

OFFICIAL NEWSLETTER FOR THE

ZIMBABWE PROFESSIONAL GUIDES ASSOCIATION

JUNE 2025

/ Vol. 6

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From the Chairman's Desk:

Dear Members,

As always, there's a lot happening behind the scenes at Z.P.G.A.

This month, we're pleased to announce the completion of our new Z.P.G.A. Database, developed to capture lion and leopard aging criteria. Phumuzile Nyoni has been working diligently from her workstation at TCI, transferring paper-based records into this digital platform. Her efforts are greatly appreciated.

The aim of this system is to provide real-time access to hunt returns, enabling us to better support our members, particularly in following up on cases where export permits have not been completed. Additionally, with the new reporting functionality, we'll be able to assess the average ages of harvested animals. This data will allow us to engage more effectively with Parks, using documented evidence to track annual trends and ensure sustainable practices.

You'll also notice an article on Ethics featured on page 6 of this newsletter. The Executive Committee has received an unusually high number of calls from across the country regarding the matters raised in that piece. We encourage all members to read the article carefully and to discuss these issues within your own teams and areas of operation. If you require support or guidance, please don't hesitate to reach out to the Executive Committee, we are here to assist.

We're also pleased to confirm that our POTRAZ licensing for 2025 and 2026 has been finalized. This process takes considerable time and attention to detail, so we're very happy to have it completed.

In addition, the Loss of Income Insurance offered by Acacia has seen strong support this year. It's encouraging to see more members recognizing the importance of having appropriate coverage, not only for medical emergencies but also for income protection. The increased uptake is a very positive development.

As always, if anyone needs assistance or support of any kind, please don't hesitate to get in touch.

Warm regards,

John Laing
Z.P.G.A. Chairman

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Welcome to the "Leopard and Lion Age Class Assessment" Database

[Open Hunt Information](#)

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Please note: Assessment for Age Class of all Leopard and Lion Trophies is obligatory before export.

This Age Class determination has been conducted by an Authorised assessment team guided by a trained Principal Assessment Co-ordinator, as declared.

These records, serve as formal acknowledgement of assessment of the Leopard and Lion trophies. A copy of the data will be forwarded to ZNPWA for ratification and export processing of the trophies, as indicated by the TRAS 2.

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- 2. INCREASED FUNDING EFFICIENCY** By eliminating unnecessary costs and complexities, we're ensuring that donor funds reach the intended recipients.
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**Members Photo Gallery
- Crocodile -**



ETHICS ARE EVERYTHING – A CALL FOR ACCOUNTABILITY

By John Laing

During Lance Nesbitt's tenure as Chairman of the Z.P.G.A., the phrase "Ethics Are Everything" became part of our identity. While it has sparked some debate, particularly around its grammar, the choice was intentional and meaningful.

In drafting our Code of Conduct, we intentionally chose the plural form "are" to reflect the many dimensions of ethical behavior that shape and define our profession.

"Ethics Are Everything" is more than a slogan. It's embroidered on our shirts, printed on our stationery, and visible across our website and social media. Most importantly, it shapes how we are seen as members of the Zimbabwe Professional Guides Association.

Yet recent reports from across the country are deeply concerning. Members proudly wearing the Z.P.G.A. badge, bearing the Zimbabwean flag on their shoulders have been seen violating the very Code of Conduct that defines and unites us. The following issues have been raised:

Disturbance of wildlife - Concerns have been raised about guides approaching painted dog dens with guests, allegedly causing the animals to abandon their sites. We recognise that this is one side of the story and are actively looking into the matter. Until all facts are established, we urge members to exercise the utmost care and avoid any behaviour that could disturb sensitive wildlife.

Unsafe guiding practices - We've received reports of learner guides conducting walking safaris in dangerous game areas without a qualified professional guide present, relying solely on National Parks rangers for oversight. This practice is both unsafe and against protocol. The presence of a qualified professional guide is not optional, it is earned through experience and examination, and it is essential for guest safety and ethical conduct.

