OFFICIAL NEWSLETTER FOR THE

ZIMBABWE PROFESSIONAL GUIDES ASSOCIATION

JANUARY, 2024

Vol.

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www.zpga.org marketing@zpga.org Editor - John Laing Proofreader - Corneli Claassen



2023 Safari Events Sponsors

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To all our sponsors, we would like to acknowledge the trust you have placed in us and the belief you have shown in our mission.

Your support has not only helped us run successful events but it has also empowered us to continue our efforts in making a positive difference in the lives of those we serve.



Thank you

From the Chairman's Desk:

Dear Members,

As we begin another exciting year filled with adventures and opportunities, I extend a warm welcome to each and every one of you. May this year bring forth success, growth, and memorable experiences in our shared pursuit of guiding in all its forms and preserving the wonders of nature.

Before we embark on new journeys, I would like to emphasize the importance of ensuring that all necessary paperwork is in order. Please take a moment to review your documents, including guides licenses, medical and vehicle insurance, first aid certificates, firearms licenses, and PSV endorsements. Compliance with these requirements not only guarantees our professionalism, but it also ensures the safety and well-being of our guests and ourselves.

As responsible stewards of the wild, we must constantly strive for excellence in our craft. One crucial aspect of our profession is maintaining proficiency with our firearms. I encourage each of you to allocate some time to visit the shooting ranges and practice your marksmanship skills. Familiarize yourself with your equipment, hone your accuracy, and build confidence before venturing back into the field. A well-practiced and skilled guide is not only an asset to our association but also a testament to our commitment to safety and ethical hunting practices.

Moreover, let us not forget the importance of continuous learning and growth. Our profession demands a deep understanding of the natural world and its inhabitants. Take advantage of workshops, seminars, and training opportunities that arise throughout the year. Engage in conversations with fellow guides, share knowledge, and expand your horizons. By staying informed and up-to-date, we can provide our guests with the highest level of expertise and ensure their experiences are truly remarkable.

Lastly, but most importantly, let us cherish the privilege we have to work in harmony with nature. As we traverse the vast landscapes, witnessing the beauty and wonders that unfold before us, let us remember to be responsible custodians of the environment. Our actions today will shape the legacy we leave for future generations. Let us leave footprints of respect, conservation, and sustainability in all that we do.

I am honoured to serve as your Chairman, and I am confident that together, we will make 2024 a year of growth, camaraderie, and success. Let us embrace the challenges and opportunities that lie ahead, knowing that as members of this esteemed association, we are united in our shared passion and purpose.

Wishing you all a prosperous and fulfilling year ahead.

Warm regards, John Laing





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Together We Can Make a Difference: Clean Up and Reclaim Our Environment By John Laing

In a world burdened by pollution and waste, it's time for each of us to step up and take action. The simple act of picking up rubbish in our immediate environment can have a profound impact on combating pollution and fostering a cleaner, healthier world. Imagine the transformative effect if every individual committed to picking up just 10 pieces of rubbish and inspired their friends and family to do the same. In this article, we will delve into the importance of rubbish separation and offer insights into managing food waste, plastic, and glass. Together, we can make a significant difference in our fight against pollution.

1. The Power of Picking Up Rubbish:

It's easy to underestimate the impact of picking up rubbish, but the truth is that every small action counts. By dedicating a few minutes of our time to clean up our surroundings, we contribute to the overall cleanliness of our communities and protect our environment. Encourage your friends, family, and neighbors to join in this simple yet impactful endeavor. Spread the word and inspire others to take action.

2. Rubbish Separation: A Key to Effective Waste Management:

Proper rubbish separation plays a crucial role in efficient waste management. By separating our waste into different categories, we enable recycling and minimize the amount of waste ending up in landfills or polluting our natural surroundings. Educate yourself about the waste management practices in your area and follow guidelines for sorting rubbish into appropriate bins. Emphasize the importance of recycling and promote responsible waste disposal habits.

3. Managing Food Waste:

Food waste is a significant contributor to environmental degradation. By adopting mindful practices, we can reduce food waste and its harmful impact. Plan meals carefully, purchase only what is necessary, and store food properly to prevent spoilage. Compost organic waste, such as fruit and vegetable scraps, to enrich the soil and minimize the amount of waste sent to landfills. Encourage others to shop responsibly and make conscious decisions to minimize food waste.







