



The mission of the Zoological Society of Milwaukee is to conserve wildlife and endangered species, educate people about the importance of wildlife and the environment, and support the Milwaukee County Zoo.

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CEO's Letter



any things came to a halt during the pandemic, but threats to wildlife around the world have not slowed down. That's why the important conservation work of groups such as the Association of Zoos & Aquariums must continue. Building on our history of a deep commitment to conservation, the Zoological Society is creating new initiatives and enhancing existing programs to promote conservation locally and around the world. You can read about our conservation blueprint on page 6.

The Zoo's Animal Health Center is also fac-

ing a new beginning of sorts with several new staff members, including its two veterinarians. You can read about the new veterinarians and their plans for conservation work on page 12. Don't miss the sidebar about veterinary technician Zach Mills and his ongoing research and conservation work in Namibia.

Finally, the Zoological Society and Milwaukee County Zoo worked together this year on a new apprenticeship program through the nonprofit Teens Grow Greens (page 3). Our apprentice, a graduate of the Teens Grow Greens program, helped the Zoo's horticulture department keep the Zoo beautiful with seasonal plants and decorations and helped plan and plant pollinator-friendly gardens in the backyard of the Society's education building.

When you buy a Zoo Pass, you help support these conservation initiatives along with efforts to educate local families and support the Zoo. Read more about where your Zoo Pass money goes on page 14. We thank you for your continued support of the Zoological Society and hope to see you at the Zoo soon.

Be well.



Zoological Society President & CEO

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ON THE COVER: Humboldt penguin. Photo by Peter Zuzga

GROWTH IN A GARDEN

or most, gardening is an opportunity to grow nutritious treats and vibrant flowers. For Eh Kaw Moo, the Zoo and Zoological Society's first Teens Grow Greens apprentice, it has been an opportunity for personal and professional growth.

The Milwaukee County Zoo and Zoological Society launched the apprenticeship in spring 2020 in partnership with Teens Grow Greens (TGG), an agriculturally minded nonprofit dedicated to developing teens on the north and south sides of Milwaukee through transformative experiences that cultivate belonging, skill-building and connections to opportunities that grow leadership. The apprenticeship takes the

organization's emphasis a step further, encouraging TGG graduates as developing young professionals to learn project management and other critical job skills.

Eh is earning a business degree at the University of Wisconsin-Milwaukee. He was a standout member of Teens Grow Greens in high school and an obvious choice to be the first apprentice. "Eh is mature; he's somebody who is really driven to become better," says Charlie Uihlein, executive director of Teens Grow Greens. "He models through his work ethic as well as his actions. He's somebody who sees what he wants in the future, and he's going to do it. He's wonderful, somebody any organization would be happy to have."

Eh, who grew up in Thailand, joined Teens Grow Greens during his senior year of high school. "I want to start a business one day," he says. The Teens Grow Greens curriculum is divided into several units, including an entrepreneur unit.



Eh Kaw Moo helps transplant flowers in the Zoo's greenhouse.

Teens Grow Greens, launched in 2014, is increasingly prominent among the nonprofit community in Milwaukee, in part due to partnerships forged with organizations such as the Zoological Society. Ana Suson, the Society's education coordinator of middle and high school programs, says Eh facilitated the department's backyard beautification project. "We have garden beds that were recently installed in the backyard of the education building by Victory Garden Initiative," she says. "Eh used project management skills to manage those beds, planning the right bed layout, budgeting for materials, caring for the beds and communicating with different stakeholders. The garden was quite a success."

Since much of the Education Department's new, conservation-focused curriculum involves pollinators, Eh filled the garden beds with pollinator-friendly plants such as marigolds, coneflowers and zinnias so students can see real examples of these creatures up close. He also helped the Zoo's horticulture team maintain vegetation throughout the Zoo and install seasonal decorations. Eh created a portfolio to document his journey that includes what worked, what didn't work and what he would have done differently, a valuable tool for apprentices who follow in his footsteps.

