

OFFICIAL NEWSLETTER FOR THE

# ZIMBABWE PROFESSIONAL GUIDES ASSOCIATION

SEPTEMBER, 2023 / Vol. 09

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# CONSERVATION ORIENTATED



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Editor - John Laing  
Proofreader - Corneli Claassen





# 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



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2023

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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 are now open. Make sure to place your bookings as soon as possible to avoid disappointment.





# Editors Notes:

John Laing

As we approach the end of another remarkable year, I wanted to take a moment to address each and every one of you with words of encouragement and appreciation for your unwavering commitment to excellence, safety, and ethical practices.

Throughout the year, you have showcased your remarkable skills, knowledge, and passion as hunters & guides, leading visitors from around the world through our magnificent landscapes and sharing the wonders of Zimbabwe's wildlife and cultural heritage. Your dedication to providing enriching and responsible experiences has set a high standard for our profession.

As we enter the final stretch of the year, let us remember the importance of finishing strong, not only in terms of our professional achievements but also in upholding the values that define us as hunters & guides. Let us strive to maintain the highest ethical standards in our interactions with guests, fellow hunters & guides, and the environment.

Safety remains paramount, and I urge you to continue prioritizing the well-being of our guests and ourselves. Keep up with the latest safety protocols, be vigilant in assessing risks, and ensure that every excursion is conducted with the utmost care and attention to detail.

Remember, our actions as hunters & guides have the power to shape perceptions, influence conservation efforts, and inspire a love for Zimbabwe's natural and cultural heritage. Let us be ambassadors of responsible tourism, promoting sustainable practices, and fostering a deep respect for the fragile ecosystems we are privileged to explore.

In the face of challenges, let us remain resilient, drawing strength from our collective spirit and shared purpose. Together, we can overcome any obstacles and continue to make a positive impact on both our profession and the communities we serve.

I express my deepest gratitude to each and every one of you for your dedication, professionalism, and unwavering commitment to our association's mission. Your passion and expertise make a significant difference in promoting Zimbabwe as a premier destination for responsible and ethical tourism.

Let us embrace the remaining months of this year with renewed energy and enthusiasm, striving to leave a lasting legacy of excellence and integrity. Finish this year strong, safe, and ethically, knowing that you are part of a community that values your contributions and stands united in our shared vision.





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**PROUD SUPPORTER OF THE Z.P.G.A.**



# Navigating the Impacts of the Gwayi-Shangani Dam: Wildlife Conservation in Progress

By John Laing

As the Gwayi-Shangani Dam nears completion in 2024, it is crucial to address the potential challenges and implications it may have on the environment, particularly the wildlife that inhabits the park.

Let us explore the current state of the project and the considerations regarding wildlife conservation in light of the dam's impending completion.

The Gwayi-Shangani Dam is an ambitious water infrastructure project aimed at addressing water scarcity and facilitating economic development in the region. Currently under construction, the dam is expected to be completed in 2024, holding a substantial volume of water upon its fulfillment.

One significant concern associated with the Gwayi-Shangani Dam is the existing road infrastructure that bisects the area, separating Hwange National Park on the west from the dam on the east. This pre-existing road poses potential challenges for wildlife movement and access to vital resources, such as water. The construction of the dam further emphasizes the importance of addressing these challenges and ensuring the preservation of ecological connectivity for the wildlife within Hwange National Park.

Hwange National Park is renowned for its diverse wildlife, with thriving populations of elephants and other iconic species. The completion of the dam necessitates careful consideration of wildlife movement and conservation efforts. Ensuring the maintenance of ecological connectivity and facilitating safe wildlife crossings is crucial for the long-term survival and well-being of these species.

Recognizing the potential impacts on wildlife movements, the project developers, government authorities, and conservation organizations have been actively working on implementing mitigation measures during the construction phase. These measures may include the construction of wildlife underpasses or overpasses, strategically placed fencing to guide animal movement, and public awareness campaigns to promote responsible driving and reduce wildlife-vehicle collisions.