Overcrowding on foot - In certain areas, particularly open floodplains, there have been occasions where several guides and their guests have gathered on foot to view key sightings, such as painted dogs. While these moments are often shared in good spirit, with mutual respect and coordination, the perception from the outside can be troubling. Large numbers of people around endangered or high-profile species can lead to unintended stress for the animals and raise concerns about our guiding standards. Even with the best intentions, we must remain aware of how our presence is viewed and the example we set.

Off-road driving violations - We've received reports of significant off-road driving in protected areas involving both professional and learner guides. While we understand the pressures that come with delivering exceptional sightings, we must remind all members to strictly adhere to Parks regulations. These rules are in place to protect the environment and uphold the integrity of our profession. We urge everyone, especially learner guides, to stay on designated roads and remain focused on earning their qualifications the right way.

These incidents don't just affect individual reputations, they risk undermining the trust of our clients, the integrity of our industry, and the image of Zimbabwe's tourism sector on a global stage. As professional guides, we must be mindful of the ripple effects our actions can have.

We also recognise that not all missteps stem from ill intent. Some may arise from pressure, inexperience, or a lack of mentorship. That's why we are committed to creating an environment of support and continuous learning. We encourage all members, especially learner guides, to seek guidance when in doubt. Asking questions or requesting mentorship is a sign of professionalism. Ethical clarity is not just a responsibility, it's a strength.

We must also foster a culture of peer accountability. If you witness conduct that contradicts our Code of Conduct, we urge you to report it through the appropriate channels. Protecting our profession and our wildlife heritage depends on our willingness to speak up and support one another in doing what's right. Silence enables misconduct to persist; integrity demands courage.

It should be remembered that from the day we receive our learner licenses to the moment we qualify as professionals, we carry a shared responsibility: to be ambassadors for Zimbabwe's wildlife and natural heritage. This role demands integrity, humility, and a consistent commitment to ethical conduct.

Let us also take pride in what we have built together. Our community of guides is respected around the world for its knowledge, skill, and passion. Let us honour that legacy by holding each other, and ourselves, to the highest standards. We are stewards of Zimbabwe's wild heritage, and our actions should always reflect that privilege.

Protecting our wild places for future generations depends on our collective commitment to integrity. Upholding the highest ethical standards, individually and as a community, is not just expected. It is essential to the legacy we leave behind.

"Ethics Are Everything" is more than a motto, it's the foundation of our profession and the reputation we all share. Let's continue to honour it in our actions, every day, in every decision we make.



"Respect and nurture our environment and all its inhabitants, not for personal gain, but out of the reverence it rightfully deserves."

My Heart Soars: Growing Up with a Zimbabwean Guide as a Parent

By Cassia Laing (9 yrs Old)

When you're a kid, the world is like a giant treasure chest waiting to be explored. And when your mom or dad is a cool guide in Zimbabwe who knows all about safaris, that treasure chest becomes even more magical!

Being the child of a safari guide is like having a superhero by your side every day. My parents are my protectors, ready to catch me if I stumble and to kiss away any boo-boos. Their love wraps around me like a fuzzy blanket, and I feel super lucky to have them.

They've taught me awesome things - like the names of all the animals and trees, and how amazing nature is. They even taught me how to run really fast, like a cheetah! When I'm in a race, their cheers make me feel like I can do anything.

Sometimes, when things get tough, I think about all the times they helped me. Remembering their love gives me the courage to keep going because I know I'm stronger than I think. Having a parent from Zimbabwe is the best thing ever!

To my amazing parents, I just want to say: I love you both so much! Thank you for making me brave, curious, and full of love for our incredible world.

And to all the other kids out there with moms and dads who know all about safaris and wildlife, I hope you feel as proud, strong, and loved as I do.

Let's celebrate the moms and dads who guide us through life's wild adventures, just like they guide us through the awesome Zimbabwean wilderness!



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the Safari Moms
and Dads out
there this June!**

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“BOUND BY A SHARED VISION AND A SINGLE, UNWAVERING VOICE, WE LIFT EACH OTHER UP— DETERMINED TO PROTECT OUR NATURAL HERITAGE, NO MATTER HOW RUGGED THE ROAD AHEAD.”