Uihlein believes gardens are wonderful classrooms. "They stimulate curiosity and values," he says. "A plant has its own time, its own cycle. You've got to be patient, and then you get the payback." The correlation between growing a garden and achieving personal growth is not lost on Eh. "When you see how much you put in and see how much the plants grow, it feels great. I've learned skills to become a successful person."



ALIVE FOR 40 YEARS

n spring 1981, the very first issue of Alive magazine arrived in Zoo Pass member mailboxes. The magazine featured – who else? – Samson the gorilla on its cover, and its lead story mourned the death of the Zoological Society's first executive director, Walter E. Kroening. An imagined conversation on page 7 announced that the annual zoo picnic for members would now be free to attend but would for the first time include a charge for beer and soda.

Forty years later, the publication looks different but is still making its way to Zoo Pass members. The magazine keeps members updated concerning Zoo and Society news and the Zoological Society's efforts to conserve wildlife and endangered species, educate people about the importance of wildlife and the environment, and support the Milwaukee County Zoo.

The publication originally was black and white but switched to color in 1987. For several years in the 1980s and 1990s, it featured detailed paintings by Alive designer Jay Jocham. In December 1995, the Society launched a second publication, Wild Things, to focus on Zoo and Society events, Zoo Classes and other timely information. The first Alive calendar was issued in fall 2012, featuring the photography of longtime Zoological Society photographer Richard Brodzeller, who retired in 2017.

Over the years, Alive has modernized, adding an online version and links in the magazine. We recently redesigned Alive and Wild Things, creating a more contemporary look and aligning with current Society branding. But through it all, we remember our responsibility to our members to let them know how we're fulfilling our mission to conserve, educate and support the Zoo.

Thanks for reading.

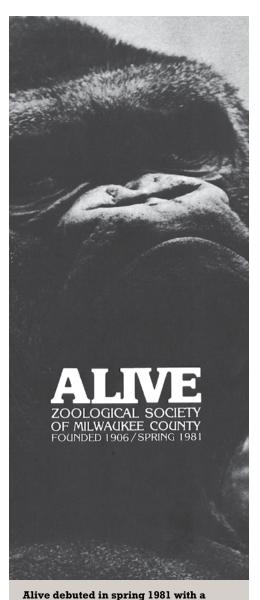
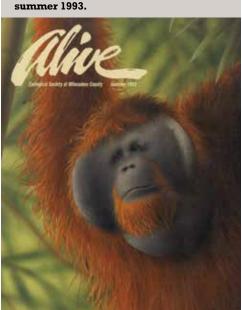
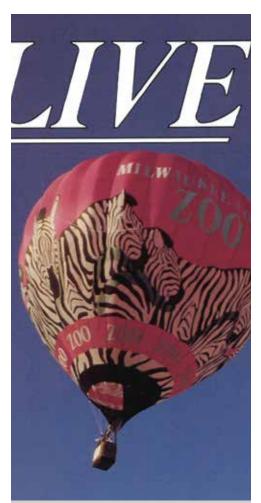


photo of Samson the gorilla on its cover.



Alive designer Jay Jocham painted dozens of Alive covers in the 1980s and 1990s, including these from summer 1991 and



The summer 1988 edition featured the Zoological Society's hot air balloon.
The Society bought the balloon in 1988 to help market the Milwaukee County Zoo, and it flew at many events and races. Eventually the cost of insurance proved too much, and the balloon was sold.

>H20 FOR ELEPHANTS

s there anything more fun than watching an elephant play with water? Now you can make that experience even better for African elephants Ruth, Brittany and Belle and the guests who watch them. The Zoological Society is raising money this year toward a new water filtration system in the Ladish Co. Foundation Watering Hole.

The watering hole is a marquee feature of the new elephant exhibit that opened in Adventure Africa in May 2019. It's 8 feet deep and large enough for all three elephants to submerge at the same time, although they haven't shown much inclination for that yet. What they really like to do is make mud wallows, says Erin Dowgwillo, elephant care coordinator. "They stand and get water in their trunk and then put it directly into their hole to make mud to cool off with and keep bugs away." They also like to drink from the watering hole, and Brittany likes to wash her hay in the water before eating

it. The filtration system, like the rest of the elephant exhibit, is part of the Zoological Society's capital campaign for Adventure Africa and a joint effort with Milwaukee County.