The completion of the Gwayi-Shangani Dam presents an ongoing challenge of balancing economic development with wildlife conservation. While the project aims to bring significant benefits to the region, it is crucial to ensure that environmental considerations remain a priority. By actively addressing the impacts on wildlife movements and implementing effective mitigation measures, we can strive for a harmonious coexistence between development and conservation goals.

The successful integration of wildlife conservation with the completion of the Gwayi-Shangani Dam requires collaboration among all stakeholders involved. Continued cooperation between project developers, government entities, and conservation organizations is essential in monitoring the impacts, making necessary adjustments, and ensuring the long-term preservation of Hwange National Park's unique biodiversity.

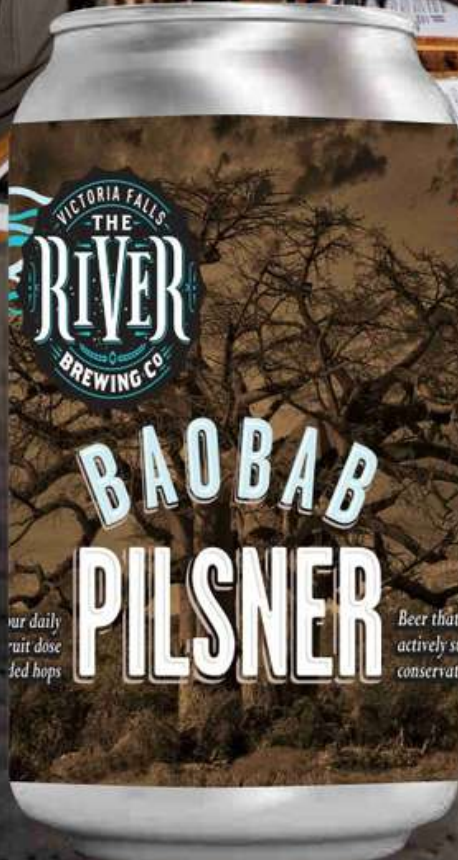
As the Gwayi-Shangani Dam nears completion in 2024, it is crucial to remain vigilant in our efforts to protect and preserve the wildlife and ecosystems of Hwange, by actively implementing mitigation measures, raising awareness, and fostering collaboration, we can strive to minimize the potential disruptions caused by the dam and create a future that supports both development and the conservation of our natural heritage.



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# Introducing the new Z.P.G.A. Baobab infused Pilsner, crafting beer and conservation

By John Laing

In the heart of Zimbabwe, where the African sun casts its golden rays upon the breathtaking landscapes, a new legend has emerged from the Victoria Falls Brewery. Master Brewer Lionel McCauley, renowned for his creative prowess, has unveiled his latest creation: a Baobab Infused Pilsener, crafted for the Zimbabwe Professional Guides Association.

Inspired by the mighty Baobab tree, Lionel embarked on a quest to capture the essence of this iconic symbol of African heritage. Lionel has taken Baobab fruit, known for their citrusy tang and natural sweetness, and fused them with the brewery's time-honoured brewing techniques.

The result is a craft beer that transcends the ordinary, a symphony of flavours that dances upon the taste buds. The Baobab Infused Pilsener boasts a radiant golden hue, with an enticing aroma that melds the earthy notes of the Baobab fruit with the crisp freshness of a classic pilsner. Every sip tells a story, an ode to the wisdom, strength, and spirit of Africa.

Crafted with utmost dedication, this extraordinary brew is a testament to the Victoria Falls Brewery's commitment to conservation through innovation and excellence. This pilsner is a true testament to Lionel McCauley's artistry and the Z.P.G.A.'s deep connection with the natural wonders that surround us all.

