

A close-up photograph of a caracal cat's face, showing its large, pointed ears and light brown fur. The cat is looking slightly to the left. The background is blurred, showing some green grass and brown earth.

WELLINGTON ZOO 2014-15  
**annual  
report**

WELLINGTON

**ZOO**

# STRATEGIC DIRECTION

## OUR DREAM

To be the best little zoo in the world.

## OUR PURPOSE

We encourage people to find their personal connection with nature.

## OUR SIX STRATEGIC ELEMENTS:

Our six strategic elements have guided our progress over the last 12 months, helping us to build the best little zoo in the world.

### 1. CREATE OUTSTANDING, INTIMATE AND UNIQUE VISITOR EXPERIENCES

- New animal arrivals
- Building our 21st century Zoo
- New achievements in visitor engagement across the Zoo
- LEOTC and Wild Start

### 2. INTEGRATE CONSERVATION AND SUSTAINABILITY ACROSS THE ORGANISATION

- Environmental sustainability
- Conservation action

### 3. ACHIEVE FINANCIAL SUSTAINABILITY

- Visitor numbers and revenue
- Growing support from partners

### 4. BUILD LASTING COMMUNITY SUPPORT AND PARTICIPATION

- Zoo Crew
- Nature Connections
- Growing volunteer programme
- Record attendance on Neighbours' Night and Open Weekend
- Increased involvement with our community
- Raising our profile

### 5. SHOW INDUSTRY LEADERSHIP

- Animal Welfare Committee
- Staff representation on industry boards and other committees
- Staff presentations at conferences for the zoo and aquarium industry, learning, conservation and advocacy
- Industry recognition for our people
- Veterinary excellence and research

### 6. ENSURE ALL STAFF ARE MOTIVATED AND VALUED

- Building the capability and performance of our people
- Growing our people engagement
- Strengthening leadership and management capabilities

## TRUST CHAIR REPORT

This year has been another successful year for Wellington Zoo. As Chair I am extremely proud of our achievements and also that the whole team embraces our strategy and consistently works to support the very best outcomes for our Zoo.

The construction of Meet the Locals, our New Zealand precinct, is underway and will open in the latter half of 2015. This innovative and beautiful precinct will be our love story to New Zealand. I am very excited about this project and as the last of the ten-year Zoo Capital Programme, it is fitting that it celebrates New Zealand in a very Wellington Zoo way.

We are busy making plans to acquire Snow Leopards in the coming few years. We are constantly thinking about how we can continue to add value to our city and provide our community with a quality Zoo. Snow Leopards will help us do that, as they would be the only ones in New Zealand, and they have a compelling story as an endangered species. Snow Leopards will add to our strategy to ensure more endangered species will call Wellington Zoo home in the future.

We have developed a new strategic framework for our Zoo for the coming three years. This strategy will build on the six strategic elements which have guided our decision making over the last few years. Our aim is to ignite a zoo revolution by connecting people with animals, saving animals in the wild, having a zoo that people love, and leading the way in conservation and sustainability. It is an exciting new paradigm for our Zoo.

I would like to express my thanks for the dedication of our Trustees in supporting the work of the Zoo. The Trustees work in partnership with the Zoo's Strategic Management Team to ensure Wellington Zoo achieves its goals.

As we move into 2015–16 we are very clear about the role Wellington Zoo plays in our community. We take our community service role very seriously; we are here to manage the Zoo well and build a community forum for behaviour change to protect our planet.

Wellington Zoo is well placed for the next stage of our journey to ignite a zoo revolution. We hope you will be part of it with us.

*Wellington Zoo is well placed for the next stage of our journey to ignite a zoo revolution.*



**ROSS MARTIN**  
Chair, Wellington Zoo Trust

## CHIEF EXECUTIVE REPORT

I am immensely proud of our achievements in 2014–15. Our people have shown leadership across the organisation and, together with our partners, funders and community, we have created a boutique and mighty Zoo that is well placed to achieve even more in the coming years as we embark on our new strategy.

But first, let's take a snapshot of the year just gone. We opened Grassland Cats this year and we now have Caracals in the Zoo – the only ones in New Zealand.

We continue to grow our field conservation support for our critically endangered and endangered species we house at the Zoo. These animals are under pressure in the wild and we support field conservation programmes in their range states which seek to keep them safe in the wild.

We have welcomed new animals to the Zoo, notably a male Sumatran Tiger and five Asian Small-Clawed Otters. We were honoured that Dr Jane Goodall DBE named our new chimpanzee baby, Kitwe, and we were saddened by the death of Chima, one of our female chimpanzees, after a failed breeding introduction to a male at Hamilton Zoo.

We have continued to reduce our carbon footprint and we have now achieved a four percent reduction over the last two years.

Our community access initiatives continue to grow and it was pleasing to gain a silver rating from Be.Accessible as recognition of the work we have done to ensure our whole community can enjoy their Zoo.

The Trust was able to generate 59% of its operational costs this year and finished with a positive financial result of \$12,099 after transfers to restricted reserves. Wellington Zoo Trust

met or exceeded 17 of the 21 targets we set ourselves for 2014–15, an 81% success rate compared with 76% last year. We welcomed 225,927 visitors this year, the third highest visitation in the Zoo's history, and many have taken the time to write to us to say how much they enjoyed their Zoo visit.

As we prepare to start 2015–16 I am excited about our new strategic framework and what it will mean for Wellington Zoo. We ask that you join us in our zoo revolution over the coming years.

*We have created a boutique and mighty Zoo that is well placed to achieve even more in the coming years.*



**KAREN FIFIELD**  
Chief Executive, Wellington Zoo Trust

# 1. CREATE OUTSTANDING, INTIMATE AND UNIQUE VISITOR EXPERIENCE

## ANIMALS IN OUR CARE

### NEWBORN DELIGHTS

We were delighted to welcome a baby Chimpanzee in November, born to first time mother Keza. The newest member of the troop was named by Dr Jane Goodall DBE: Kitwe, after an area south of Gombe that was once stripped of trees, and is now a lovely forest – ‘proof of the resilience of nature’. Wellington Zoo values our strong relationship with the Jane Goodall Institute.

Our Pygmy Marmosets continued to breed successfully, and four more infants were born this year. The family group in the Mojo Café exhibit welcomed a newborn in July, followed by twins on Boxing Day. The second Pygmy Marmoset breeding pair in the Mini Monkey House also gave birth in November.

We saw yet another primate baby boom in December and January with the arrival of six baby Bolivian Squirrel Monkeys, much to the delight of our visitors and staff.

Keepers incubated an Emu egg in The Roost Te Pae Manu, which hatched successfully in September. The friendly young bird, named Ellen, moved into the Neighbours precinct in February.

Our pair of Kea added to their family, with three precious female chicks hatching in November – the first of these endangered native parrots to be hatched at Wellington Zoo since 2011.

Our Nyala herd welcomed a new fawn to the African Savannah in October, and another on Valentine’s Day. Our Agouti bore young again, as did the Sun Conures in the Mini Monkey House, and the Giant Rainforest Mantids and Brazilian Black Tarantulas in Hero HQ.

*We were delighted to welcome a baby Chimpanzee in November, born to first time mother Keza.*



## VALUABLE NEWCOMERS

We went crazy for cats in 2014 as we welcomed New Zealand's first Caracals to Wellington Zoo. The striking pair of large-eared felines travelled across the world from Copenhagen Zoo, and settled into our brand new Grassland Cats habitat in September. They are currently the only Caracals in Australasia.

*We went crazy for cats in 2014 as we welcomed New Zealand's first Caracals to Wellington Zoo.*

We also celebrated the arrival of Bashii the Sumatran Tiger, who journeyed from Australia Zoo to join Senja and Rokan in the Asia Precinct. Bashii is genetically the most important tiger outside Indonesia, and a vital part of the global breeding programme for these critically endangered big cats.

In March we were joined by a one-year-old Red Panda from Hamilton Zoo. Khusi, a young female, has settled in well next door to males Manasa and Ishah.

That same month an array of African animals arrived from the United Kingdom. Two Meerkat males from Twycross Zoo were successfully

introduced to our females, and we have high hopes they will form a new breeding group. They were joined shortly afterwards by two African Crested Porcupines from Chester Zoo.

We were thrilled to welcome five male Asian Small-Clawed Otters from Perth Zoo in May – brothers Bay, Eko, Si, Bhutan and Jambi. Their arrival has been a fantastic opportunity to encourage visitors to help these vulnerable animals and their wild habitats, by purchasing sustainable timber and paper products marked with the Forestry Stewardship Council (FSC) logo.

This year we also received a North Island Kiwi from Orana Wildlife Park and three Inland Bearded Dragons from Healesville Sanctuary. Two female Ostriches moved into the African Savannah and Hero HQ welcomed new Goliath Birdeating and Bolivian Blue-Legged Tarantulas.

*We were thrilled to welcome five male Asian Small-Clawed Otters from Perth Zoo.*



## FOND FAREWELLS

This year we worked in partnership with a number of zoos in New Zealand and Australia by contributing to regional conservation breeding programmes to boost populations of several different species.

We introduced Pygmy Marmosets Gemini and Peru, who travelled to Nelson to become a breeding pair at Natureland Wildlife Trust – and have since welcomed their first born. Iti and Jo from the Mojo Café joined the regional breeding programmes at Symbio Wildlife Park and Queensland Zoo respectively.

*We introduced Pygmy Marmosets Gemini and Peru, who travelled to Nelson to become a breeding pair.*

Our male African Crested Porcupine also went to Natureland Wildlife Trust, along with two Agouti. Six male Bolivian Squirrel Monkeys left us to join the breeding programme at Mogo Zoo.

We were greatly saddened to farewell Chima the Chimpanzee in April, who headed to Hamilton Zoo to integrate with their troop and join the breeding programme. Initial introductions were promising, but a sudden attack by their alpha male greatly injured Chima and, despite best efforts of their staff, she did not survive.

Four of our Meerkat males moved to their new home at Australia's National Zoo & Aquarium. Te Puia the North Island Kiwi went to Otorohanga Kiwi House and Native Bird Park, and two New Zealand Sacred Kingfishers moved to Hamilton Zoo.

We were deeply saddened when Orolito, our male Golden Lion Tamarin, was found ill and unexpectedly passed away in August despite immediate supportive care in The Nest Te Kōhanga. Golden Lion Tamarins are highly social primates, so we are currently looking for a new companion for Clementine, our female.

Red Panda, Amy, was euthanised at the age of 15 after receiving ongoing treatment for arthritis and kidney problems. Amy was an important part of the international conservation breeding programme for Red Pandas, and her legacy lives on at Wellington Zoo through her son, Manasa.

When treatment and pain management for arthritis was longer effective, the decision was made to euthanase Bud, our 14 year old Asian Small-Clawed Otter. As Otters are social animals, our female, Jem, moved to Brooklands Zoo in New Plymouth to be housed with their group.