There is no filtration system in the watering hole now, so keepers must empty the pool, clean it and refill it weekly, Dowgwillo says. The process takes an entire day, and the elephants are kept inside during that time. The Zoo hopes to install a filtration system like the one in the hippo exhibit. With a filtration system, the keepers will only have to empty the pool two or three times a summer to clean out sediment. Not only will that save keeper time, but it also will save millions of gallons of water a year.

The result will be more outdoor time for the elephants, meaning more time for visitors to enjoy watching them frolic in their outdoor yard. Talk about a win-win.



BLUEPRINT FOR





iodiversity is a term you hear more and more in conservation discussions. It refers to the wide variety of living things in a habitat and how they are interconnected and work together to support an entire ecosystem. Biodiversity is also a theme for the work of the Zoological Society's Conservation Department. The department has created a blueprint for how it can bolster biodiversity in southeastern Wisconsin, across the Midwest and around the world.

Auriana Donaldson, conservation programs coordinator at the Zoological Society of Milwaukee, says biodiversity is a focus of the United Nations Environmental Council and many global conservation campaigns, such as 30x30, which aims to protect 30% of the planet's land and water by 2030. "We realized that while we are a zoo-based organization and we tend to focus on saving individual threatened and endangered species, it's really the whole of biodiversity that needs to be conserved." For example, if you want to save tigers, you also need to save the tigers' prey and habitat, which requires conserving many other plants and animals.

The Conservation Department aims to be a hub for biodiversity in southeastern Wisconsin by connecting, collaborating and advocating to preserve species and habitats and taking concerted conservation action. One way it can do that is by working with existing conservation groups to advocate for species of concern in southeastern Wisconsin such as the rusty-patched bumblebee, Poweshiek skipperling butterfly, monarch butterfly and little brown bat.

It's not a coincidence most of those are insects, Donaldson says. Pollinators like insects are crucial to our ecosystem because they help spread plants that provide food and shelter to animals and people. The Zoological Society is working with the U.S. Fish and Wildlife Service and other regional partners to see how it can help the endangered rusty-patched bumblebee. "The rusty-patched bumblebee used to be found across North America and Canada, and now you look at their range and much of it is southeastern Wisconsin," Donaldson says.

The Poweshiek skipperling, a tiny brown butterfly with yellow trim, has nearly disappeared from

Wisconsin. But several zoos are working to monitor and increase populations

in Michigan and Manitoba, Canada.
The Society could help reintroduce
the skipperling to prairie land in
Waukesha County.

Several keystone species are coming back to the Milwaukee area after decades of decline, including beavers and river otters, Donaldson says.

The Society hopes to work with the
Lincoln Park Zoo's Urban Wildlife Institute,
which studies the interactions between urban
development and natural ecosystems, to monitor

local wildlife. Data would be submitted to a global database working to mitigate human-wildlife conflict and learn more about urban-dwelling animals in our communities.

The Conservation Department is also planning to bring back a previous program to support local budding conservationists. Years ago, the Society offered grants to Wisconsin graduate students working in wildlife conservation all over the world. Over 14 years, the Society funded 170 proposals, from tracking timber wolves to conserving Panama bats to linking chemicals and animal behavior.



Auriana Donaldson, conservation programs coordinator

CONSERVATION







Donaldson studied grant recipients from 20 years ago and found that many of them are working in conservation leadership positions. "We have this proven method of support that's really bolstered this next generation of leaders." The program could not only support the pipeline of conservation talent in Wisconsin but also encourage people from underrepresented populations to enter the conservation field, Donaldson says. "Conservation always functions better with increased participation, diverse perspectives and more knowledge."

The department will continue to work on global conservation. The Society previously operated the Bonobo & Congo Biodiversity Initiative, which studied bonobos in the Democratic Republic of Congo, before transferring the program to the World Wildlife Fund in 2019. The Milwaukee County Zoo has

the largest population of bonobos in human care in the U.S., and Donaldson is secretary of the Bonobo Species Survival Plan®, which manages the populations of bonobos within the Association of Zoos & Aquariums and helps conserve bonobos in the wild.