Fire and Fire Management in Zimbabwe's Wildlife Spaces

By John Laing

Fire is a natural and essential component of savanna ecosystems, including those found in Zimbabwe. When appropriately managed, fire contributes to ecological balance, promotes biodiversity, and sustains the health of grassland and woodland systems. However, uncontrolled wildfires pose significant threats to wildlife, habitats, infrastructure, and human livelihoods. As such, effective fire management strategies, including the creation of firebreaks and the implementation of controlled burning, are vital in Zimbabwe's wildlife areas.

The Ecological Role of Fire in Savannas

Savannas, which dominate much of Zimbabwe's lowveld and mid-altitude areas, evolved with fire as a key ecological driver. Fire plays several important roles:

- **Vegetation Regeneration:** Fire clears dead plant material, returning nutrients to the soil and stimulating new growth in grasses and shrubs.
- **Habitat Maintenance:** Regular burns prevent bush encroachment, maintaining open grasslands that are crucial for grazers such as impala, zebra, and wildebeest.
- **Biodiversity Support:** Controlled fire regimes create a mosaic of successional stages, supporting a diverse array of plant and animal species.
- **Pest and Disease Control:** Fire can help control ticks and other disease vectors that affect both wildlife and livestock.

Despite these benefits, fire must be used judiciously. Poorly timed or overly intense fires can destroy tree cover, harm animal populations, and degrade soil quality.

The Need for Firebreaks and Fire Guards

One of the most critical fire management tools in Zimbabwe's wildlife areas is the establishment and maintenance of firebreaks and fire guards. These are cleared or ploughed strips of land designed to stop or slow the spread of wildfires.

Key functions include:

- **Containment of Wildfires:** Firebreaks serve as physical barriers that interrupt fuel continuity, helping to contain accidental or natural fires.
- **Protection of Infrastructure:** Fire guards protect ranger stations, lodges, and other infrastructure from encroaching flames.
- **Safe Zones for Animals:** Strategically placed breaks can offer refuge areas for wildlife during intense fires.
- **Facilitation of Controlled Burns:** Firebreaks help define boundaries for prescribed burns, ensuring safety and precision.

Best practices recommend that firebreaks be at least 3–5 meters wide, regularly maintained, and cleared of flammable material before the fire season.

Controlled Burning for Ecosystem Health

Controlled or prescribed burning is the deliberate use of fire under specific environmental conditions to meet ecological and management objectives. In Zimbabwe, this is especially important for:

- Promoting New Growth: Burning early in the dry season encourages the sprouting of nutritious grasses for herbivores.
- Reducing Fuel Loads: Removing dry biomass limits the intensity of potential wildfires later in the season.
- Managing Invasive Species: Certain invasive plants can be suppressed through targeted burns.
- Enhancing Visibility and Access: Controlled fires improve visibility for monitoring wildlife and reduce the risk of poaching by clearing dense undergrowth.

It is essential that controlled burns be planned and executed by trained personnel, ideally in collaboration with local communities and relevant authorities such as the Zimbabwe Parks and Wildlife Management Authority (ZPWMA).

Challenges and Recommendations

Challenges:

- Lack of resources for fire guard maintenance
- Limited community awareness on fire management
- Climate change increasing fire intensity and unpredictability
- Inadequate coordination between conservation areas

Recommendations:

- Strengthen community-based fire management programs
- Invest in fire management training and equipment
- Promote early dry-season burning to reduce wildfire risk
- Integrate traditional knowledge with scientific approaches

Fire is not inherently destructive; when managed wisely, it is a valuable ecological tool. Zimbabwe's wildlife spaces stand to benefit greatly from proactive fire management through the use of firebreaks, fire guards, and well-planned controlled burns. A balanced approach that respects both ecological processes and human safety will ensure the long-term resilience of savanna ecosystems and the wildlife they support.



“Responsible Fire Management”

MEDNET Healthcare Consultants

It is always 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.