*Amy was an important part of the international conservation breeding programme for Red Pandas, and her legacy lives on at Wellington Zoo through her son, Manasa.*



## BUILDING OUR 21<sup>st</sup> CENTURY ZOO

Wellington Zoo is truly a 21st century zoo – capturing the imagination of our visitors and providing first class care for our animals. We are now entering the tenth year of the Zoo’s ten year Zoo Capital Programme (ZCP). This programme has vastly improved animal housing, staff facilities and visitor experience throughout the Zoo.

### SIGNIFICANT STEPS

Our Grassland Cats habitat was officially opened at the end of September by Her Worship the Mayor, Celia Wade-Brown, and is the residence for our Caracals and Servals. The development of Grassland Cats continued Wellington Zoo’s reputation for designing and building innovative exhibits in-house. This engaging space has shone a well-deserved spotlight on these striking and fascinating African cats. The playful interpretation allows visitors a chance to experience hunting like a Serval or Caracal – both amazingly athletic animals with distinctive large ears.

*Our Grassland Cats habitat was officially opened at the end of September by Her Worship the Mayor, Celia Wade-Brown.*



*In September we began construction on our New Zealand precinct, Meet the Locals.*



In September we began construction on our New Zealand precinct, Meet the Locals – the final phase of the ZCP – which is due for completion in October 2015. This large revamped space in the Zoo is our love story to New Zealand. It will tell the unique stories of New Zealand’s native and introduced locals, and celebrate who we are as New Zealanders and what the land means to us. Meet the Locals will be a launching pad for discussion around our New Zealand of the future.

New housing for our Baboon troop is also complete.

Measure	Target 2014–15	Result 2014–15	Result 2013–14
Meeting ZCP project programme and budget	Phase One and Two of Meet the Locals	MTL Construction Phase 1 90% Complete Phase 2 100% Complete Phase 3 52% Complete Phase 4 90% Complete Phase 5 0% Complete	Dingoes, Wallabies (Neighbours) completed Tasmanian Devils completed Servals under construction. MTL Concept and Developed Design Completed



## LOOKING AHEAD

As Meet the Locals will soon be open to visitors, we are looking ahead to the next 10 years.

We are extremely excited to be exploring possibilities for a new Snow Leopard habitat to complete the Asia Precinct. We are looking to redevelop the old Sun Bear exhibit to house these endangered big cats, with less than an estimated 7,000 remaining in the wild. Their plight is a reflection on the impact of climate change on their natural habitat, and this important project provides further opportunities for our community to engage with global conservation issues. We are yet to secure funding to build this exhibit.

*We are extremely excited to be exploring possibilities for a new Snow Leopard habitat to complete the Asia precinct.*

## VISITOR EXPERIENCE

At Wellington Zoo we know that interaction plays an important role in creating connections and our visitors get the chance to meet fascinating native and exotic contact animals throughout their visit. This year we achieved our highest ever number of animal contact with visitors with 1,263 hours of contact time across the Zoo.

Our talk schedule was updated this year to include three brand new experiences for our visitors. We launched the Lion and Red Panda Talks, which provide a wonderful opportunity to help visitors learn more about these two popular animals. We also introduced Meet the Superheroes of Hero HQ – a unique way for visitors to find out more about the amazing animals that live at Hero HQ, and learn how to be a superhero in their own backyards.

In September we launched a Lemur Close Encounter, offering the opportunity to get up

close to our two Black and White Ruffed Lemurs, Lucky and Ankari. Visitors can meet these critically endangered primates up close and learn about their important roles as ambassadors for their wild cousins. 10% from every Close Encounter goes directly to the Wellington Zoo Conservation Fund, so visitors can feel empowered that by meeting our Lemurs, they're helping to protect their wild habitat.

*In September we launched a Lemur Close Encounter, offering the opportunity to get up close to our two Black and White Ruffed Lemurs.*

All Close Encounters have been incredibly popular this year, with a record 45% increase in bookings.

In April Be.Accessible undertook an assessment of the Zoo to gauge our level of support for visitors with accessibility needs. We achieved a silver Be.Welcome rating, showing that we have already achieved positive levels of accessibility in a number of areas – including vision, hearing, mobility and learning.



## EVENTS

Creating opportunities to enrich our visitors' experience is another key element to making sure we recognise their needs. With the year filled with new animals, exhibit openings and special occasions, we hosted a multitude of events to engage our visitors with all the exciting new goings-on in the Zoo. Our events also prove effective in encouraging visitors to take action for the environment.

The visitor opening of our Grassland Cats habitat in the African precinct coincided with the first weekend of September school holidays, seeing the Zoo bustling with visitors of all ages enjoying the chance to discover the new cats at Wellington Zoo.

In November we held Do at the Zoo – our annual celebration of Conservation Week. 1,700 visitors enjoyed the day – a whopping 70% increase on last year's attendance. With a special entry of just \$2 for children 14 and under, all proceeds from the day went directly to the Wellington Zoo Conservation Fund. Our World Environment Day celebration in June was

also a big success and highlighted our Nature Connections partnerships.

We held a family 'Nestival' weekend in December to celebrate the fifth birthday of The Nest Te Kōhanga. The weekend long party highlighted some of the biggest stories in The Nest Te Kōhanga's five year history, and invited visitors to become honorary vets through special talks, games and activities. The weekend was a great success despite the rainy weather, with over 1,400 visitors enjoying the 'Nestivities'.

*We held a family 'Nestival' weekend in December to celebrate the fifth birthday of The Nest Te Kōhanga.*

Our annual Winter Wednesday promotion throughout August was another success with nearly 4,500 visitors taking on the opportunity to enjoy our winter wonderland. We once again invited our community to experience the magic of the Zoo after hours in summer, keeping our doors open late every Wednesday in February. And on Valentine's Day we hosted another wildly successful adults-only evening at the Zoo, with nearly 350 visitors treating their loved ones to a romantic night out.



## LIVE LEARNING

The Living Room is the heart of learning at the Zoo. 12,380 students from over 280 schools visited this year to participate in Ministry of Education Learning Experiences Outside the Classroom (LEOTC) programmes. 63% of students came from the Wellington region and 37% outside the region visited Wellington Zoo to take advantage of our extraordinary learning opportunities.

We want all children to have the chance to connect with animals and in 2014 The Warehouse Wellington Zoofari entered its second year. A three year partnership between Wellington Zoo and The Warehouse, The Warehouse Wellington Zoofari helps low decile Wellington, Tasman, and Marlborough schools visit the Zoo for conservation based learning programmes. This year over 2,200 students from 19 low decile schools in Wellington and Tasman visited the Zoo to enjoy a hands-on animal rich learning experience.

Wild Start, our early childhood programme for Zoo Crew members, started with a roar in 2014. Designed for children 18 months – 3 years, Wild

Start utilises play based and interactive learning sessions to help toddlers celebrate the wonder of animals.

Our school holiday programme continues to be popular and we developed several new themed daily sessions. We accommodated nearly 1,600 children over the four school holiday periods throughout the year.

Wellington Zoo is a magical place after dark – a sentiment supported by the 95 groups that took part in a Zoo Sleepover this year. Over 3,500 visitors experienced the Zoo after hours, getting to see what happens behind the scenes and working on a special

behavioural enrichment project for our animals.

60 secondary school students attended our annual Careers Day in June. Zoo Keepers and members of the Veterinary Team spoke about their jobs to the enthralled students, who then got a look behind the scenes to get a taste of Zoo working life.

*Wild Start, our early childhood programme for Zoo Crew members, started with a roar in 2014.*



## 2. INTEGRATE CONSERVATION AND SUSTAINABILITY ACROSS THE ORGANISATION

Conservation is at the heart of everything we do at Wellington Zoo. We continue to develop our field conservation efforts, our conservation learning programmes and our sustainability initiatives.

*In April we were thrilled to host Professor Stephen O'Brien, a world renowned geneticist and a pioneer of conservation genetics.*

In April we were thrilled to host Professor Stephen O'Brien, a world renowned geneticist and a pioneer of conservation genetics, in partnership with the Allan Wilson Centre. Stephen joined Wellington Zoo Chief Executive Karen Fifield and other local conservation leaders to discuss the role of conservation genetics in New Zealand and the importance of a collaborative approach in securing long term populations of wildlife.



### ENVIRONMENT SUSTAINABILITY

Two years after becoming the first carboNZero certified zoo in the world, we passed our audit with flying colours, retaining certification and showing a reduction in our carbon footprint of almost 4% from where we started. In December

we worked with the Sustainability Trust on a waste audit to find ways to further reduce our waste.

As members of the Sustainable Business Council, we have played an active role in supporting the development of sustainable procurement. We were proud to launch their new Sustainable Value Chain Guide at Wellington Zoo and to be one of the first five companies to trial this programme.

In March we hosted a Sustainable Business Network event, Sustainability 101, encouraging other organisations to start their sustainability journeys with a panel discussion lead by four Zoo staff members.

*Two years after becoming the first carboNZero certified zoo in the world, we passed our audit with flying colours.*



— Traditional Operating Focus  
 — Supply Chain Management  
 — Value Chain Management



## CONSERVATION ACTION

As Wellington's oldest conservation organisation, we are committed to growing and expanding our efforts for conservation. To this end, we are now measuring our contributions to field conservation yearly based on the framework developed by the American Association of Zoos and Aquariums (AZA) and recently adopted by the Zoo and Aquarium Association Australasia (ZAA). We are proud to announce that in 2014–2015 Wellington Zoo contributed just over \$263,000 in cash and in kind to field conservation including over 7,000 dedicated hours of staff time.

*In 2014-2015 Wellington Zoo contributed just over \$263,000 in cash and in kind to field conservation including over 7,000 dedicated hours of staff time.*

10 Zoo staff members were supported by the Wellington Zoo Conservation Fund to work on field projects or took conservation leave this year. This included Visitor Ranger Anna McKenzie-Pollock who went to Wildtracks in Belize, a non-profit conservation and research organisation that runs wildlife rehabilitation facilities for primates and manatees. Keeper Joakim Liman took conservation leave to volunteer with Te Motu Kairangi–Miramar Ecological Restoration project.

## WILDLIFE CONSERVATION

### Little Blue Penguins Korora

We have continued our partnership with Forest and Bird's Places for Penguins and Wellington Zoo staff have conducted fortnightly surveying of Little Blue Penguin nest boxes in Tarakena Bay and Moa Point to help monitor the breeding of this species on Wellington's coastline. We are currently providing expert advocacy assistance to Places for Penguins to launch a campaign that encourages dog owners to use leads when walking dogs on the coast.



### Kea

Conservation Manager Daniela Biaggio joined the Kea Conservation Trust at Nelson Lakes National Park in December helping to monitor wild Kea. She also assisted with a 1080 drop to battle the impacts of the 2014 beech mast – heavy seeding in native forest that increases rodent and stoat numbers that prey on endangered birds like Kea that nest on the ground.