The Society also is integrating more of its conservation work into education classes, teaching families and schools about the work it's doing, conservation careers and actions they can take right now to support biodiversity. "We're so focused on doing the work sometimes that we aren't focused on communicating about it," Donaldson says. "I honestly see that as being a huge part of my work and the work of the department, and I look forward to engaging with volunteers and the public on these important conservation issues."



Right: The Zoological
Society previously issued
conservation research grants
to hundreds of graduate
students, including Karen
Rabideaux, whose work
involved protecting piping
plover nests along
the Missouri River.

Far right: The Milwaukee County Zoo has the largest population of bonobos in the U.S. The Zoo and Zoological Society are active in the Bonobo Species Survival Plan to care for bonobos in human care and in the wild.

Photo by Joel Miller





BEAUTY ANDS

The Herb & Nada Mahler Family Aviary is a reminder of summer in the middle of winter.

Enjoy these photos of the aviary's birds from local photographers along with bird photography tips from Zoo photographer Joel Miller and freelance photographer Bob Wickland.



If possible, come on a sunny day to get more natural light.

Pale-mandibled aracari



Never use flash photography in the aviary. It can blind the birds and cause them to fly into objects or barriers.



Use a telephoto lens if possible, 70-200mm or better.



Cape
thick-knee
Photo by Kevin
Mointosh



Get low to shoot birds on the ground.



Use an anti-shake camera or lens if you have them.

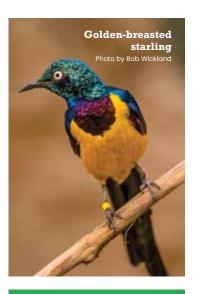
You can also use a tripod or monopod to reduce

camera shake.



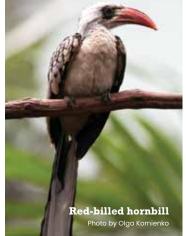
Use lenses with
wide apertures that
will let in more light,
preferably f2.8.
Wide apertures also
help you shoot past

Wide apertures also help you shoot past wire barriers, which will cause the wires to disappear from the photos.



Sometimes the birds don't cooperate.
Try coming back 30 minutes later to see if the bird moved into a different position.





Be patient! Try to anticipate the movement of the birds. Birds are so unpredictable that you need to be ready for that sudden movement. Set your focus points on the face of the bird and then keep that bird framed within those focus points when tracking the movement.



Try to avoid photographing birds close to the wire barrier as it can show up as faint lines in your photos.

Be aware of what is behind your subject. Try to avoid distractions in the background of your photo.



Have fun and experiment!

No photographer is the same – we all see things differently through the lens.

Find what works best for you.



Kids ALIVE WINTER 2021

Have you met Milja yet?

Milja is the Zoo's new snow leopard cub! Born to parents Orya and Asa, Milja arrived in spring 2020 and made her public debut in September. Snow leopards are a vulnerable species, so her birth is a big deal.

Snow leopards are known for their snow-colored fur, perfect for blending into their native habitat of the Himalayas. Cubs are dependent on their mothers. They usually stay in their den until they are 3 months old and live with their mothers until they are 2 years old. During this time, they learn how to hunt and be independent. Next time you visit the Zoo, keep an eye out for Milja!

Snow Leopard Face Painting:

Have you ever stared into the mesmerizing face of a snow leopard and wondered what it would be like to look like one? Wonder no more! You can transform into a snow leopard with this fun face painting activity.

MATERIALS NEEDED:

- Face soap
- · Wash cloth
- Face painting kit

INSTRUCTIONS:

- 1. Wash your face with warm water and soap. Pat dry.
- 2. Apply a layer of white face paint across the surface of your face.
- 3. Draw a snow leopard shaped outline on the perimeter of your face with black or brown face paint.
- 4. Color the tip and outer edges of your nose.
- Color your upper lip and draw a vertical line to the bottom of your nose.
- 6. Carefully apply dark circles around your eyes.
- 7. Trace your eyebrows.
- 8. Draw whiskers across your cheeks.
- 9. Apply spots across your chin, cheeks and forehead.