As the sun sets over the Zimbabwean wilderness, the Baobab Infused Pilsener stands as a tribute to the Zimbabwe Professional Guides Association and their unwavering dedication to showcasing the country's rich cultural heritage. It is a beer that encapsulates the spirit of adventure, inviting all who savour it to embark on a journey of taste, tradition, and the untamed beauty of Zimbabwe.



**MAY THIS TOAST IGNITE A FIRE WITHIN OUR HEARTS, A BURNING PASSION TO PROTECT AND PRESERVE THE NATURAL WONDERS THAT SURROUND US. LET US STAND TOGETHER, SHOULDER TO SHOULDER, AND MAKE A DIFFERENCE IN THE WORLD THROUGH OUR ACTIONS, OUR CHOICES AND OUR UNWAVERING COMMITMENT TO CONSERVATION.**





## Zimbabwe Professional Guides Association In Partnership with ACE Air & Ambulance (Pvt) Ltd

Z.P.G.A. TRAINING SCHEDULE
BOOKED DATES FOR THE COURSES

BULAWAYO		VENUE'S WILL BE CONFIRMED		
DATES	COURSE	DURATION	COST	Z.P.G.A. Members
5-6 August	Advanced Course	2 Days	US\$100	US\$90
12-Aug-23	Safari Refresher Course	1 Day	US\$50	US\$45
19-Aug-23	Safari Basic Course	1 Day	US\$50	US\$45
VICFALLS		VENUE'S WILL BE CONFIRMED		
DATES	COURSE	DURATION	COST	Z.P.G.A. Members
26-27 August 2023	Advanced Course	2 Days	US\$100	US\$90
2-Sep-23	Safari Refresher Course	1 Day	US\$50	US\$45
9-Sep-23	Safari Basic Course	1 Day	US\$50	US\$45



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*Ethics Are Everything!*

### 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



# The Merits of Hunting with a Z.P.G.A. Member: A Balanced Perspective on Conservation, Tradition, and Ethical Considerations

By Amin Turk

Hunting has been a controversial topic for decades, evoking strong emotions and polarized opinions. While it is essential to acknowledge the ethical concerns surrounding hunting, it is equally important to recognize the merits it offers in terms of conservation, tradition, and ethical considerations. This balanced perspective aims to highlight the potential hunting benefits in maintaining ecosystems, preserving cultural heritage, and promoting ethical hunting practices.

## Conservation Benefits of Hunting:

One of the primary merits of hunting lies in its contribution to conservation efforts. Responsible hunting practices can play a crucial role in managing wildlife populations and maintaining ecological balance. In areas where natural predators are scarce or absent, regulated hunting can help control the population of certain species, preventing overpopulation and subsequent ecological imbalances. By targeting specific individuals within a population, hunters can assist in curbing the spread of diseases, reducing competition for resources, and minimizing damage to habitats caused by overgrazing.

Furthermore, revenue generated from hunting permits, licenses, and fees can fund conservation initiatives. These financial resources are often directed toward habitat restoration, anti-poaching measures, and wildlife research. Hunting organizations and conservation agencies collaborate to implement sustainable practices that ensure the long-term survival of various species. Additionally, hunting encourages landowners to preserve natural habitats, as the presence of game animals fosters economic incentives for conservation.

## Preservation of Cultural Heritage:

Hunting holds significant cultural and historical value for numerous communities around the world. For many indigenous cultures, hunting has been an integral part of their traditions and identity for generations. It has served as a means of sustenance, a rite of passage, and a way to connect with nature. Preserving these cultural practices is vital in maintaining the diversity and richness of human heritage.

Hunting can also contribute to the preservation of traditional knowledge and skills. Passed down through generations, these skills encompass tracking, understanding animal behaviour, and utilizing resources responsibly. The transmission of such knowledge ensures that valuable expertise is not lost and can be utilized for conservation purposes and sustainable hunting practices.