This year Wellington Zoo staff also assisted the Department of Conservation (DOC) with a new project aiming to introduce Kea, a highly social species, that have been previously held as single birds in human care. We successfully introduced two Kea and in December they went to their permanent home at Rotorua's Rainbow Springs Kiwi Wildlife Park.

### Grand and Otago Skinks

We continued our work with the DOC in an ongoing recovery programme for Grand and Otago Skinks, New Zealand's two rarest reptiles. Our Veterinary Team administered health checks and assisted in the quarantine of all Grand and Otago Skinks in the programme. This year we also paired Grand and Otago Skinks at Wellington Zoo for conservation breeding, in hopes that their offspring can be released into the wild.



### Yellow-Eyed Penguins Hōiho

This year The Nest Te Kōhanga admitted seven nationally vulnerable Yellow-Eyed Penguins Hōiho that suffered serious injuries after a series of Barracouta attacks off the Otago Peninsula. Our Veterinary Team successfully treated three of these birds, who were then released. Another bird is recovering well from a toe amputation, and will be prepared for release.

Veterinary Science Manager Dr Lisa Argilla travelled to the Catlins Coast to assist DOC and the Yellow Eyed Penguin Trust providing health checks and medical care to many more birds.



### Black Stilts Kākī

Veterinary Nurse Sarah Van Herpt offered her expertise at the Kākī Recovery Programme's captive breeding centre run by DOC in Twizel. She contributed to the husbandry and welfare of the birds during hatching and development. Kākī are one of New Zealand's rarest birds and the world's rarest wading bird.



## Cheetah

We continue to support Cheetah Outreach's Livestock Guarding Dog Project through sponsorship of an Anatolian guard dog, Wellington. In August, Cheetah Outreach's Research Coordinator and Project Manager Deon Cilliers presented to Wellington Zoo staff and interested community members on his experiences working to ease human/carnivore conflict in South Africa.



## Sumatran Tigers

We continue to support the Kerinci Seblat Tiger Protection Project run by 21st Century Tiger. In an unprecedented start to 2015, the rangers in Sumatra's Kerinci Seblat National Park arrested five men for Tiger poaching offences. Two separate incidents, a month apart, followed joint operations with National Park staff and local police. We also donated funds to a conservation project in Nepal in the aftermath of the devastating April earthquake, to meet immediate needs for food, fuel, clean water and shelter for park staff, as well as safeguarding Nepal's national parks to curb Tiger poaching.



## Sun Bears

Learning Manager Lynn Allan, General Manager Community Engagement Amy Hughes and Veterinary Nurse Sarah Van Herpt all spent time working with Free the Bears in Cambodia and Laos. They provided expert support with strategic direction, visitor experience programming, marketing and learning, and animal husbandry and enrichment.



## Golden Lion Tamarins

This year we supported a young Environmental Education intern at Associação Mico-Leão-Dourado (Golden Lion Tamarin Association) to help engage children and tourists with the story of endangered Golden Lion Tamarins at Poço das Antas Biological Reserve in Brazil.

## Cotton-Top Tamarins

With their holistic approach to the conservation of the critically endangered Cotton-Top Tamarin our partners at Proyecto Titi received numerous awards and mentions this year. Their efforts include researching wild populations, reducing illegal trade, and empowering local communities through job creation, sustainability, stewardship and education. Supported by the Wellington Zoo Conservation Fund, our Visitor Experience Coordinator Alison Mulford made the trek to Colombia this year to see this successful project for herself.



Combining her primate and visitor engagement expertise, she helped with the delivery of their education programme and the development of a volunteer scheme and assisted biologists as they monitored groups of Cotton-Top Tamarins in the forest of El Ceibal.



### Illegal Wildlife Trade

We continued our partnership with TRAFFIC South East Asia, a conservation project working to stem the illegal trade of animals. We support TRAFFIC's Crime Data Analyst role making great strides in the systematic collection and analysis of data and collaboration with law enforcement.

Conservation is a collaborative effort. To help the vulnerable species mentioned above, and many more, we work closely with our conservation partners:



21<sup>ST</sup> CENTURY TIGER  
giving wild tigers a future



KEA  
CONSERVATION  
TRUST



UNMASK PALM OIL



Department of  
Conservation  
*Te Papa Atawhai*



TRAFFIC  
the wildlife trade monitoring network



FREETHEBEARS

Measure	Target 2014–15	Result 2014–15	Result 2013–14
Collection in managed conservation breeding programmes (% of total Collection)	<41%	41.3%	40%
In the wild conservation projects supported	≥4	10	N/A

## CARING FOR NATIVE ANIMALS IN THE NEST TE KŌHANGA

In December we celebrated five years of The Nest Te Kōhanga, our award winning animal hospital and centre for native wildlife. The Nest Te Kōhanga welcomes hundreds of native patients each year, and 2014–15 was no exception. Over 480 native birds and reptiles were treated by our dedicated Veterinary Team this year. January was the second highest month on record for wildlife admissions, with 63 new patients admitted. They were brought to us by the SPCA, DOC, Zealandia and members of the community, showing the recognition of The Nest Te Kōhanga as the hub for native wildlife care in the Wellington region.

*In December we celebrated five years of The Nest Te Kōhanga, our award winning animal hospital and centre for native wildlife.*

In July 2014 the team cared for a precious Haast Tokoeka Kiwi chick, which made excellent progress and was released at Orokonui Ecosanctuary near Dunedin. Endemic to the West Coast of the South Island, the Haast Tokoeka Kiwi is critically endangered with only an estimated 400 birds remaining in the wild. We took in another two chicks in April, both in very poor body condition due to a parasitic infection. The weaker of the two sadly didn't survive, but his brother responded well to treatment and headed back down south.

The year was also plentiful with penguins. Our Veterinary Team performed several long and complex surgeries on a juvenile Fiordland Crested Penguin Tawaki, one of New Zealand's rarest mainland penguins, who was sent to us with foot and cloaca bite wounds in December. We

also admitted an adult suffering from respiratory disease. Both birds are thriving after treatment, and they are currently housed together in The Nest Te Kōhanga's salt water pool until they are fit for release.

A Little Blue Penguin Kororā from Matiu Somes Island was also treated successfully by our Veterinary Team for a mouth infection and sent back to the island, healthy and well.

We treated a number of New Zealand native animals we have not had at the Zoo before. We treated our first Royal Spoonbill at The Nest Te Kōhanga along with an Antarctic Petrel, a Kergeulen Petrel and a Black-Bellied Storm Petrel.

We cared for a variety of native wildlife from Zealandia, and were able to release the majority back into the sanctuary after successful treatment, including two nationally endangered Hihī and six Kākā. A Tuatara that was found outside the perimeter fence with a badly injured tail was able to head back into the sanctuary in spring, after a successful tail amputation and nine months recuperation in The Nest Te Kōhanga.

*January was the second highest month on record for wildlife admissions, with 63 new patients admitted.*

Kererū were also a common admission, with injuries ranging from cat attacks to head trauma from window strike. A Morepork Ruru chick arrived in November, after falling from the nest and losing its parents. Veterinary staff hand-reared the tiny native owl, which then went to a rehabilitator for release.



## ADVOCACY AND LEARNING

Our Bush Builders programme continues to connect local children with nature. In July the position of Bush Builders Educator was made a permanent role reflecting the importance of this programme to the Zoo. In 2014 we helped five urban schools and over 425 students improve their environmental literacy.



Participating students showed an overall increase in the awareness of flora and fauna around them. Feedback received from teachers and parents continues to be overwhelmingly positive. Five new schools have joined the Bush Builders programme for the 2015 calendar year, including our first kura and our closest neighbouring school, South Wellington Intermediate School, who are using Bush Builders to support their statistics learning.

*Our Bush Builders programme continues to connect local children with nature.*

In 2014 we held our second annual Conservation Challenge, aiming to inspire students to find their personal conservation connections. Eight teams from four schools participated in the programme, where they took action on an environmental issue that was important to them.

*Our visitors signed thousands of postcards to support clear labelling of vegetable oil in food.*



From April to June we ran a campaign to support Unmask Palm Oil. Unsustainable palm oil production has led to large scale deforestation endangering the homes of critically endangered species such as Sumatran Tigers. Our visitors signed thousands of postcards to support clear labelling of vegetable oil in food. Palm oil is estimated to be in about half of all products available in supermarkets with most labelled as 'vegetable oil'. Mandatory labelling will allow consumers to make informed choices about the products they buy. Along with Unmask Palm Oil, WWF and many other conservation organisations, we support the use of Certified Sustainable Palm Oil (CSPO).



### 3. ACHIEVE FINANCIAL SUSTAINABILITY

Significant investment is needed to run a 21st century zoo, keeping the needs of our visitors and community forefront whilst ensuring that we uphold the highest level of animal care. Since becoming a charitable trust in 2003 we continue to increase our share of our operational costs. This year we generated direct revenue through visitation and Zoo products to cover approximately 59% of these costs, and remain thankful for the generous support of principal funder Wellington City Council along with other partners and supporters.

We are proud to achieve another clean audit this year and have met or exceeded 17 out of 21 key performance measures including 8 out of 12 of our SOI measures.

Although we did not meet our visitor target, we achieved our third highest visitation to date. Two other SOI measures that were not met relate directly to visitation being below target: WCC subsidy per visitor and full cost per visitor including WCC costs. We did not meet our staff turnover target due to 12 staff leaving, and 12 joining the Zoo this year. This has been revised upwards for 2015–16 to reflect external not for profit benchmark data from the *New Zealand Staff Turnover* survey.



Zoo venue revenue has increased by 43% over the previous year. Revenue from Close Encounters is also well ahead of budget and last year supported by the brand new Lemur experience along with our popular Red Panda, Meerkat, Cheetah, Lion and Giraffe experiences.

2014–15 was our most successful year for retail sales. We have further increased our focus on environmentally friendly and conservation themed stock in our retail shop adding new items to our increasingly popular Green Zoo, Green You range of sustainable gifts.

*2014-15 was our most successful year for retail sales.*

In addition to our operating grant from Wellington City Council, this table below shows our key earnings for this financial year.

Visitor admissions:	\$2,644,106
Fundraising for capital projects:	\$1,251,885
Zoo shop retail sales:	\$338,925
Operational sponsorship and grants:	\$185,106

In addition to these returns we achieved our third highest visitation year ever, welcoming 225,927 visitors through our doors.

*We achieved our third highest visitation year ever, welcoming 225,927 visitors through our doors.*

Measure	Target 2014–15	Result 2014–15	Result 2013–14
Increase total admissions by 2% each year on base year 2005/06 (170,116 visitors) as per Business Plan	230,111	225,927	227,434
Ratio of Trust generated income as % of WCC grant	119%	126%	117%
Average income per visitor from Trust generated revenue	\$14.25	\$15.37	\$14.01
Average WCC subsidy per visitor	\$11.98	\$12.20	\$11.94
Full cost per visitor including WCC costs	\$20.06	\$20.54	N/A

## STRONG PARTNERSHIPS

In 2014–15 we were touched by the phenomenal level of support from our sponsors and partners. A Night at the Zoo was held in December to celebrate the fifth anniversary of The Nest Te Kōhanga, and raised funds towards the cost of feeding and treating native wildlife. This evening was an outstanding success, and all who attended enjoyed a live auction and a menu designed by chef Martin Bosley. With the generous help of our sponsors and partners we raised over \$17,000.