FOR REMOVAL:

Gently wipe away face paint with a clean washcloth, tissue or cotton balls. If necessary, wash away any remaining face paint with warm water and soap. Avoid harshly rubbing skin.

TIP:

Adult supervision is recommended when doing this activity. Wear clothes that can get messy.



Snow Leopard Sno Balls Instructions:

Snow leopards are some of the most elusive mammals on the planet. Most people will never see one of these majestic cats in the wild. But don't worry, you can bring some tasty snow leopard treats into your home by making your very own Snow Leopard Sno Balls!

INGREDIENTS:

- Hostess Sno Balls
- Black writing gel
- White icing
- Chocolate chips
- M&M's or colorful, round candy
- Hershey's Kisses (the Cookies 'N' Creme variety works best)

DIRECTIONS:

- Apply a chocolate chip to the center of the Sno Ball with white icing to make the nose.
- 2. Draw the whiskers and mouth with black writing gel.
- 3. Apply two M&M's, or a different type of round candy, above the nose with white icing to make the eyes.
- 4. Put a dot of black writing gel in the center of each eye to make the pupils.
- 5. Carefully cut the tip off a Hershey's Kiss, then cut it in half.
- Apply the cut side of the Hershey's Kiss pieces to either side of the head with white icing, with the bottom facing front to make the ears.
- 7. Place your Snow Leopard Sno Ball in the freezer for a few minutes to let the icing become firm.

TIP: Putting the Sno Balls in the freezer for a few minutes makes them easier to work with.

Cat-Libs:

At dusk on a	(adjective) December	day in the Himalayas,
a	_ (adjective) snow leopard named	(pick a
name) trotted down a trail of freshly fallen snow. As (repeat		
name) passed by	y a (type of tree) tre	ee, she heard a twig snap
behind her. Start	led, (repeat name)	spun her head around.
Through the fadi	ng light, she saw a set of	(color) eyes
peering over a _	(object found in a for	rest). She crouched low,
ready to	(verb). Before she could me	ake her move, she saw a
(adjective) tail spring into the air. Relieved,		
(repeat name) let down her guard, for she would recognize that tail anywhere.		
She was being sto	alked by her (adjec	tive) cub
(nick a name)		



r. Pamela Govett, the Milwaukee County Zoo's senior staff veterinarian, had been on the job just a few weeks when COVID-19 hit in March 2020. She hadn't met many of the zookeepers or worked with most of the animals. Many of her co-workers in the Animal Health Center were also new. The Zoo's previous veterinarians retired after more than 20 years at the Zoo each. As a result, the Zoo has welcomed new staff, including two new veterinary technicians, who will build on the department's previous successes and take its work to new levels.

The new staff had to come together quickly as a team. "It's been an exciting time of growth and opportunity," Govett says.

Meet the Veterinarians

The veterinary staff, including Govett and staff veterinarian Dr. Christy Rettenmund, come from a variety of backgrounds. Govett, who grew up in California and Arizona, specialized in aquatics and worked at the New England Aquarium and then Atlantis Resort in the Bahamas helping dolphins affected by Hurricane Katrina. Later she taught veterinary students at Western University in California and worked as a relief veterinarian for zoos and aquariums across the U.S., including the San Diego Safari Park, Disney's Animal Kingdom, the Shedd Aquarium and Brookfield Zoo.

For Rettenmund, coming to Milwaukee was a homecoming. 12 She grew up in a rural area near Madison and recently

moved back to Wisconsin to be closer to family after spending the last three years at the Maryland Zoo in Baltimore. She wanted to be a veterinarian since she was in preschool. Originally she wanted to be a large animal veterinarian, but then she got a chance to shadow people working at a zoo. "Once I saw the variety out there and how many things I could do, I really wanted to work in a zoo." She loves birds of all kinds and reindeer, also known as caribou.

Adjusting to COVID

"It's been an exciting time of growth and opportunity," Govett says.