Send your stories & pictures to marketing@zpga.org

4. Tackling Plastic Pollution:

Plastic pollution has become a pressing global issue. Commit to reducing your plastic consumption by opting for reusable alternatives. Carry a reusable water bottle, shopping bag, and coffee cup. Refuse single-use plastics whenever possible. When you encounter plastic waste, pick it up and dispose of it properly. Educate others about the detrimental impact of plastic pollution and encourage them to make sustainable choices.

5. Handling Glass Waste:

Glass, though recyclable, often ends up in landfills due to improper disposal. Ensure glass items are recycled correctly by placing them in designated recycling bins. Encourage others to do the same and raise awareness about the benefits of glass recycling. If you come across broken glass in public spaces, take the necessary precautions and dispose of it safely to prevent accidents and injuries.

The power to combat pollution lies within each of us. By picking up just 10 pieces of rubbish and inspiring others to do the same, we can create a ripple effect of positive change. Implement rubbish separation practices, manage food waste mindfully, reduce plastic consumption, and promote glass recycling. Let us embrace our role as custodians of the environment and work together to reclaim the beauty of our surroundings. Together, we can make a significant difference and inspire a cleaner, healthier world for generations to come. Take action today and encourage others to join the movement. The time for change is now.











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





Meet the 2024 Executive Committee

The Z.P.G.A. Executive is chosen annually by the association's members during the Annual General Meeting, typically taking place in early December. The Executive Committee consists of seven full members, with four members stepping down each year but having the opportunity for re-election. The Chairman, Vice Chairman, and one additional member do not step down, guaranteeing a quorum for any voting-related matters that may arise.

In order to maintain continuity, the Chairman is eligible to serve for up to three years and can be re-elected. Following the Chairman's tenure, the Vice Chairman will assume the position.

- John Laing (Chairman)
- Pete Fick (Vice Chairman, Head of Legal and Ethics)
- David Carson (Head of Education)
- Kazimai Dube
- Anthony Kaschula
- Rob Lurie (Chairman 2021, 2022, 2023)
- Dave Langerman

Honorary Membership

During the 2023 Safari Dinner, Mike Bromwich was honoured with the prestigious title of "Honorary Associate Life Membership." Although Mike does not possess a Professional License, he has dedicated numerous years to the Wildlife Industry, particularly within National Parks, where he served as the Warden of Hwange National Park. Following his tenure in the parks, Mike devoted a significant amount of time to various matters for the Z.P.G.A. (Zimbabwe Professional Guides Association), notably his involvement in the establishment of the "Regulatory Council," which has now been renamed the "Wildlife Professionals Council."

As a consultant for the Z.P.G.A., Mike continues to contribute his expertise, particularly in cases that require a comprehensive understanding of historical thought processes. One such example is the formulation and establishment of the National Parks Act, where Mike's insights are invaluable in interpreting the law's intentions and principles, often referred to as acting "in the spirit of the Law."

We extend our heartfelt gratitude to Mike for his remarkable contributions and ongoing dedication to the wildlife profession.

The Slippery Slope of Corruption: Unveiling the Collapse of Law and Order By John Laing

Corruption has long been a detrimental force that erodes the foundations of society, undermining trust, justice, and economic progress. It is a pervasive issue that affects many countries around the world, including Zimbabwe. This article aims to shed light on the insidious nature of corruption, emphasizing the profound impact a single bribe can have on the collapse of law and order. Furthermore, it encourages members of the Zimbabwe Professional Guide Association to resist paying bribes and instead demand official receipts when they have committed an offense. It is only through collective action and refusal to fuel corruption that we can hope to eradicate this destructive phenomenon.

Corruption operates on a slippery slope, where even a single bribe can initiate a chain reaction that undermines the very fabric of law and order. When an individual succumbs to bribery, they compromise their integrity, and the consequences reverberate far beyond the immediate transaction. By accepting a bribe, whether as a bribe-giver or bribe-taker, one becomes complicit in perpetuating a corrupt system.

The ramifications of corruption are manifold. Firstly, it erodes public trust in institutions and undermines confidence in the rule of law. Citizens lose faith in the fairness and impartiality of the justice system when they witness influential individuals paying their way out of legal consequences. This breeds a culture of impunity where the powerful can manipulate the system, leaving ordinary citizens feeling helpless and disillusioned.

Secondly, corruption hampers economic growth and development. When public officials prioritize personal gain over the welfare of the nation, resources meant for public projects and services are siphoned off. This misallocation of funds stifles progress, impeding infrastructure development, healthcare, education, and other vital sectors. Ultimately, it is the citizens who bear the brunt of this economic stagnation and social inequality.