Another successful event was held in March for supporters of the Zoo. We launched our ‘Mark of Support’ campaign, in which individuals, families and organisations can purchase an engraved metal plaque to be displayed in Meet the Locals.

We also brought back our Kākā membership, designed for our visitors and community to be able to provide ongoing support to the Zoo.

The financial support from our partners this year has been instrumental in the construction of our Meet the Locals precinct. A mid-term

CAPEX release from Wellington City Council grant enabled us to accelerate construction, giving us a green light to complete the project in 2015. We are also immensely grateful for grants for Meet the Locals from Pub Charity; the New Zealand Lottery Grants Board - Environment and Heritage Committee; the Stout Trust; the Lion Foundation; the Wellington Community Trust and Infinity Foundation, all of whom have helped us to complete our vision for our love story to New Zealand.

*We launched our ‘Mark of Support’ campaign, in which individuals, families and organisations can purchase an engraved metal plaque to be displayed in Meet the Locals.*

Measure	Target 2014–15	Result 2014–15	Result 2013–14
Fundraising targets for ZCP reached or exceeded	25% of CAPEX spend	25% target met: \$595,438 vested based on actual capital spend of \$2,381,750	\$406,538

We continued our partnership with The Warehouse, who donated a cheque for nearly \$26,500 for the 2015 The Warehouse Wellington Zoofari programme, a tremendous result from their in-store fundraising efforts. This has allowed us to make Zoo-based learning accessible to even more low decile schools this year. We signed a new partnership agreement with Interislander in July, who also provided return ferry passage to help Zoofari students from the upper South Island travel to Wellington Zoo. NZ Bus continued their support of the programme and the Zoo by providing discounted transport to and from the Zoo.

We also received extremely generous grants from Thomas George Macarthy Trust and the Wellington Community Trust for our Bush Builders programme, and the Nikau Foundation bestowed a grant from the Richard and Doreen Evans Charitable Trust towards Grand and Otago Skink conservation at the Zoo.

**PRINCIPAL FUNDER**

**Absolutely Positively Wellington City Council**

Me Heke Ki Pōneke

**MAJOR PARTNER**



**PARTNERS**

- DOMINION POST
- INFINITY FOUNDATION
- INTERISLANDER
- KOALA TRUST
- MASSEY UNIVERSITY
- NEW ZEALAND LOTTERY GRANTS BOARD, ENVIRONMENT AND HERITAGE COMMITTEE
- NIKAU FOUNDATION – RICHARD AND DOREEN EVANS CHARITABLE TRUST
- NV INTERACTIVE
- NZ BUS
- PACIFIC RADIOLOGY
- PUB CHARITY
- THE HITS
- THE HOLDSWORTH CHARITABLE TRUST
- THE LION FOUNDATION
- STOUT TRUST
- THOMAS GEORGE MACARTHY TRUST
- THE WAREHOUSE
- TIP TOP
- TRADE ME
- WELLINGTON COMMUNITY TRUST
- WETA DIGITAL

## 4. BUILD LASTING COMMUNITY SUPPORT AND PARTICIPATION

As a charitable trust, the support and participation of our community is vital to Wellington Zoo. This year our Zoo Crew membership base continued to show that our community loves their Zoo. We launched a new Kea membership option, allowing students, seniors and Community Service Card holders to become Zoo Crew members at a discounted rate.

To make sure we understand our visitors and how we can offer them the best experience possible, we undertook a major piece of visitor research this year, a follow up to a previous large scale study undertaken in 2009.

We were thrilled with the results that show our visitors rate the Zoo as good value, with more than a third of visitors (37%) rating overall value 9 or 10, and 83% rating the Zoo at least 7 out of 10. Over half of our visitors are highly likely to recommend the Zoo to their friends, with just under 90% fairly likely to recommend.

*We launched a new Kea membership option, allowing students, seniors and Community Service Card holders to become Zoo Crew members at a discounted rate.*

When we asked visitors and focus group attendees to talk about the Zoo's goal, it was encouraging to note that two most frequently mentioned themes were conservation and learning. While 'being fun and interesting' has a higher impact on people's experience, visitors expect to see a learning and conservation focus at the Zoo. In fact many people wanted to see these goals combined, and the Zoo to provide an educational, fun, conservation-based experience.

Measure	Target 2014–15	Result 2014–15	Result 2013–14
Visitor Research Project	1 research project	1	N/A





Ratings of Zoo staff were exceptionally high, and our staff are recognised as a genuine strength of Wellington Zoo. Virtually everyone gave positive ratings around their staff interactions (including those who gave lower overall ratings of the Zoo).

We continue to embrace our role as lead partner in the Wellington Amenities Fund project Nature Connections. The project, which aims to strengthen the links between Wellington region ecological attractions to promote our natural capital, was awarded funding for its third year and celebrated its first anniversary in December with a celebration held at Wellington Zoo for partners and funders. This year saw the number of partner organisations grow to 10. In June, Nature Connections was selected as a finalist for the Team Gold award at the Wellington Gold Awards.

Our volunteers recognise Wellington Zoo as a valuable place to give back to their community, and we treasure their ongoing dedication and invaluable support. Their contributions help Wellington Zoo operate on a day-to-day basis, and also connect us with the wider community on a very personal level. Wellington Zoo celebrated International Volunteer Day in December by recognising the 113 people who make up the Zoo's team of volunteers, contributing the time equivalent of seven FTEs. We also held our annual Volunteer Recognition Evening in June. We welcome the support of our corporate volunteers, with 38 groups offering a helping hand around the Zoo over the past year.

We love meeting our Newtown neighbours and we look forward each year to treating them to a night at their Zoo. In January we held our tenth

annual Neighbours Night, our busiest ever, thanks to the sunny weather and fantastic reputation this evening has amongst our locals. A record 1,550 visitors came along for a free sausage sizzle with ice creams supplied by Tip Top, face-painting and special animal talks and enrichment activities. We were extremely grateful for the participation from Zoo staff and volunteers, along with volunteers from Wellington City Council City Housing and our partners from ASB.

*In January we held our tenth annual Neighbours Night, our busiest ever, thanks to the sunny weather and fantastic reputation this evening has amongst our locals.*

It's vital to us that Wellington Zoo remains accessible to our community. In partnership with Zealandia, we celebrated a special Open Weekend in May. It was a fantastic event and our busiest weekend of all time, with over 9,100 visitors enjoying the Zoo for a gold coin donation. Nearly \$14,000 was raised for the Wellington Zoo Conservation Fund.

That same month we held a special planting day in Meet the Locals inviting staff, volunteers, Zoo Crew members and partners the opportunity to make their mark on the new precinct. The sun was shining and together we planted 1,500 native trees on site by early afternoon.

Measure	Target 2014–15	Result 2014–15	Result 2013–14
Volunteer hours	9,600 hours = 5 FTE	13,440 hours (7 FTE)	8,804 hours (4.6 FTE)

We were excited to welcome a new Artist in Residence on board in 2015: Ash Sisson, a talented young graffiti artist otherwise known as Chimp. So far Ash has created two stunning murals for the Zoo – one to brighten up the Lion cave and the other to illustrate the beautiful native sea birds that frequent the salt water pool in The Nest Te Kōhanga – as well as a live painting for auction at A Night at the Zoo in December. We said farewell to Phill Waddington, our 2014 Artist in Residence, who created a gorgeous body of work influenced by our animals that will leave a lasting legacy at Wellington Zoo. Phill generously donated his commission to the construction of Meet the Locals.

*In partnership with Zealandia, we celebrated a special Open Weekend in May. It was a fantastic event and our busiest weekend of all time, with over 9,100 visitors enjoying the Zoo for a gold coin donation.*

## RAISING OUR PROFILE

It has been a fantastic year for bringing new visitors to the Zoo. Our media profile continued to grow with over 230 news stories placing us in the spotlight.

This included great coverage of the fifth anniversary of The Nest Te Kōhanga, the birth of Kitwe the Chimpanzee, The Warehouse Wellington Zoofari and the opening of the Grassland Cats precinct – along with the arrivals of our Caracals, Red Panda and bachelor group of Asian Small-Clawed Otters. *The Dominion Post* published a lengthy piece on the Zoo's achievements over the last 10 years praising our conservation efforts and community engagement.

We received strong interest in our conservation and sustainability stories this year. *Radio Live* interviewed Conservation Manager Daniela Biaggio about our support of Unmask Palm Oil, and *Wellington Access Radio* also highlighted our involvement in this important campaign. *The New Zealand Herald* profiled Visitor Experience Coordinator Alison Mulford's adventures with Proyecto Titi in Colombia and *The Dominion Post* covered Visitor Ranger Anna McKenzie-Pollock's conservation leave with Wildtracks in Belize; proving a keen public interest in the great work our people are achieving in conservation.

*Stuff.co.nz* and the *Otago Daily Times* covered Dr Lisa Argilla's work treating nationally endangered Yellow-Eyed Penguins Hōiho in February, and several high profile native patients in The Nest Te Kōhanga also attracted media attention throughout the year. *3 News*, *The Dominion Post* and the *Otago Daily Times* all highlighted

our care for Haast Tokoeka Kiwi. The orphaned Morepork Ruru chick hand raised by our Veterinary Team rose to worldwide fame after being featured on popular website *Zooborns.com* while the two Fiordland Crested Penguins also made a splash in the media. *The Dominion Post* gave The Nest Te Kōhanga excellent coverage in June, with a feature story on how our Veterinary Team use behavioural enrichment to rehabilitate native birds.

Our new Lemur Close Encounter also featured in *The Dominion Post*, emphasising our support of the Madagascar Fauna and Flora Group. *The Wellingtonian* wrote a story on the Zoo's second annual Conservation Challenge and *The Independent Herald* profiled Life Sciences Manager Amanda Tiffin on caring for Wellington Zoo's Cheetah and how we're helping their cousins in the wild.

*We received strong interest in our conservation and sustainability stories this year.*

Visitors continue to make the most of the Zoo's online resources, increasingly using mobile devices to do so. Website visits from tablets grew by almost 11% and 53% of people accessed the website on their mobile phones. Our newsletter database doubled in reach, growing by more than 57%. Recognising the strong trend for engagement on digital channels we ran a successful Facebook promotion that grew our fanbase from 24,241 to over 31,283. Our Twitter following increased from 6,140 to 6,967.