When the pandemic hit in March, veterinary clinics nationwide worried about a potential shortage of personal protective equipment and medical supplies. The Zoo's Animal Health Center limited procedures to only the essentials and reduced contact with animal care staff, Govett says.

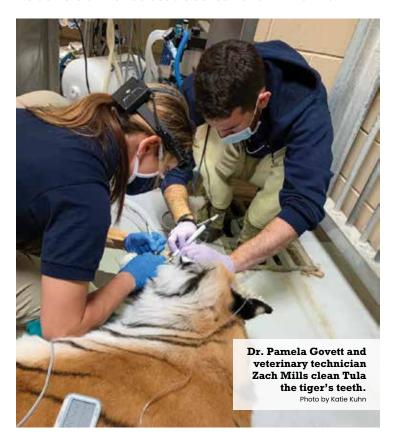
The team also had to take extra care with animals that could be susceptible to COVID, such as primates and big cats. Employees had to carefully monitor their own health, Rettenmund says. "Before you would always work sick, no matter what, because the animals need you. Whereas now if you have a sniffle, you don't come in."

Now there is less concern about supply shortages, so the veterinary team is back to performing less-urgent procedures and preventative care. Some of the most significant procedures in 2020 included cataract surgery on a penguin, removing a mammary mass from Jenny the lemur and

hand raising Bosco the seal pup, Govett says. "Seeing the team evolve from the first time they worked together to immobilize a polar bear for root canals, to now seeing them work, it's been remarkable to watch."

Looking to the Future

Govett also is planning the department's future, including an increased emphasis on conservation and research. The Zoo's previous veterinarians, Dr. Roberta Wallace and Dr. Vickie Clyde, both pursued projects they were passionate about, but Govett wants to identify projects the staff can work on together. She is laying the groundwork for keeper staff to locally repatriate endangered animals, such as Blanding's turtles, meaning the Zoo would hatch and raise the animals and then release them into their natural habitats. She even hopes to get Zoo staff involved in conservation work in southern Africa. "There's an opportunity for the entire zoo to get involved. It's important that the work we do here at the Zoo assists conservation in the wild."





A WILD BACKGROUND



The Animal Health Center looks quite different from veterinary technician Zach Mills' usual work setting. Mills joined the Zoo staff on June 1.

Mills' career so far has focused on field research and conservation of large mammals. He is earning a graduate degree at the University of the Witwatersrand in Johannesburg, South Africa, where he is studying spotted hyena physiology in extreme environments in northern Namibia. Specifically, he is studying how extreme heat and aridity influence hunting decisions in these endurance runners and is concerned that extreme conditions may prevent young males from finding new clans with potential mates.

His new role at the zoo integrates his veterinary and wildlife backgrounds while expanding his animal care skills, he says. He has worked in environments where the staff wasn't adequately trained on medical care for the animals. He believes his zoo experience will help him better advocate for those patients. "Zoos do a great job of talking to the public and getting people excited about animals. I see it as a medium through which I can share my excitement for conservation while advocating for animals that are ambassadors for their species."

The work has brought plenty of challenges so far, he says. "I like going from a procedure on an octopus to another on a snake, to another on a bird, to another on a polar bear, all in a day's work. That's exciting."



ZOO PASS SUPPORT

hen you buy a Zoo Pass, you get an incredible value allowing your family to visit the Zoo as often as you like. But did you know that you also help support the mission of the Zoological Society? Your purchase helps us provide critical financial support to the Milwaukee County Zoo and lead the way in conservation and education efforts. (It's also largely tax deductible!) Here are just a few examples of what your Zoo Pass supports:



Half of Zoo Pass revenue goes directly to the Milwaukee County Zoo in cash. In 2021, the Zoo's expected revenue from Zoo Pass represents 18% of its budget. This revenue goes to the Zoo's general operating budget, but the amount represents most of the annual personnel costs of the animal care staff, according to Zoo Director Chuck Wikenhauser. That includes the zookeepers and veterinary staff who keep the Zoo's 2,100+ animals happy and healthy.