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Z.P.G.A. Diary

July 2025

- Thur 17th – Z.P.G.A. Talks Vic Falls
- Fri 18th – Z.P.G.A. Talks Byo & Hre

September 2025

- Thur 11th – Z.P.G.A. Talks Vic Falls
- Fri 12th – Z.P.G.A. Talks Byo & Hre
- Sun 14th – Shooting Proficiency (Hre)
- Mon 15th – Oral Interviews (Hre)
- Tue 16th – LPH written exam (Hre)
- Wed 17th – LPH written exams (Hre)

October 2025

- Sun 26th to Tue 28th – U. Zam Canoeing proficiency

November 2025

- Sat 1st to Fri 7th – Proficiency Examination
- Thur 6th – Z.P.G.A. Talks Vic Falls
- Fri 7th – Z.P.G.A. Talks Byo & Hre
- Fri 21st – Z.P.G.A. AGM
- Sat 22nd – Z.P.G.A. Safari Dinner

“Something missing? Keep us informed by sending an email to marketing@zpga.org”

“Embrace the beauty of today, for it holds the seeds of tomorrow's memories.”



Ethics Are Everything!

MEMBERSHIP

Membership Statistics - 2025

It's a collaborative effort

Z.P.G.A. Members Breakdown by Qualification	
Number of Members	Qualification
83	ASSOCIATE
3	ASSOCIATE LIFE MEMBER
11	CONSERVATION PARTNER
9	CUBS
53	FULL PG
143	FULL PH
8	HONORARY LIFE MEMBER
5	INDUSTRY SERVICE PROVIDER
93	LPH LICENSE
3	RESTRICTION

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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
- 2024 ended with an active membership of 442

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

Our Association continues and deliver!

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.

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an application form

T-Bone Steak Recipe (Pan-Seared & Oven-Finished):

BY LAURA SMITH

Ingredients

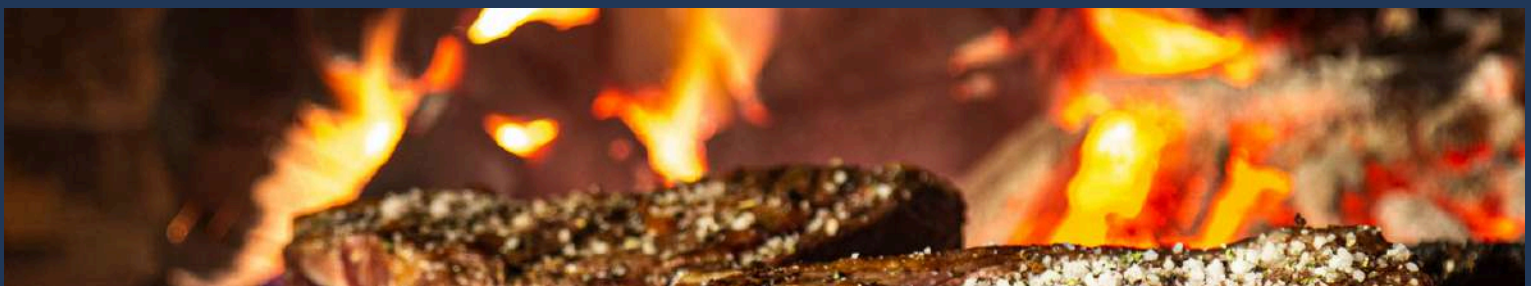
- 1 large T-bone steak (1–1.5 inches thick, about 1–1.5 lbs)
- 2 tablespoons olive oil or butter
- 2 cloves garlic, smashed
- 2–3 sprigs fresh thyme or rosemary
- Salt (kosher or sea salt), to taste
- Black pepper, freshly ground
- Optional: Crushed red pepper flakes or steak seasoning

Equipment

- Cast iron skillet or heavy oven-safe pan
- Tongs
- Oven (preheated to 400°F / 200°C)
- Meat thermometer (optional but recommended)
- Aluminum foil (for resting)

Instructions

1. Bring the Steak to Room Temperature
 - a. Take the steak out of the fridge about 30–60 minutes before cooking. Pat it dry with paper towels.
2. Season Generously
 - a. Rub both sides with olive oil, then season generously with salt and pepper (and any additional spices you like).
3. Preheat the Pan
 - a. Preheat a cast iron skillet over high heat until it's smoking hot. This helps form a beautiful crust.
4. Sear the Steak
 - a. Place the steak in the hot skillet and sear for 2–3 minutes per side until a golden-brown crust forms. Don't move it around, let it sear!
5. Add Aromatics
 - a. In the last minute of searing, add butter, garlic, and herbs to the pan. Tilt the pan slightly and baste the steak with the melted butter using a spoon.
6. Finish in the Oven
 - a. Transfer the skillet to the preheated oven and cook for 5–7 minutes for medium-rare, depending on thickness. Use a thermometer for accuracy:
 - i. Rare: 120–125°F (49–52°C)
 - ii. Medium-rare: 130–135°F (54–57°C)
 - iii. Medium: 140–145°F (60–63°C)
 - iv. Rest the Steak
7. Remove the steak from the oven and place it on a cutting board. Tent with foil and let it rest for 5–10 minutes before slicing. This allows the juices to redistribute.