## 5. SHOW INDUSTRY LEADERSHIP

### LEADING THE WAY

In 2014–15 Wellington Zoo continued to lead with our Animal Welfare Committee, a testimony to our dedication to excellence in animal welfare. The Committee was established in May 2014 to ensure that the animals at Wellington Zoo are treated with dignity and respect, that their quality of life needs are met and that Wellington Zoo is positioned as an industry leader, an advocate and an authority on animal welfare best practice. The Committee is chaired by Wellington Zoo Chief Executive Karen Fifield and consists of Wellington Zoo staff and external experts: Councillor Iona Pannett, WCC Environment Committee Chair; Iain Torrance, Wellington SPCA Chief Executive; and Massey University Professors David Mellor and Ngaio Beausoleil.



After we hosted Dr Jane Goodall DBE during her 2014 visit to the capital, a group of Wellington Zoo staff became founding members of the Jane Goodall Institute (JGI) of New Zealand. Wellington Zoo also launched the Wellington chapter of JGI's Roots and Shoots which held its first event, Nature by Twilight: a night tour of Otari-Wilton's Bush, as part of Wellington City Council's Parks Week in March.

*After we hosted Dr Jane Goodall DBE during her 2014 visit to the capital, a group of Wellington Zoo staff became founding members of the Jane Goodall Institute of New Zealand.*

Wellington Zoo staff hold seven studbook and species coordinator positions which include the responsibility for studbook maintenance for animals of particular species in the Australasian region. Our Collections Development Manager, Simon Eyre, holds the studbooks for Tuatara, Meerkats, Porcupines, Nyala and Auckland Green Geckos. Simon also shares the species coordinator position for Pygmy Marmosets with Keeper Jacqui Hooper; and Cheetah with Life Sciences Manager Amanda Tiffin.

Our people also play important roles within the Zoo and Aquarium Association Australasia (ZAA) committees. In addition to her role as Wellington Zoo Chief Executive, Karen Fifield was the President of ZAA until May 2015 and now sits on the ZAA Board as Past President. She also sits on the New Zealand committee for the International Union for Conservation of Nature (IUCN) and the Wellington Conservation Board. This year, alongside the Director of Hamilton Zoo, she met with World Animal Protection representatives to discuss areas of common ground for animal encounters, in recognition of the importance of the zoo community working with like-minded NGOs on areas of commonality.

Karen is also a member of the NZ Animal Behaviour and Welfare Consultative Committee and sat on the GROW Wellington Board. She was a member of the Hamilton Zoo Master Plan project team in August and the Taronga Conservation Society Australia Gateway Project Review panel in September.



Collections Development Manager Simon Eyre is the convenor of the Carnivores and Small Exotic Taxonomic Advisory Group (TAG) and the ZAANZ liaison for the Ministry of Primary Industries and Environmental Protection Authority. Simon is also a member of DOC's Permitting Processing Review Working Group and the Australasian Species Management Programme Committee. Mauritz Basson, General Manager Animal Care, is the Ungulate TAG husbandry advisor.

Our Veterinary Science Manager, Dr Lisa Argilla was elected as President of the New Zealand Veterinary Association (NZVA) Wildlife Society. She is also the Principal Veterinary Advisor for the ZAANZ Fauna TAG. Our Veterinarian, Dr Baukje Lenting, remains as a committee

member of the Society for another term and is the secondary ZAANZ Fauna TAG advisor. Dr Argilla and Dr Lenting are also adjunct lecturers in the Institute of Veterinary, Animal and Biomedical Sciences at Massey University, and have both been reappointed as committee members for the NZVA Wildlife Society.

The leadership demonstrated by Zoo staff extends beyond animal care, as our expertise in other fields is also recognised. This year Visitor Experience Manager Oli du Bern was invited to join the Grand and Otago Skink management plan team to help develop a national advocacy strategy for these endangered reptiles. Visitor Experience Coordinator, Alison Mulford, was appointed secretary of the Interpretation Network New Zealand (INNZ) committee, leading the best practices and professional standards in interpretation. Learning Team Manager, Lynn Allan was invited to be the Australasian representative on the International Zoo Educators Board, the first New Zealander to hold this position. Educator Thom Adams sits on the Capital Science Educators Committee.



## INDUSTRY RECOGNITION

This year was a source of great pride for Wellington Zoo, with our people again recognised as industry experts.

Chief Executive Karen Fifield was a finalist in the 2014 Westpac/Fairfax Media NZ Women of Influence Awards (Social Enterprise), and General Manager Community Engagement Amy Hughes was a finalist for 2014 Wellingtonian of the Year (Education).

Visitor Experience Manager Oli du Bern was named NZIM/Eagle Technology Young Executive of the Year Central Region, and was one of three national finalists for the 2014 Deloitte Top 200 Young Executive of the Year Award.

Veterinary Nurse Sarah van Herpt was awarded the Shape of Enrichment's ICEE Travel Grant, and selected to speak at the 2015 International Conference on Environmental Enrichment (ICEE) in Beijing in May.

Learning Manager Lynn Allan was awarded the 'Community Hero' Award from The Warehouse Wellington region in recognition of her work with The Warehouse Wellington Zoofari highlighting her commitment to making the programme a success.



*This year was a source of great pride for Wellington Zoo, with our people again recognised as industry experts.*

## SHARING OUR STORIES

To share and exchange knowledge, our people actively participated in conferences around the world. Taking advantage of these opportunities ensures Wellington Zoo staff are at the forefront of industry developments, and the ability to share our stories with the wider industry.

In November Chief Executive Karen Fifield attended the World Association of Zoos and Aquariums (WAZA) Conference in New Delhi. She gave a presentation on Nature Connections as an example of regional collaboration and partnership building. She was invited to speak at the Australian and New Zealand Council for the Care of Animals in Research and Teaching (ANZCCART) Conference in July, presenting on 'Animal Care in Zoos in the 21st Century'. She also attended the IUCN World Parks Congress held in Sydney in November with Learning Manager Lynn Allan. This Congress occurs every ten years, with over 4,000 delegates attending. Lynn gave a presentation on Bush Builders as an example of engaging youth with conservation.

*To share and exchange knowledge, our people actively participated in conferences around the world.*



Conservation Manager Daniela Biaggio attended the Malaysia Palm Oil Familiarisation Programme in September as a guest of the Malaysian Government, and also presented at the conference. Wellington Zoo was one of three NGOs represented, alongside WWF Australia and Birdlife International. While in Kuala Lumpur Daniela also visited Wellington Zoo's conservation partner TRAFFIC South East Asia and met with staff to see how we can further partnerships between TRAFFIC and Wellington Zoo.

In May the Chief Executive, General Manager Community Engagement Amy Hughes, Conservation Manager and Collections Manager Simon Eyre all attended and presented at the 2015 ZAA Learning and Development Workshop event in Sydney. Visitor Experience Manager Oli du Bern travelled to Natureland Zoo in Nelson to deliver a visitor experience workshop for their staff.

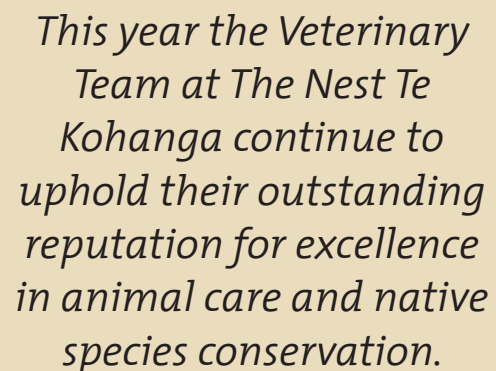
## VETERINARY EXCELLENCE

This year the Veterinary Team at The Nest Te Kōhanga continue to uphold their outstanding reputation for excellence in animal care and native species conservation. The team welcomed two new residents from the Massey University Masterate Programme in Zoo Animal and Wildlife Health. Supported by the Holdsworth Charitable Trust, this world-leading partnership between Wellington Zoo and Massey University helps to build specialist veterinary capability for New Zealand.

Cara, a female Chimpanzee, has undergone regular treatment for a chronic ear infection. She has continued to try to heal the ear herself by cleaning it with sticks, making it difficult to effectively administer long-lasting medication. Our Veterinary Team enlisted the expertise of ear, nose and throat specialist surgeon Dr Rebecca Garland to collaborate on a creative plan to save Cara's ear. During a general anaesthetic, a mould of the ear canal was successfully fashioned, which will be used to create a mesh plug insert. Staff hope that this will prevent Cara from putting sticks in her ear, while also trapping the medication in the ear canal so that it has a chance to work.

We worked with Massey University dental specialist Dr Angus Fechny again this year, for root canal work on Sean the Malayan Sun Bear, and Djembe the Lioness. Vicky Walsh, a specialist anaesthetist from Massey University, assisted with these procedures. This work proves the immense value of the partnership Wellington Zoo has with Massey University in providing our animals with the very best care.

The team performed an endoscopy on Georgia the Emu who mistook a stray sock for food. The procedure to remove it involved using a gastroscope – a large endoscope with a camera specifically designed for examining the gastrointestinal tract. Using this equipment meant the Veterinary Team could see the sock and guide the foreign body removal forceps to grasp the sock and remove it from her stomach.



*This year the Veterinary Team at The Nest Te Kōhanga continue to uphold their outstanding reputation for excellence in animal care and native species conservation.*

Our Veterinary Team assisted the Ministry for Primary Industries and DOC with the quarantine of a pair of nationally endangered Jewelled Geckos. These precious native reptiles were confiscated in Germany and expedited back to New Zealand after being poached from Otago Peninsula over a year ago. These animals are now being cared for at Wellington Zoo. Three Veiled Chameleons were also confiscated from smugglers at Auckland Airport in October and joined our Jackson's Chameleons in Hero HQ following a period in quarantine.



## VETERINARY RESEARCH

Veterinary Science Manager Dr Lisa Argilla and Veterinarian Dr Baukje Lenting co-authored a scientific paper on the diagnosis of cutaneous larval migrans in Rowi Kiwi, which was accepted for publication in the international Journal of Veterinary Parasitology.

Dr Lenting is also currently working in collaboration with DOC and Zealandia to investigate microchip migration issues in Kākā by undertaking an anatomical study using contrast

media and radiographs to determine how the microchips are moving.

One of our Massey Veterinary Residents is researching the impact of lead poisoning on urban Kākā populations. Wellington Zoo is providing data and assistance with this project, as we admit a large number of Kākā to The Nest Te Kōhanga with a significant proportion showing signs of lead poisoning.

*Veterinary Science Manager Dr Lisa Argilla and Veterinarian Dr Baukje Lenting co-authored a scientific paper on the diagnosis of cutaneous larval migrans in Rowi Kiwi.*



## 6. ENSURE VALUED AND MOTIVATED STAFF

### BUILDING THE CAPABILITY AND PERFORMANCE OF OUR PEOPLE

Our people have the technical and professional skills, knowledge and attitudes to be high performers, enhance productivity and deliver professional and timely services to our visitors and stakeholders.