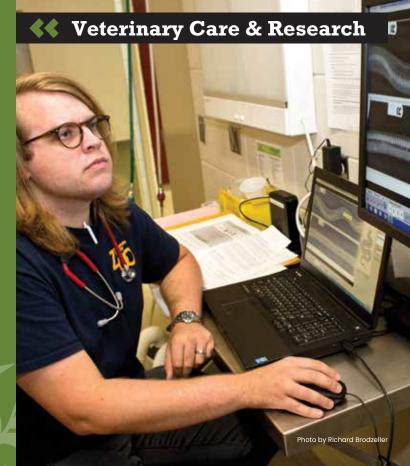
"Animal care staff are considered essential employees and are exempt from hiring freezes, meaning that the

Zoo can always maintain a full animal care staff to keep animal welfare a priority," Wikenhauser says. "The revenue from the Zoological Society's membership fees helps to make that possible."



The Society supports two veterinary residencies at the Zoo's Animal Health Center for students at the University of Wisconsin School of Veterinary Medicine. These residents contribute to the excellent care of the Zoo's animals while getting hands-on experience in their field. "It's a great partnership," says Dr. Christy Rettenmund, Zoo staff veterinarian. "They have all the brand-new knowledge and cutting-edge techniques that they just learned at veterinary school, and we share our years of experience working with these species."

We also support the Zoo's participation in the Great Ape Heart Project based at Zoo Atlanta. Heart disease is a major problem for great apes in human care, and this is the first coordinated clinical approach to the issue. The project recently won the Association of Zoos & Aquariums' inaugural Research Award. The Milwaukee County Zoo was among the first zoos to use finger cuffs on awake bonobos to measure blood pressure and train awake bonobos for echocardiograms, helping the zoo determine prevention and treatment methods without the need for anesthesia.





The Zoological
Society aims to
inspire and empower
all members of the
community to take
conservation action.
We reach more than
250,000 children
and adults per year
through our Zoo



Classes and Camps, Kohl's Wild Theater and school programming. Many of our educational efforts involve partnerships with local organizations, including:

- Milwaukee Public Schools. Our Early Childhood Partnership brings parents and young children together for outdoor nature play and family bonding.
- Local community centers. Each summer, several centers bring children to our Zoo Summer Camps who might not otherwise be able to participate.
- Big Brothers Big Sisters. Every year, we offer "Bigs" and "Littles" the opportunity to participate together in select Zoo Classes and Camps free of charge.
- Teens Grow Greens, a nonprofit that helps teens develop leadership skills while learning to grow their own food. The Zoo and Zoological Society hosted their first Teens Grow Greens apprentice in 2020. (See page 3 for more information.)



The Zoological Society facilitates conservation action locally and around the world. The Society is launching new efforts to conserve habitats in southeastern Wisconsin and the animals that live there, including the rustypatched bumblebee and monarch butterfly. (See page 6 for more information on the Society's conservation work.)

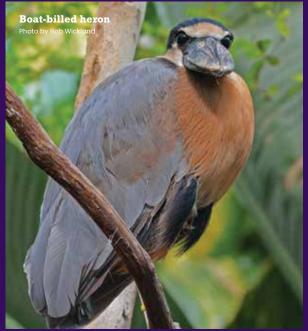
We also support the conservation and research work of staff at the Milwaukee County Zoo. Keepers are involved in conservation around the world, from tracking migratory birds on the Zoo grounds to studying giraffes in Namibia to working with The Belize Zoo to protect jaguars and tapirs in Central America.



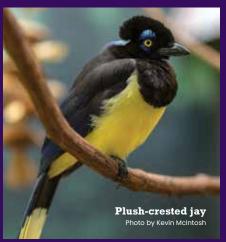
*BEAUTY OF BIRDS

Take a virtual stroll through the Herb & Nada Mahler Family Aviary and read our photographers' best tips for photographing birds on page 8.















Zoological Society of Milwaukee 10005 W. Bluemound Rd., Milwaukee, WI 53226-4383

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It can be recycled at local stores or at Guest Services inside the Zoo.

