to our full members chat group
2. Z.P.G.A. branded merchandise
3. Monthly newsletters & articles
4. Insight into industry trends as they are spoken about
5. Ability to attract industry specific business
6. Opportunities to give back to the community

Email us today on  
[secretary@zpga.org](mailto:secretary@zpga.org)  
and we will send you  
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SHOULD YOU REQUIRE ANY INFORMATION OR ASSISTANCE

## Contact Us

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 Nadine du Plessis on [secretary@zpga.org](mailto: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](mailto:chairman@zpga.org)
- Z.P.G.A. – Vice Chairman John LAING - [jlaing@zpga.org](mailto:jlaing@zpga.org)
- Z.P.G.A. – Secretary - Nadine du PLESSIS - [secretary@zpga.org](mailto:secretary@zpga.org)
- Z.P.G.A. – Legal & Ethics - Pete FICK - [legal@zpga.org](mailto:legal@zpga.org)
  - Guiding Code of Conduct
- Z.P.G.A. – Finance - John LAING - [finance@zpga.org](mailto:finance@zpga.org)
  - All payment issues
- Z.P.G.A. – Marketing & Advertising - John LAING - [marketing@zpga.org](mailto:marketing@zpga.org)
  - All branding Membership Cards
  - Membership Discounted Rates Initiative
  - Fundraising
- Z.P.G.A. – Education and training - David CARSON - [education@zpga.com](mailto:education@zpga.com)
  - Study Packs
  - RIFA & SAVE Valley Conservancy initiatives
  - Devil's Gorge Conservancy training program
- Z.P.G.A. – Research - Rob LURIE - [research@zpga.org](mailto: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](mailto: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

“There are moments of frustration in life. You must build good relations to support you in these moments. You must also learn to encourage yourself and decide to stay determined in life.”

—

Lailah Gifty Akita

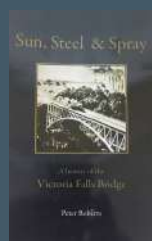


There will be one giveaway hidden somewhere in each of the next 12 newsletters

Here is the deal - the first Zimbabwean reader to email through his or her name to [marketing@zpga.org](mailto:marketing@zpga.org) with a description of the gift will be sent that month's gift

To qualify make sure you include "Sun, Steel & Spray" in the subject line

Donated by Shearwater Adventures.



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