*Staff shared their knowledge and experiences from field work and conservation leave.*

To encourage a culture of continuous learning, we provide our staff with learning sessions throughout the year. Staff shared their knowledge and experiences from field work and conservation leave, and our Conservation Manager Daniela Biaggio ran series of learning sessions on Conservation Conversations, including familiarising staff with the workings of Proyecto Titi, the Kea Conservation Trust and Unmask Palm Oil.



External facilitators visited the Zoo and provided sessions to build on our existing knowledge. In October we hosted Ben Dowdle from Unmask Palm Oil, who talked to staff about palm oil, the challenges ahead, and the role of the campaign for mandatory labelling in Australasia. Mike Rumble, a long-serving Little Blue Penguin volunteer

researcher on Mātūi Somes Island, presented to staff in February and shared his findings on one of our neighbouring Kororā populations.



Be.Accessible ran two development programme workshops in June to increase staff confidence in engaging with colleagues and visitors with special access needs.

Our people have also had external training opportunities to build capability and performance. Veterinary Nurse Sarah van Herpt organised New Zealand's first Shape of Enrichment workshop at Wellington Zoo in October with attendees from around the country.

Visitor Experience Manager Oli du Bern attended the Interpretation Australia conference and visited Dreamworld Corroboree to learn about their indigenous visitor experience. Volunteer Manager Danielle Oldbury attended a workshop run by Volunteering New Zealand in October exploring best practice guidelines for volunteer involving organisations.

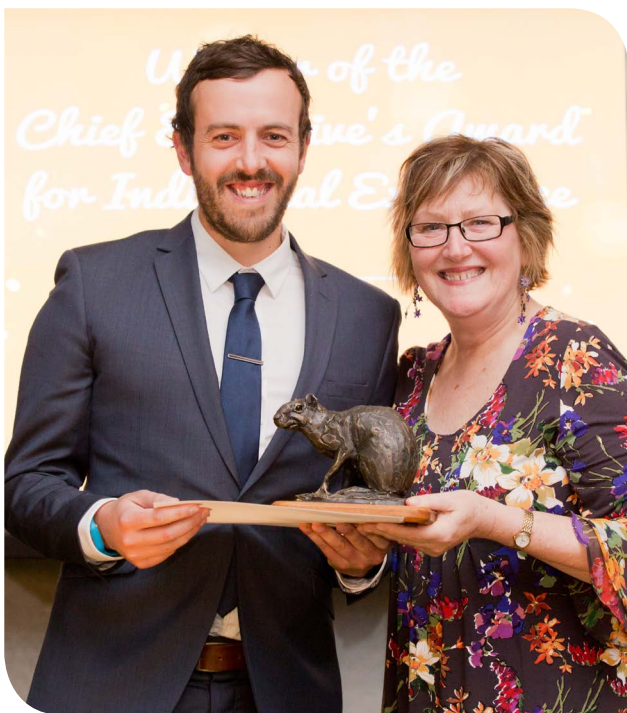
Learning Manager Lynn Allan took part in the Wellington EnviroSchools Hui, a fantastic opportunity to network with environmentally minded schools and to discuss our conservation learning programmes. In May Keeper Philip Wisker attended the annual Kiwi Hui in Whangarei representing the Zoo's views on the importance of advocacy for our native animals.

## GROWING OUR PEOPLE ENGAGEMENT

We held our third Gold Agoutis Annual Awards Night at Wellington Zoo in August. This event recognises excellence across the organisation. The evening also incorporates our Aoraki Awards, where we celebrate the commitment of our long serving staff.

Our annual Zoolympics event took place in March and was another action packed evening full of fun, laughter and quirky challenges that enhance morale and team building.

We want our core values to support the strategy for the future direction of Wellington Zoo. We hosted staff workshops to identify key values that represent Wellington Zoo. Further workshops are scheduled to identify behavioural indicators, and how we go about living and putting our values into action.



## STRENGTHENING LEADERSHIP AND MANAGEMENT CAPABILITIES

General Manager Community Engagement Amy Hughes completed the Sustainable Business Council Future Leaders Programme in 2014. Learning Manager Lynn Allan successfully completed a year-long Kiwibank LEAD leadership development programme. This placement was offered to Wellington Zoo free of charge as their chosen NGO to participate in 2014. Chief Financial Officer Susan Macdonald has begun the four month long IMNZ Diploma of Project Management.



*We hosted staff workshops to identify key values that represent Wellington Zoo.*

## HEALTH AND WELLBEING

We care about the health and wellbeing of our people, and this year we continued to utilise our wellness programme, Tracksuit-inc®. Staff are engaging positively with the online toolkit, which provides competitions, challenges and a vast array of other resources promoting health and wellbeing. Key health results gathered from the Tracksuit-inc® health questionnaire rank Wellington Zoo scores better than those of the health questionnaire average.

We passed our ACC Workplace Safety Management Practices Audit again in June, and qualified once more for accreditation at primary level.

Measure	Target 2014–15	Result 2014–15	Result 2013–14
Staff turnover (excluding casual and fixed term roles)	< 15%	21.24%	29.82%

## TRUSTEES



FROM LEFT TO RIGHT: CRAIG ELLISON, ROSS MARTIN (CHAIR), RAEWYN BLEAKLEY, LINDA MEADE, FRANCIE RUSSELL JP (DEPUTY CHAIR), AND COUNCILLOR SARAH FREE.

## STRATEGIC MANAGEMENT TEAM



FROM LEFT TO RIGHT: MAURITZ BASSON, KAREN FIFIELD, JO RING, SUSAN MACDONALD, DANIEL WARSAW, AMY HUGHES, AND ROSS PROVAN.

## Independent Auditor's Report

### To the readers of Wellington Zoo Trust's financial statements and performance information for the year ended 30 June 2015

The Auditor-General is the auditor of Wellington Zoo Trust (the Trust). The Auditor-General has appointed me, Mari-Anne Williamson, using the staff and resources of Audit New Zealand, to carry out the audit of the financial statements and performance information of the Trust on her behalf.

#### Opinion on the financial statements and the performance information

We have audited:

- the financial statements of the Trust on pages 42 to 65, that comprise the statement of financial position as at 30 June 2015, the statement of comprehensive revenue and expense, statement of changes in equity and statement of cash flows for the year ended on that date and the notes to the financial statements that include accounting policies and other explanatory information; and
- the performance information of the Trust on pages 5 to 36.

In our opinion:

- The financial statements of the Trust:
  - present fairly, in all material respects:
    - its financial position as at 30 June 2015; and
    - its financial performance and cash flows for the year then ended; and
  - comply with generally accepted accounting practice in New Zealand and have been prepared in accordance with Public Benefit Entity Standards with disclosure concessions.
- The performance information of the Trust presents fairly, in all material respects, the company's achievements measured against the performance targets adopted for the year ended 30 June 2015.

Our audit was completed on 12 August 2015. This is the date at which our opinion is expressed.

The basis of our opinion is explained below. In addition, we outline the responsibilities of the Board and our responsibilities, and explain our independence.

## **Basis of opinion**

We carried out our audit in accordance with the Auditor-General's Auditing Standards, which incorporate the International Standards on Auditing (New Zealand). Those standards require that we comply with ethical requirements and plan and carry out our audit to obtain reasonable assurance about whether the financial statements and the performance information are free from material misstatement.

Material misstatements are differences or omissions of amounts and disclosures that, in our judgement, are likely to influence readers' overall understanding of the financial statements and the performance information. If we had found material misstatements that were not corrected, we would have referred to them in our opinion.

An audit involves carrying out procedures to obtain audit evidence about the amounts and disclosures in the financial statements and in the performance information. The procedures selected depend on our judgement, including our assessment of risks of material misstatement of the financial statements and the performance information, whether due to fraud or error. In making those risk assessments, we consider internal control relevant to the preparation of the Trust's financial statements and performance information in order to design audit procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of the Trust's internal control.

An audit also involves evaluating:

- the appropriateness of accounting policies used and whether they have been consistently applied;
- the reasonableness of the significant accounting estimates and judgements made by the Board;
- the adequacy of the disclosures in the financial statements and in the performance information; and
- the overall presentation of the financial statements and the performance information.

We did not examine every transaction, nor do we guarantee complete accuracy of the financial statements and the performance information. Also, we did not evaluate the security and controls over the electronic publication of the financial statements and the performance information.

We believe we have obtained sufficient and appropriate audit evidence to provide a basis for our audit opinion.

## Responsibilities of the Board

The governing body are responsible for the preparation and fair presentation of financial statements for the Trust that comply with generally accepted accounting practice in New Zealand. The governing body are also responsible for preparation of the performance information for the Trust.

The Board's responsibilities arise from the Local Government Act 2002.

The governing body are responsible for such internal control as it determines is necessary to enable the preparation of financial statements and performance information that are free from material misstatement, whether due to fraud or error. The governing body are also responsible for the publication of the financial statements and the performance information, whether in printed or electronic form.

## Responsibilities of the Auditor

We are responsible for expressing an independent opinion on the financial statements and the performance information and reporting that opinion to you based on our audit. Our responsibility arises from section 15 of the Public Audit Act 2001 and section 69 of the Local Government Act 2002.

## Independence

When carrying out the audit, we followed the independence requirements of the Auditor-General, which incorporate the independence requirements of the External Reporting Board.

Other than the audit, we have no relationship with or interests in the Trust.



Mari-Anne Williamson

Audit New Zealand

On behalf of the Auditor-General

Wellington, New Zealand



# STATEMENT OF COMPLIANCE AND RESPONSIBILITY

For the year ended 30 June 2015

## COMPLIANCE

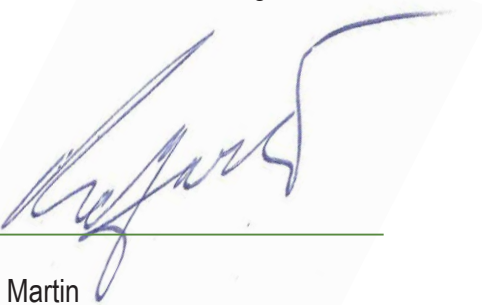
The Board and management of the Wellington Zoo Trust confirm that all the statutory requirements of the Local Government Act 2002 regarding financial and operational management have been complied with.

## RESPONSIBILITY

The Board and management of the Wellington Zoo Trust accept responsibility for the preparation of the annual Financial Statements and the judgements used in them.


They also accept responsibility for establishing and maintaining a system of internal control designed to provide reasonable assurance as to the integrity and reliability of the financial reporting and performance information of the Wellington Zoo Trust.

In the opinion of the Board and management, the annual Financial Statements for the year ended 30 June 2015 fairly reflect the financial position, results of operations and service performance achievements of the Wellington Zoo Trust.