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**
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What's in a Handshake?

By John Laing

There was a time, not so long ago, when a man's word was his bond, and a firm handshake sealed the deal. No grand ceremony, no polished contracts; just two people, standing face to face, reaching out with honesty, commitment, and trust. The terms were spoken, the details agreed upon, and the promise was sealed, not in ink, but in the strength and sincerity of a grip.

As the world evolved, so too did the nature of agreements. Deals grew larger, more complex, often spanning borders where language and culture differed. And so, the written contract emerged, not as a betrayal of trust, but as a bridge between strangers. Still, something was lost. For even the most precise contract can feel hollow without the human connection of a handshake. Without looking into another's eyes, how can we truly know the weight of our promises?

Today, we live in an age of unmatched convenience. Artificial Intelligence can craft contracts with flawless precision. Every clause, every contingency, neatly spelled out. Yet how many truly read them? How many understand the spirit behind the words? And while these documents may be legally sound, they are often void of something far more important, honour.

Even the act of signing has changed. No longer must we press pen to paper. No longer must we stand before one another and give our word. A click, a swipe, a digital mark, and it is done. Efficient, yes. But impersonal. Detached. Forgettable. And yet, the soul of an agreement, the essence of a promise, has never changed.

So perhaps, in a world moving ever faster, we must slow down. Perhaps it is time to return, not to the past, but to principles that never grow old. Let us once again look each other in the eye. Let us reach out with a firm grip, not just of hand, but of conscience. Let us make our promises not merely with signatures, but with sincerity.

Because at the end of the day, your word is not just a formality. It is your honour. It is your legacy. It is who you are.

And that... is what's in a handshake.

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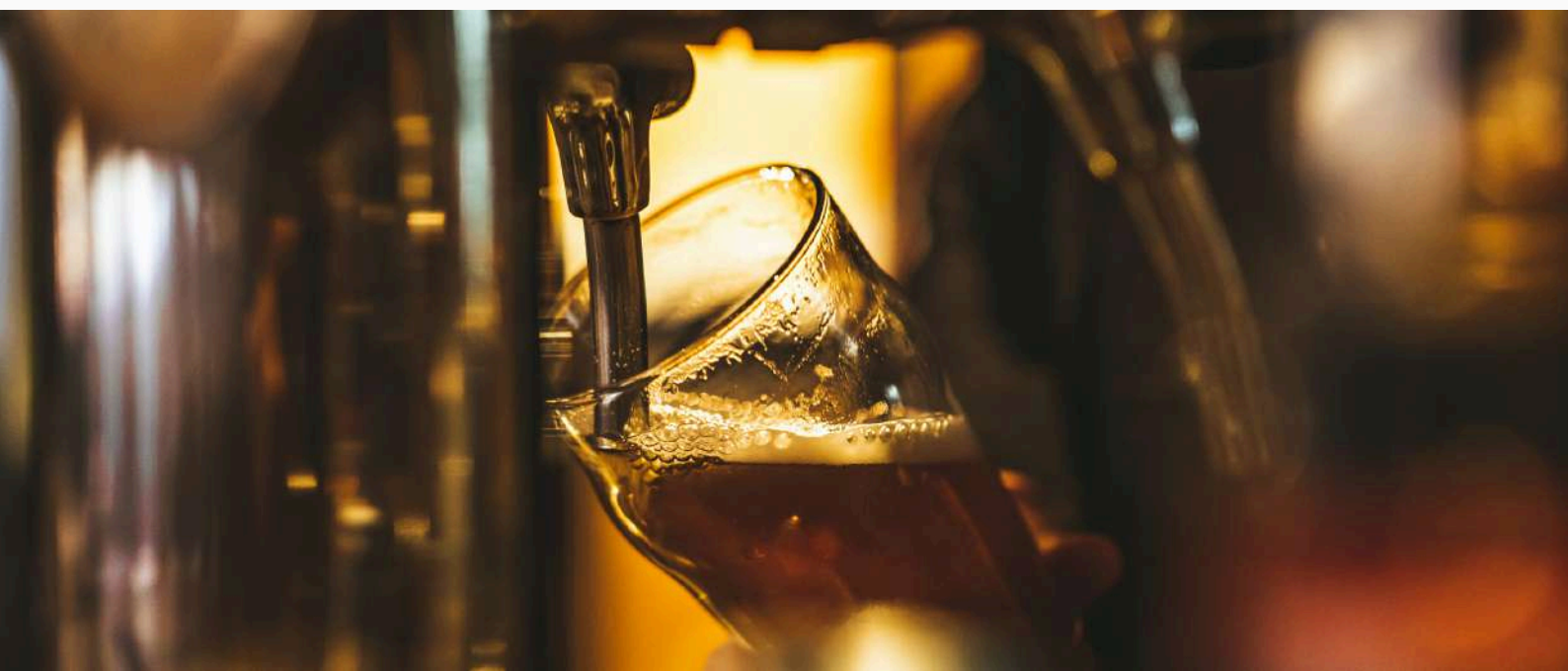
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ZBC Car Radio Listener's Licence & Spotlights