## Ethical Considerations and Regulations:

Ethics play a pivotal role in hunting discussions, and it is essential to recognize that ethical hunting practices align with the merits of hunting. The Z.P.G.A. hunters adhere to strict code of conduct that prioritize the welfare and respect of animals.



These ethical Z.P.GA. hunters promote fair chase principles, which involve pursuing game animals in a manner that allows them a reasonable chance to escape. They strive to minimize suffering by employing accurate and humane hunting techniques while using appropriate tools and equipment.

Moreover, hunting regulations and licensing systems provide a framework for responsible hunting practices. Zimbabwe government through the National Parks and Wildlife Management Authority as well as conservation organizations have established guidelines to ensure sustainable hunting, prevent overexploitation, and protect endangered species. These regulations often include restrictions on bag/tag limits, hunting seasons, and the use of specific hunting methods. Compliance with these regulations is critical to maintaining ecological balance and safeguarding vulnerable species.

So in conclusion, while the ethical concerns surrounding hunting must not be overlooked, it is important to recognize the merits it offers in conservation, cultural preservation, and ethical considerations. Responsible hunting practices can contribute to wildlife management, habitat preservation, and disease control. Additionally, hunting has cultural significance for many communities, preserving traditional knowledge and skills. Adherence to ethical hunting practices, coupled with robust regulations, ensures the sustainability and welfare of wildlife populations. By fostering a balanced perspective and engaging in open dialogue, it is possible to appreciate the merits of hunting while striving for the highest standards of ethics, conservation, and cultural preservation.



**"Respect nature, honour the wild,  
and cherish the memories of the  
hunt."**



2023  
START

## Z.P.G.A. Diary

### September 2023

- Sat 2nd - ACE First Aid Training (VF Refresher Course)
- Sat 9th - ACE First Aid Training (VF Basic Course)
- 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
- Wed 29th - Thur 30th - VIP Event

### December 2023

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

"Time is our most precious resource, and a calendar is the compass that guides us through its vast terrain, allowing us to navigate with purpose, seize opportunities, and make the most of every precious moment."

—  
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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**Z.P.G.A.**

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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
82	ASSOCIATE
10	CONSERVATION PARTNER
13	CUBS
65	FULL PG
151	FULL PH
6	HONORARY LIFE MEMBER
4	INDUSTRY SERVICE PROVIDER
93	LPH LICENSE
4	RESTRICTION

Friday, 01 September 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!



# Braai bread, a delicious bread cooked over an open fire:

BY BETTY CROCKER



## Ingredients:

- 4 cups all-purpose flour
- 2 tablespoons sugar
- 2 teaspoons instant yeast
- 1 teaspoon salt
- 1 ½ cups warm water
- 2 tablespoons olive oil
- Additional olive oil for brushing
- Optional toppings (e.g., grated cheese, herbs, garlic, etc.)

## Step 1: Prepare the Dough

In a large mixing bowl, combine the flour, sugar, yeast, and salt. Make a well in the center and gradually add the warm water and olive oil. Mix the ingredients until a dough forms.

## Step 2: Knead the Dough

Transfer the dough to a lightly floured surface and knead it for about 8-10 minutes until it becomes smooth and elastic. If the dough is sticky, you can add a little more flour as needed.

## Step 3: Let the Dough Rise

Place the dough in a greased bowl and cover it with a clean kitchen towel. Allow it to rise in a warm, draft-free place for approximately 1-2 hours or until it has doubled in size.

## Step 4: Preheat the Braai

While the dough is rising, preheat your braai to medium heat. Make sure the coals are evenly spread and the grill is clean.

## Step 5: Shape the Bread

Once the dough has risen, punch it down to release any air bubbles. Turn it out onto a floured surface and divide it into smaller portions, depending on the size of bread you desire. Shape each portion into a round or oval loaf.

## Step 6: Let the Dough Rest

Place the shaped loaves onto a baking tray or a cast-iron skillet. Cover them with a clean kitchen towel and allow them to rest for about 15-20 minutes.