Ross Martin  
Chairperson and Chairperson Finance,  
Audit and Risk Committee

12 August 2015



Karen Fifield  
Chief Executive

12 August 2015

# STATEMENT OF COMPREHENSIVE REVENUE AND EXPENSE

For the year ended 30 June 2015

	Note	Actual 2015 \$000	Budget 2015 \$000	Actual 2014 \$000
<b>REVENUE</b>				
Grants and Operating Revenue	1	6,390	6,007	5,817
Finance Revenue	4	114	30	84
<b>Operating Revenue</b>		<b>6,504</b>	<b>6,037</b>	<b>5,901</b>
<b>Capital Grants and Donations</b>	1	1,252	-	107
<b>TOTAL REVENUE</b>		<b>7,756</b>	<b>6,037</b>	<b>6,008</b>
<b>EXPENDITURE</b>				
Operating Expenditure	2	6,088	6,016	5,674
Depreciation	6	20	21	21
<b>Operating Expenditure</b>		<b>6,108</b>	<b>6,037</b>	<b>5,695</b>
<b>Vesting of Capital Grants and Donations</b>	3	595	-	241
<b>TOTAL EXPENDITURE</b>		<b>6,703</b>	<b>6,037</b>	<b>5,936</b>
<b>NET SURPLUS/(DEFICIT) before taxation</b>	5	<b>1,053</b>	-	<b>72</b>
Income Tax Expense	11	-	-	-
<b>NET SURPLUS/(DEFICIT) for the year</b>		<b>1,053</b>	-	<b>72</b>
<b>Other Comprehensive Revenue</b>		-	-	-
<b>TOTAL COMPREHENSIVE REVENUE</b>		<b>1,053</b>	-	<b>72</b>

The accompanying notes form part of these financial statements.

# STATEMENT OF CHANGES IN EQUITY

For the year ended 30 June 2015

	Note	2015 \$000	2014 \$000
<b>Equity Opening Balances</b>			
Accumulated Comprehensive revenue and expense		306	295
Restricted Funds		583	522
<b>Total Equity-Opening Balance</b>		<b>889</b>	<b>817</b>
<b>Changes in Equity</b>			
<b>Retained Earnings</b>			
Transfers from Comprehensive revenue and expense	14	(1,868)	(312)
Transfers to Comprehensive revenue and expense	14	827	251
<b>Restricted Funds</b>			
Transfers from restricted funds	15	(827)	(251)
Transfers to restricted funds	15	1,868	312
<b>Net Revenue recognised directly in equity</b>		-	-
<b>Comprehensive Revenue</b>			
Surplus/(deficit) for the year to retained earnings		1,053	72
Other comprehensive revenue		-	-
<b>Total comprehensive revenue</b>		<b>1,053</b>	<b>72</b>
<b>Total changes in equity</b>		<b>1,053</b>	<b>72</b>
<b>Equity Closing Balances</b>			
Accumulated Comprehensive revenue and expense		318	306
Restricted Funds		1,624	583
<b>Total Equity-Closing Balance</b>		<b>1,942</b>	<b>889</b>

The accompanying notes form part of these financial statements.

# STATEMENT OF FINANCIAL POSITION

As at 30 June 2015

	Note	Actual 2015 \$000	Budget 2015 \$000	Actual 2014 \$000
<b>ASSETS</b>				
<b>Current Assets</b>				
Cash and cash equivalents	7	3,456	1,421	1,937
Trade and other receivables	8	360	60	461
Prepayments	8	20	-	10
GST Receivable	8	-	-	2
Inventories	9	64	60	48
		<u>3,900</u>	<u>1,541</u>	<u>2,458</u>
<b>Non-Current Assets</b>				
Property, Plant and Equipment	10	49	38	69
Work in Progress	10	18	-	-
		<u>67</u>	<u>38</u>	<u>69</u>
<b>TOTAL ASSETS</b>		<u><b>3,967</b></u>	<u><b>1,579</b></u>	<u><b>2,527</b></u>
<b>LIABILITIES</b>				
<b>Current Liabilities</b>				
Trade, other payables and accruals	12	1,267	400	830
Revenue in Advance		209	-	201
Monies held in trust	12	262	200	333
Employee Benefits	13	275	224	262
		<u>2,013</u>	<u>824</u>	<u>1,626</u>
<b>Non-Current Liabilities</b>				
Employee Benefits	13	12	12	12
		<u>12</u>	<u>12</u>	<u>12</u>
<b>TOTAL LIABILITIES</b>		<u><b>2,025</b></u>	<u><b>836</b></u>	<u><b>1,638</b></u>
<b>NET ASSETS</b>		<u><b>1,942</b></u>	<u><b>743</b></u>	<u><b>889</b></u>
<b>EQUITY</b>				
Accumulated Comprehensive revenue and expense	14	318	307	306
Restricted Funds	15	1,624	436	583
<b>TOTAL EQUITY</b>		<u><b>1,942</b></u>	<u><b>743</b></u>	<u><b>889</b></u>

The accompanying notes form part of these financial statements.

# STATEMENT OF CASH FLOWS

For the year ended 30 June 2015

	Note	Actual 2015 \$000	Budget 2015 \$000	Actual 2014 \$000
<b>Cash flows from operating activities</b>				
Cash was provided from:				
Operating Revenue		7,679	6,007	6,133
Interest Received	4	114	30	84
Net GST Received		17	-	61
Cash was applied to:				
Payments to Suppliers and employees		(6,273)	(6,016)	(6,174)
Net GST Paid		-	-	-
<b>Net cash inflow from operating activities</b>	16	<u>1,537</u>	<u>21</u>	<u>104</u>
<b>Cash flows from investing activities</b>				
Cash was applied to:				
Receipts from sale of property, plant and equipment		-	-	2
Purchase of property, plant and equipment		(18)	-	
<b>Net cash (outflow) from investing activities</b>		<u>(18)</u>	<u>-</u>	<u>2</u>
<b>Net Increase/(Decrease) in Cash and cash equivalents held</b>		<b>1,519</b>	<b>21</b>	<b>106</b>
<b>Cash and cash equivalents at beginning of year</b>		1,937	1,400	1,831
<b>Cash and cash equivalents at end of year</b>	7	<u>3,456</u>	<u>1,421</u>	<u>1,937</u>
<b>Made up of:</b>				
Cash and bank balances		3,456	1,421	180
Current Investments		-	-	1,757
<b>Closing Cash Balance</b>		<u>3,456</u>	<u>1,421</u>	<u>1,937</u>

The accompanying notes form part of these financial statements.

# STATEMENT OF ACCOUNTING POLICIES

For the year ended 30 June 2015

## REPORTING ENTITY

The Wellington Zoo Trust (the Trust) is a charitable trust registered under the Charitable Trusts Act 1957 domiciled in New Zealand and is also a council-controlled organisation as defined under Section 6, Part 1 of the Local Government Act 2002, by virtue of the Council's right to appoint the Board of Trustees. The Trust was established on 1 July 2003 by the Wellington City Council.

The financial statements have been prepared in accordance with the requirements of the Charitable Trusts Act 1957 and section 69 of the Local Government Act 2002.

The Trust is reliant on the Wellington City Council (the Council) for the majority of its income and operates under a Contract for Services with the Council. The Contract for Services was negotiated for a period of 3 years to 30 June 2012. This contract has been re-extended to 30 June 2016. Ongoing funding for the Trust has been approved in the 2015/2025 Long Term Plan.

The primary objective of the Trust is to manage, administer, plan, develop, maintain, operate and promote the Wellington Zoo for the benefits of the inhabitants of Wellington and as an attraction to visitors to Wellington, not to make a financial return. Accordingly, the Trust has designated itself as a public benefit entity for the purposes of New Zealand PBE IPSAS

Under this framework, the Trust is eligible to apply the reduced disclosure regime (Tier 2 entity) of the Public Benefit Entity Accounting Standards.

The reporting period for these financial statements is for the year ended 30 June 2015. The financial statements were authorised for issue by the Board of Trustees on 12 August 2015.

## STATEMENT OF COMPLIANCE WITH INTERNATIONAL FINANCIAL REPORTING STANDARDS

The financial statements have been prepared in accordance with New Zealand generally accepted accounting practice. They comply with New Zealand equivalents to PBE IPSAS and other applicable Financial Reporting Standards, as appropriate for Tier 2 public benefit entities.

## MEASUREMENT BASE

The measurement base applied is historical cost. The accrual basis of accounting has been used.

## FUNCTIONAL AND PRESENTATION CURRENCY

These financial statements are presented in New Zealand dollars rounded to the nearest thousand, unless otherwise stated. As a result of rounding there may be slight discrepancies in subtotals.

## SIGNIFICANT ACCOUNTING POLICIES

### Critical Accounting estimates and assumptions

In preparing these financial statements, the Trust has made estimates and assumptions concerning the future. The Trust has assessed the financial records and there are no significant critical accounting estimates. These estimates and assumptions may differ from the subsequent actual results. Estimates and assumptions are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

### Grants

Grants received from the Wellington City Council are the primary source of funding to the Trust and are restricted for the purposes of the Trust meeting its objectives as specified in the trust deed. The Trust also receives other assistance for specific purposes, and these grants usually contain restrictions on their use.

Grants are recognised as revenue when they become receivable unless there is an obligation to return the funds if the conditions of the grant are not met. If there is such an obligation the grants are initially recorded as grants received in advance, and recognised as revenue when the conditions of the grant are satisfied.

### Revenue

Revenue comprises, revenue from operating activities, investment revenue, grants and donations and other revenue and is measured at the fair value of consideration received or receivable.

Revenue may be derived from either exchange or non-exchange transactions.

Most of the services that the Trust provides for a fee are subsidised by grants therefore do not constitute an approximately equal exchange. Accordingly most of the Trust's revenue is categorised as non-exchange.

### Donated, subsidised or vested assets

Where a physical asset is acquired for nil or nominal consideration, the fair value of the asset received is recognised as revenue. Such revenue is recognised when control over the asset is obtained.

### Interest

Interest revenue is recognised using the effective interest rate method.

### Volunteer Services Recognition

The Trust benefits from the service of dedicated volunteers in the delivery of its activities. Due to the difficulty in determining the value of these donated services with sufficient reliability, donated services are not recognised in these financial statements.

### **Taxation**

The Trust is registered as a Charitable Trust and is exempt from income tax under the Income Tax Act 2004. The Trust is not exempt from indirect tax legislation such as Goods and Services Tax and accordingly is required to comply with these regulations.

### **Goods and Services Tax (GST)**

All items in the financial statements are exclusive of GST, with the exception of receivables and payables, which are stated as GST inclusive. Where GST is not recoverable as an input tax, it is recognised as part of the related asset or expense.

### **Debtors and other receivables**

Debtor and other receivables are initially measured at fair value and subsequently measured at amortised cost using the effective interest method, less any provision for impairment.

### **Cash and cash equivalents**

Cash and cash equivalents includes cash on hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of less than three months.

### **Creditors and other payables**

Creditors and other payables are initially measured at fair value and subsequently measured at amortised cost using the effective interest method.