The Zimbabwe Professional Guide Association has a crucial role to play in combating corruption. As guardians of the nation's natural treasures and cultural heritage, members of the association must lead by example and refuse to engage in corrupt practices. It is imperative that every member understands the far-reaching consequences of paying bribes and takes a stand to break the cycle.

Instead of resorting to bribery when facing an offense, members should insist on receiving official receipts. By doing so, they create a paper trail that holds both parties accountable for their actions. This approach not only safeguards individual rights but also contributes to the larger fight against corruption. It sends a powerful message that professionals in Zimbabwe are committed to upholding integrity and transparency.

Corruption will persist as long as individuals continue to fuel it. It is essential for every citizen, not just members of the Zimbabwe Professional Guide Association, to recognize their role in combating this pervasive issue. By refusing to participate in corrupt practices, we can exert pressure on the system and demand accountability from those in power.

Furthermore, it is crucial to report instances of corruption to the appropriate authorities. Whistleblower protection mechanisms need to be strengthened to ensure that those who come forward with information are safeguarded from retaliation. Transparency and accountability are vital pillars in the fight against corruption, and it is the responsibility of every citizen to actively contribute to building a corruption-free society.

Corruption poses a significant threat to the rule of law, social justice, and economic development. The collapse of law and order begins with the first bribe, setting in motion a vicious cycle that undermines the fabric of society. Members of the Zimbabwe Professional Guide Association, as well as every citizen, must reject bribery and demand official receipts when they have committed an offense. Only through collective action and a steadfast commitment to upholding integrity can we hope to eradicate corruption and build a brighter future for Zimbabwe. Remember, corruption will only stop when everyone stops fuelling it.

MEDNET Heathcare Consultants

As we approach the dawn of 2024, it is essential to give careful consideration to your medical aid/insurance options. The well-being and health of our valued members are of utmost importance to us. In this regard, we are pleased to announce our partnership with MedNet, a trusted provider committed to assisting you with navigating the complexities of this process and finding the best solution tailored to your needs.

We understand that the realm of medical aid/insurance can be daunting, with a myriad of choices and varying coverage options. That is why we have joined forces with MedNet, a reputable organization renowned for their expertise in the field. Their dedicated team is equipped to guide and support you, ensuring that you make informed decisions regarding your medical coverage.

Regardless of your unique requirements, MedNet offers a comprehensive range of solutions specially designed to meet the diverse needs of our members. Whether you are seeking individual coverage or coverage for your family, MedNet will work diligently to find an option that aligns with your preferences and budget.

With MedNet as our trusted partner, you can rest assured that your medical aid/insurance needs will be catered to with the utmost professionalism and care. Their commitment to excellence and customer satisfaction is in perfect harmony with our own values, further reinforcing our confidence in this collaboration.

As we embark on a new year filled with possibilities and challenges, we encourage you to take advantage of the support and expertise that MedNet offers. They will assist you in navigating the landscape of medical aid/insurance, ensuring that you are equipped with the coverage necessary to safeguard your well-being and provide peace of mind.



MedNet has partnered with Z.P.G.A. to bring you packages designed specifically for hunters and guides

If you're feeling anxious about the steep expenses associated with medical treatment and the possibility of being left with a significant shortfall, the MedNet team has got you covered. We offer medical insurance solutions that will give you and your family the peace of mind you deserve. With our expertise in healthcare, you can rest assured that you'll be properly taken care of.

Our medical insurance packages encompass various options that can be utilised across Zimbabwe and South Africa, providing you with access to top-notch medical facilities, physicians, and experts. The program covers local and cross-border emergency evacuation via both air and road ambulance, in-hospital services, chronic diseases, cancer treatment, and everyday medical expenses such as doctors visits, dental care, optical services, and prescription medication.