## Step 7: Prepare the Braai for Baking

Brush the grill with some olive oil to prevent sticking. If using coals, push them to the sides of the braai to create an indirect heat zone. Place the baking tray or skillet with the bread over the indirect heat.

## Step 8: Bake the Braai Bread

Cover the braai with a lid or aluminum foil to create an oven-like environment. Bake the bread for approximately 30-35 minutes or until it turns golden brown and sounds hollow when tapped on the bottom.

## Step 9: Add Optional Toppings (Optional)

If desired, you can brush the bread with some more olive oil and sprinkle it with grated cheese, herbs, garlic, or any other toppings you prefer. Place the bread back on the braai for a few minutes to allow the toppings to melt or infuse into the bread.

## Step 10: Serve and Enjoy

Remove the braai bread from the heat and let it cool for a few minutes. Slice it and serve it warm alongside your favorite braai dishes or enjoy it on its own. It's delicious with butter, spreads, or dips.

Now you can savor the delightful flavors of freshly baked braai bread, perfect for any outdoor gathering or braai occasion!





Members Photo Gallery - Pangolin



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>
◦ Thursday 13th September (Victoria Falls)	Paul Hubbard	A history of Hwange, Zimbabwe's premier National Park, c. 200,000BP to 2020
◦ Friday 15th September (Harare & Bulawayo)	Chris Worden	David Livingstone
◦ Friday 15th September (Harare & Bulawayo)	Keith Sparks	Canines in Conservation
◦ Thursday 24th November (Victoria Falls)		
◦ Friday 25th November (Harare & Bulawayo)		

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

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



# 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**




VISIT OUR WEB PAGE, ITS  
EASY SCAN OUR QR CODE  
AND WE WILL TAKE YOU  
THERE.



**REGISTRATION:**

+263 77 683 8966 

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  
an application form



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Suburbs  
[raquel@mednet.co.zw](mailto:raquel@mednet.co.zw)  
+263 776 791 741





# About a Rhino

By John Laing

In Hwange's vast and untamed domain,  
Where the African sun paints its golden stain,  
A solitary figure roams with grace,  
The black rhino, guardian of this sacred space.

Majestic and strong, with armor on its hide,  
A living relic, a symbol of pride,  
Its ebony form moves in the dappled light,  
A testament to resilience, a creature of might.

In the heart of Hwange, where the wild winds blow,  
The black rhino wanders, a mystical show,  
Through thorny thickets and grasses tall,  
It treads with caution, heeding nature's call.