By Big Sky Supplies

ZBC Car Radio Listener's Licence

There's a great deal of confusion regarding the mandatory ZBC car radio Listener's Licence, since the publication of the Broadcasting Services Amendment Act on 23.05.25. However, we will try and show that the new regulations can be managed without too much pain. At the time of writing: what we know and what we don't know (yet!), can be read here <https://bigsky.co.zw/the-zbc-car-radio-listeners-licence/>

LED Light Bars and Spotlights

Both LED light bars and spotlights still attract a lot of interest at ZRP checkpoints.

Straight up, there is nothing written in law regarding LED light bars in Zimbabwe, however spotlights are clearly provided for in SI 129/2015, and subject to being fitted correctly, are perfectly legal.

Although there is nothing in written in law covering LED light bars in Zimbabwe, they were effectively banned during a crackdown by ZRP and VID in August, 2021.

To immediately reduce the chance of a roadside debate, our advice – based on feedback from many motorists, is to cover the LED light bar when not in use. Also ensure the light bar is mounted below the level of the headlights and is connected to a separate switch or is extinguished when the headlights are dimmed. Read more about the regulations here <https://bigsky.co.zw/vehicle-spot-lights-and-led-light-bars-in-zimbabwe/>

PS: An easy fix to cover the light bar is to cut a suitable piece of PVC pipe lengthways and slide this over the bar.