Z.P.G.A. Diary

January 2024

• Thur 11th - Sun 14th

- DSC Show

• Fri 19th - Sun 21st

- Houston Safari Club Show

• Thur 25th

- Z.P.G.A. Talks Vic Falls

• Fri 26th

- Z.P.G.A. Talks Bulawayo

• Wed 31st - Fri 2nd

- SCI Nashville Show

February 2024

• Fri 9th

- Z.P.G.A. Talks Harare

• Fri 16th - Sat 24th

- LPH Course (Bubye Valley Conservancy)

March 2024

• Thur 21st

- Z.P.G.A. Talks Vic Falls

• Fri 22nd

- Z.P.G.A. Talks, Harare, Bulawayo

May 2024

• Thur 9th - Sat 11th

- Durban Indaba

• Thur 16th

- Z.P.G.A. Talks Vic Falls

• Fri 17th

- Z.P.G.A. Talks, Harare, Bulawayo

July 2024

• Thur 18th

- Z.P.G.A. Talks Vic Falls

• Fri 19th

- Z.P.G.A. Talks, Harare, Bulawayo

September 2024

• Thur 19th

- Z.P.G.A. Talks Vic Falls

• Fri 20th

- Z.P.G.A. Talks, Harare, Bulawayo

November 2024

• Thur 7th

- Z.P.G.A. Talks Vic Falls

• Fri 8th

- Z.P.G.A. Talks, Harare, Bulawayo

"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





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

Discount Rate Providers:

Remember to show your Z.P.G.A. Membership card to get a discounted rate at the following participating outlets.







Participating companies include:

- AP & L Workwear
- Autoworld 4x4
- **Avondale Guest House**
- Barons Motor Spares
- Courteney Boot Company
- Four Wheels Auto
- Harris Auto Parts
- The Bayete Collection
- Musketeers Guest House
- Pro 4x4
- Rossi Tyres
- Safari Canvas
- Shearwater VIP Club Shongwe Lookout
- The Orange Elephant
- Toyota Zimbabwe Pvt Ltd
- Trophy Consultants International (TCI) Widency Upholstery
- Wild Horizons

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

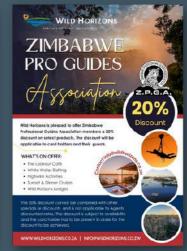












It pays to be a Member of the Z.P.G.A. for further information visit www.zpga.org/get-involved/zpga-member-benefits







MEMBERSHIP

Membership Statistics - 2024

It's a collaborative effort

Z.P.G.A. Members Breakdown by Qualification



Number of Members	Qualification	Z.P.G.A.
84	ASSOCIATE	
2	ASSOCIATE LIFE MEMBER	
10	CONSERVATION PARTNER	
13	CUBS	
67	FULL PG	
154	FULL PH	
1	HONORARY ASSOCIATE LIFE MEMBER	
6	HONORARY LIFE MEMBER	
5	INDUSTRY SERVICE PROVIDER	
104	LPH LICENSE	
4	RESTRICTION	
Monday, 01 January 2024		Page 1 of

















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

2023 ended with an active membership of 444

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

The largest membership the Association has had to date!

Homemade chili con carne:

BY LAURA SMITH

Ingredients:

- 1 lb (450g) ground beef
- 1 onion, finely chopped
- 3 cloves of garlic, minced
- 1 red bell pepper, diced
- 1 jalapeño pepper, finely chopped (optional for spice)
- 1 can (14 oz/400g) kidney beans, drained and rinsed
- 1 can (14 oz/400g) diced tomatoes
- 2 tablespoons tomato paste
- 1 cup beef broth
- 1 tablespoon chili powder
- 1 teaspoon ground cumin
- 1 teaspoon paprika
- 1/2 teaspoon dried oregano
- Salt and pepper, to taste
- Olive oil, for cooking

Optional toppings:

- Shredded cheese
- Sour cream
- Chopped fresh cilantro
- Sliced jalapeños
- Sliced avocado

Instructions:



- 1. Heat a drizzle of olive oil in a large pot or Dutch oven over medium heat. Add the ground beef and cook until browned, breaking it up with a spoon or spatula.
- 2. Add the chopped onion, minced garlic, diced red bell pepper, and jalapeño pepper (if using). Sauté for a few minutes until the vegetables soften.
- 3. Stir in the chili powder, ground cumin, paprika, dried oregano, salt, and pepper. Cook for another minute to allow the spices to bloom and release their flavors.
- 4. Add the tomato paste and stir well to coat the meat and vegetables. Cook for a minute or two to cook off the raw taste of the tomato paste.
- 5. Pour in the diced tomatoes and beef broth. Stir in the drained and rinsed kidney beans. Bring the mixture to a simmer.
- 6. Reduce the heat to low and let the chili simmer, uncovered, for about 45 minutes to an hour, stirring occasionally. This will allow the flavors to meld together and the chili to thicken.
- 7. Taste and adjust the seasoning with salt and pepper according to your preference.
- 8. Serve the chili con carne hot, garnished with your choice of toppings such as shredded cheese, sour cream, chopped fresh cilantro, sliced jalapeños, and sliced avocado. It pairs well with rice, cornbread, or tortilla chips.