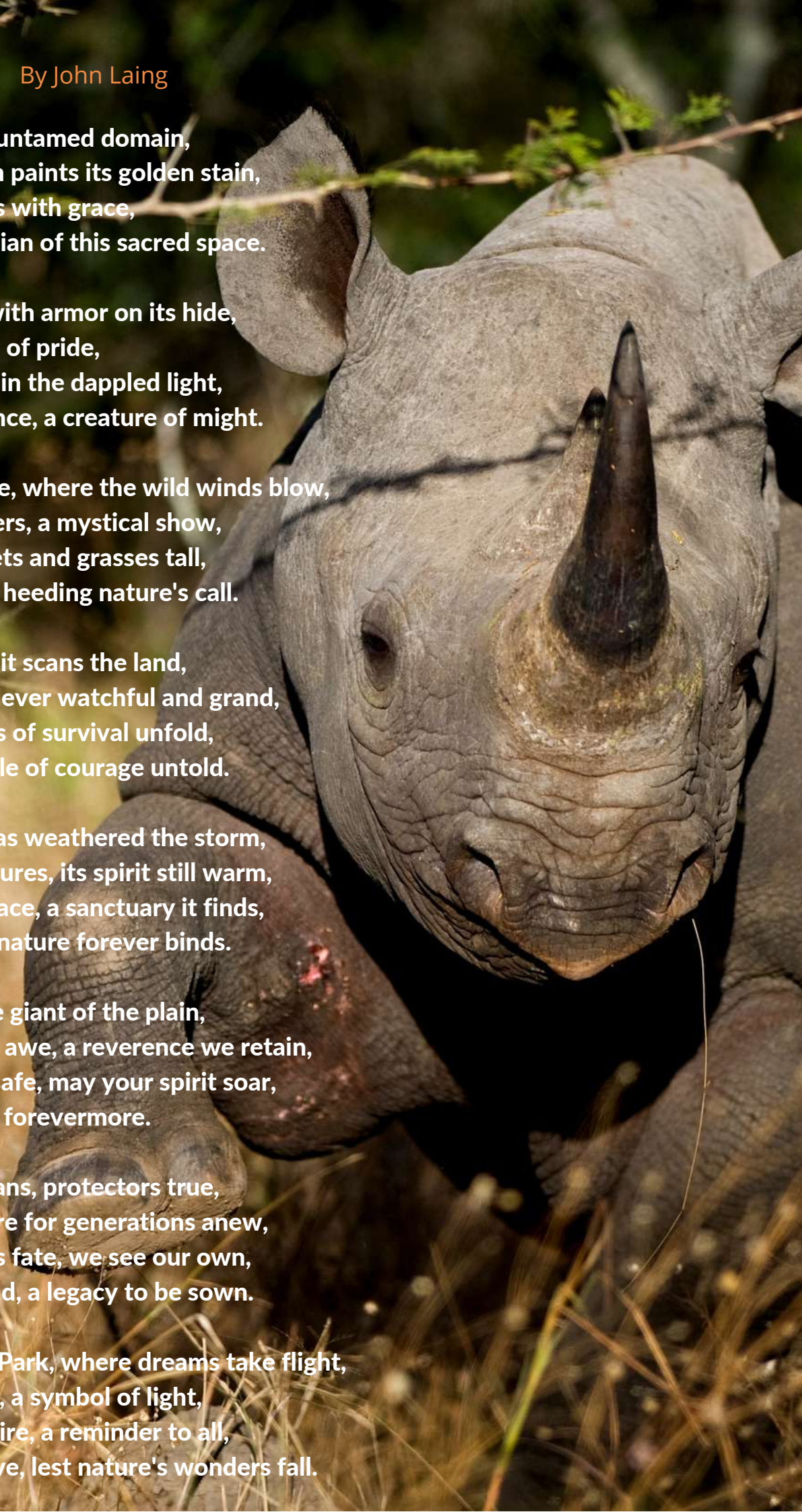
With eyes of wisdom, it scans the land,  
A sentinel of the wild, ever watchful and grand,  
In its footsteps, stories of survival unfold,  
Against adversity, a tale of courage untold.

Through the ages, it has weathered the storm,  
Enduring human pressures, its spirit still warm,  
For in Hwange's embrace, a sanctuary it finds,  
Where harmony with nature forever binds.

Oh, black rhino, gentle giant of the plain,  
Your presence evokes awe, a reverence we retain,  
May your journey be safe, may your spirit soar,  
In Hwange's embrace, forevermore.

Let us stand as guardians, protectors true,  
Preserving this treasure for generations anew,  
For in the black rhino's fate, we see our own,  
A testament to the wild, a legacy to be sown.

In Hwange's National Park, where dreams take flight,  
The black rhino roams, a symbol of light,  
May its existence inspire, a reminder to all,  
To cherish and preserve, lest nature's wonders fall.







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

[www.zpga.org](http://www.zpga.org)

[www.web.facebook.com/ZimProGA](https://www.web.facebook.com/ZimProGA)

[www.instagram.com/zimproguides](https://www.instagram.com/zimproguides)



There will be one giveaway hidden somewhere in each of the next 6 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 months gift

To qualify make sure you include "Learn how to skin" in the subject line

Donated by James Koch