Safe journeys,
Sean Q. and the Big Sky Team

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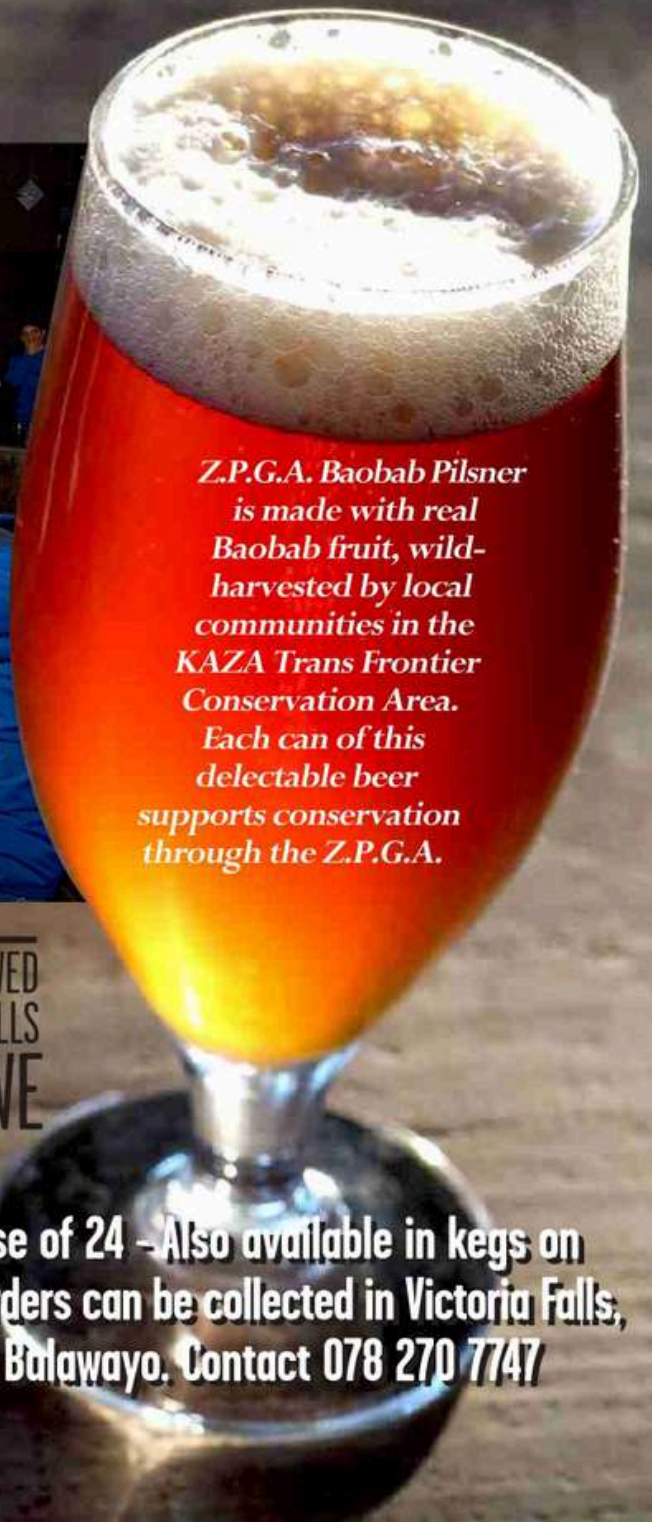
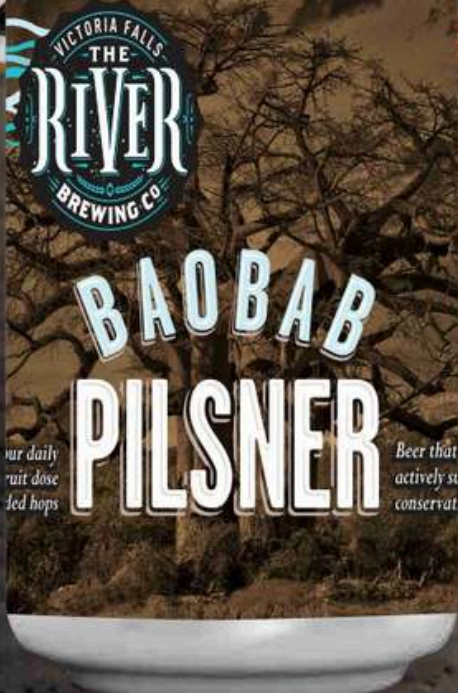


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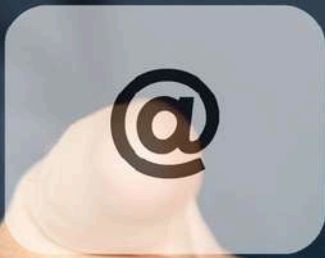
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SHOULD YOU REQUIRE ANY INFORMATION OR ASSISTANCE

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 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 - secretary@zpga.org
- Z.P.G.A. - Harare Office - Monica Sinclair - hreoffice@zpga.org
- Z.P.G.A. - Bulawayo Office - Paul Hubbard
- Z.P.G.A. - Victoria Falls Office - Zeb Laubscher
- 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
 - RIFA & SAVE Valley Conservancy initiatives
 - All Exam related issues
- Z.P.G.A. Next Generation - Ant Kaschula
- Z.P.G.A. – Research - Rob Lurie - 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. - Recruitment - Safari & Travel - safaritavelrecruitment@gmail.com

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



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