Enjoy your homemade chili con carne!

"Cooking is the art that we savor, and when shared with friends, it becomes a masterpiece of joy and connection."









Members Photo Gallery - Water Monitor



Z.P.G.A. Talks 2024

We launched the Z.P.G.A. Talks in 2022. A series of 18 captivating talks held across 3 vibrant cities. During 2023 we again set out to bring interested persons together, reflecting upon the past year, we can confidently say that it has been an extraordinary triumph. These talks were meticulously crafted to unite our community, fostering growth through the power of shared knowledge. The presentations were not only enjoyable but also enlightening, serving as a catalyst for lively discussions, active engagement, and a beautiful exchange of ideas. With such a remarkable response in 2023, we eagerly anticipate an even more remarkable participation in 2024, as we continue to inspire and empower through the magic of "Z.P.G.A. Talks".

Don't miss out on the talks we have planned for 2024!

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

The 2024 dates are as follows:

Date

- January, Friday 26thMarch, Friday 22nd
- May, Friday 17th
- July, Friday 19th
- September, Friday 20th
- November, Friday 8th

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





An event put on by the Z.P.G.A., open to the community, embraced by all.

> **2023 Stats** 18 Z.P.G.A. Talks 1, 870 participants



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





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A SUMMARY OF THE COVER IS:

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 - 24 HOUR PERSONAL ACCIDENT COVER, WHICH INCLUDES 'PROFESSIONAL HUNTING' ACTIVITIES
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- SCHEMES
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 - TEMPORARY TOTAL DISABLEMENT
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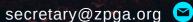
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REGISTRATION:

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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

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January in Zimbabwe

By John Laing

In Zimbabwe's golden land, where wonders reside,
January arrives with a gentle stride.
A tapestry of colours, vibrant and bright,
Welcoming the year with radiant light.

As the sun ascends in the azure sky,
Hope and dreams awaken, reaching high.
The land awakens from its slumber deep,
Embracing the promises the new year shall keep.

In the heart of Zimbabwe, nature's embrace,
A symphony of life, with each vibrant trace.
The mighty Zambezi roars with sheer delight,
As Victoria Falls cascades, a breathtaking sight.

The air carries whispers of the sweet-scented blooms,
Painting the landscapes with nature's perfumes.
The baobab trees stand tall with ancient grace,
Guardians of wisdom, a sacred space.

January's arrival brings renewal and cheer,
A time to reflect and let go of fear.
The people unite, hearts beating as one,
Embracing the new year, under Zimbabwe's sun.

In the bustling cities, life's rhythms unfold,
As dreams and aspirations are courageously bold.
Entrepreneurs and visionaries pave the way,
Building a future that will never stray.

From Harare's vibrant streets to Bulawayo's charm,
Zimbabwe's spirit shines, strong and warm.
With resilience and strength, they face each day,
Nurturing a nation, come what may.

January's dawning in Zimbabwe's embrace,
Brings forth a sense of hope and grace.
A fresh canvas, waiting to be painted anew,
With dreams to chase and aspirations to pursue.

So let us honor the spirit of Zimbabwe,
As January unfolds, like a symphony.
May the year ahead be filled with joy and cheer,
As we embrace the beginning, with hearts sincere.

In Zimbabwe's embrace, the year takes flight,
Guided by dreams and visions, shining bright.
January whispers of endless possibilities,
In the land of Zimbabwe, where hope forever frees.



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 Laing 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 John Laing chairman@zpga.org
- Z.P.G.A. Vice Chairman Pete Fick legal@zpga.org
 - Legal & Ethics
 - Guiding Code of Conduct
- Z.P.G.A. Secretary Nadine Laing <u>secretary@zpga.org</u>
- Z.P.G.A. USA & Zimbabwe Hunting Liaison Rob Lurie research@zpga.org
- Z.P.G.A. Finance John Laing finance@zpga.org
 - All payment issues
- Z.P.G.A. Marketing & Advertising John Laing marketing@zpga.org
 - All branding including 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
 - All Exam related issues
 - Volunteering
- Z.P.G.A. Research Rob Lurie <u>research@zpga.org</u>
 - 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

"The Z.P.G.A.
committee stands
united, dedicated to
serving and
supporting you on
your journey."



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