### **Inventory**

Inventories are recorded at the lower of cost (determined on a first-in first-out basis) or net realisable value. This valuation includes allowances for slow moving and obsolete stock. Net realisable value is the estimated selling price in the ordinary course of business, less applicable variable selling expenses.

### **Property, Plant and Equipment**

#### *Recognition*

Property, plant and equipment consists primarily of operational assets. Expenditure is capitalised when it creates a new asset or increases the economic benefits over the total life of an existing asset. Costs that do not meet criteria for capitalisation are expensed.

The Trust also manages the construction and development of buildings, structures and enclosures on behalf of the Council. These assets are not recorded in the Trust's financial statements as ownership vests in the Council.

#### **Measurement**

Property, plant and equipment are valued at historical cost less accumulated depreciation and impairment losses.

The initial cost of property, plant and equipment includes the purchase consideration, and those costs that are directly attributable to bringing the asset into the location and condition necessary for its intended purpose. Subsequent expenditure that extends or expands the asset's service potential is capitalised.



### Impairment

The carrying amounts of property, plant and equipment are reviewed at least annually to determine if there is any indication of impairment. Where an asset's recoverable amount is less than its carrying amount, it will be reported at its recoverable amount and an impairment loss will be recognised. The recoverable amount is the higher of an item's fair value less costs to sell and value in use.

### Disposal

Realised gains and losses arising from the disposal of property, plant and equipment are recognised in the Statement of Comprehensive Revenue and Expense in the period in which the transaction occurs.

### Depreciation

Depreciation is provided on all assets owned by the Trust excluding assets under construction (work in progress). Depreciation is calculated on a straight line basis, to allocate the cost or value of the asset (less any residual value) over its useful life. The estimated useful lives of the assets are as follows:

#### Plant

Audio Visual Equipment	3 years
Projector	5 years
Shade Sail	10 years
Hospital Equipment	10 years
Garden Furniture	10 years
Living Room Furniture	15 years
Endoscope	8 years

#### Furniture and Equipment

Composter	10 years
CCTV	3 years
Incubators	12.5 years

### Work in Progress

The cost of projects within work in progress is transferred to the relevant asset class when the project is completed and then depreciated.

### Employee Benefits

A provision for employee benefits (holiday leave, long service leave, and retirement gratuities) is recognised as a liability when benefits are earned but not paid. The Trust recognises a liability and an expense for a one off payment where contractually obliged or where there is a past practice that has created a constructive obligation.

### Short Term Employee Benefits

Holiday leave (annual leave, long service leave qualified for and time off in lieu) is calculated on an actual entitlement basis at the greater of the average or current hourly earnings in accordance with sections 16(2) & 16(4) of the Holidays Act 2003.

Long service leave (not yet qualified for) and retirement gratuities have been calculated on an actuarial basis based on the likely future entitlements accruing to staff, after taking into account years of service, years to entitlement, the likelihood that staff will reach the point of entitlement, and other contractual entitlements information. The present value of the estimated future cash flows has been calculated using an inflation factor and a discount rate. The inflation rate used is the annual Consumer Price Index to 31 March prior to year end.

#### **Other Contractual Entitlements**

Other contractual entitlements include termination benefits. Termination benefits are recognised in the Statement of Financial Performance only when there is a demonstrable commitment to either terminate employment prior to normal retirement date or to provide such benefits as a result of an offer to encourage voluntary redundancy. Termination benefits settled within 12 months are reported at the amount expected to be paid, otherwise they are reported as the present value of the estimated future cash outflows.

#### **Provisions**

The Trust recognises a provision for future expenditure of uncertain amount or timing when there is a present obligation (either legal or constructive) as a result of a past event, it is probable that expenditures will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation.

Provisions are not recognised for future operating losses. Provisions are measured at the present value of the expenditures expected to be required to settle the obligation using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the obligation. The increase in the provision due to the passage of time is recognised as a finance cost.

#### **Other Liabilities and Provisions**

Other liabilities and provisions are recorded at the best estimate of the expenditure required to settle the obligation.

#### **Contingent Assets and Liabilities**

Contingent liabilities and contingent assets are disclosed in the notes to the financial statements. Contingent liabilities are disclosed if the possibility that they will crystallise is not remote. Contingent assets are disclosed if it is probable that the benefits will be realised.

#### **Animal Transfers**

Animal transfers are recognised at cost.

#### **Equity**

Equity is the residual interest in the Trust and is measured as the difference between total assets and total liabilities. The components of equity are accumulated surpluses and deficits and restricted funds (special funds, trusts and bequests).

Restricted funds are those reserves that are subject to specific conditions of use whether under statute or accepted as binding by the Trust because of the specific reason for which the funds were provided.

Transfers from these reserves may be made only for specified purposes or when certain specified conditions are met.

### Statement of Cash Flows

The statement of cash flows is prepared using the direct approach. Operating activities include cash received from all revenue sources of the Trust and record the cash payments made for the supply of goods and services. Investing activities relate to the acquisition and disposal of assets. Financing activities relate to transactions that change the equity and debt capital structure of the Trust.

### Related Parties

Related parties arise where one entity has the ability to affect the financial and operating policies of another through the presence of control or significant influence. Related parties include Wellington City Council, key management personnel and the governing body (Trust Board).

Trustees' remuneration is any money, consideration or benefit received, receivable or otherwise made available, directly or indirectly, to a trustee during the reporting period. The disclosures for the Trust include the remuneration of the Trustee board as they occupy the position of a member of the governing body of the Trust.

### Transition to PBE IPSAS

Effect of first-time adoption of PBE standards

The changes to the accounting policies and disclosures (including comparatives) resulting from the first-time adoption of PBE standards are as follows:

Within the notes forming part of the financial statements presentational changes have occurred as follows:

- Changes to (Note 1) classifying the main revenue components as either exchange or non-exchange revenue.
- Changes to the receivables note (Note 8) and payables notes (Note 12) to reflect the disaggregation above
- Change to Revenue in advance reflecting the nature of the advance receipts and liabilities for transfers with conditional agreements
- Other minor terminology changes

# NOTES TO THE FINANCIAL STATEMENTS

## Note 1: Revenue

	2015 \$000	2014 \$000
<b>Exchange Revenue</b>		
Sale of Goods	339	307
Other Corporate income	80	79
<b>Total Exchange Revenue</b>	<b>419</b>	<b>386</b>
<b>Non-Exchange Revenue</b>		
Admissions	2,644	2,443
Other Revenue	303	2
Contractual Revenue		
Ministry of Education	82	82
Wellington City Council Operating Grant	2,757	2,715
<b>Operating Grants and Donations</b>		
Koala Trust	6	7
Classic Hits	5	8
Fonterra Brands	19	25
Brian Whiteacre Trust	-	3
Dominion Post	-	9
Department of Conservation	-	10
ASB	-	12
TG McCarthy	10	-
General Donations	21	23
Holdsworth Trust	64	40
Trade Me	30	30
Interislander	10	-
Weta	-	20
Worldwide Fund for Nature	-	2
Wellington Community Trust	15	-
Nikau Foundation	5	-
<b>Operating Grants and Donations</b>	<b>185</b>	<b>189</b>
<b>Total Non-Exchange Operating Revenue , Grants and Donations</b>	<b>5,971</b>	<b>5,431</b>
<b>Capital Grants and Donations</b>		
General Donations	142	57
Pub Charity	500	-
Wellington Community Trust	-	50
Stout Trust	50	-
Lion Foundation	30	-
Lotteries Trust Board	500	-
Infinity Foundation	30	-
<b>Total Non-Exchange Capital Grants and Donations</b>	<b>1,252</b>	<b>107</b>
<b>Total Non-Exchange Revenue</b>	<b>7,223</b>	<b>5,538</b>
<b>Total Revenue</b>	<b>7,642</b>	<b>5,924</b>

Grants and Donations includes grants and bequests received for capital and operational purposes of \$1,868,451. These grants were received for specific purposes. This income is transferred from Retained Earnings to Restricted Funds until it is needed, refer to Note 15.

### Note 2: Expenditure on operating activities

	Note	2015 \$000	2014 \$000
Marketing and Commercial costs		268	238
Auditor's remuneration:			
- Audit Services		21	21
Authorised entertainment		6	6
Consumables		365	323
Cost of goods sold		148	135
Direct costs		735	557
Insurance premiums		9	8
Materials and Services		278	278
Personnel costs		3,925	3,761
Trustee's remuneration	21	86	81
Utilities		247	266
<b>Total Operating Expenditure</b>		<b>6,088</b>	<b>5,674</b>

1. Personnel costs include costs such as salaries, wages, leave and other employee earned compensation.
2. Direct costs include expenditure not separately disclosed, such as:
  - professional costs
  - travel
  - administration costs
  - animal collection maintenance
  - vehicle fleet costs
  - contracts

### Note 3: Vesting of Capital Grants and Donations

Wellington City Council has approved a capital expenditure budget of \$15.661 million towards the Zoo Capital Plan to be spent over the 10 year period, starting in 2006/07. This funding is contingent on the

Trust generating external sponsorship funding of \$5.221 million over the duration of the Zoo Capital Plan.

This entry relates to the transfer of these funds to Wellington City Council. In line with the contract for services, this amount is paid on receipt of external sponsorship funding and donations as the Zoo contribution towards the capital plan. The Zoo has vested \$595K (2014: \$241K) in line with our capital spend for this year on behalf of Wellington City Council. Refer to Note 18 for more detail.

#### Note 4: Finance Revenue

	Note	2015 \$000	2014 \$000
<b>Finance Revenue</b>			
Interest on Term Deposits and On call		114	84
<b>Total Finance Revenue</b>		<u>114</u>	<u>84</u>

#### Note 5: Net Surplus Reconciliation showing adjustments for movements to and from Restricted Funds

		2015 \$000	2014 \$000
Net surplus/deficit from operations for the year	14	1,053	72
Revenue received for animal transfer purposes from Operating Grants/Donations	15	(73)	(115)
Revenue received for animal transfer purposes from Other Operating Revenue	15	(243)	(90)
Revenue received for capital/operational purposes	15	(1,277)	(107)
Revenue received for animal transfer purposes utilised in year		56	-
Revenue received for capital/operational purposes utilised in year	15	22	10
Revenue vested to Wellington City Council in year	15	595	241
Revenue received for conservation fund	15	(275)	-
Revenue received for conservation fund utilised	15	154	-
<b>Normalised Operating Surplus/(Deficit) for the year before taxation</b>		<u>12</u>	<u>11</u>

Due to the timing differences between the receipt of capital grants and the vesting of the resultant assets in Council, there will be fluctuations in the reported results. This note shows, for comparative purposes only, the results without the impact of these transactions.

### Note 6: Depreciation

	2015 \$000	2014 \$000
Plant	4	4
Furniture and Equipment	16	17
<b>Total Depreciation</b>	<u>20</u>	<u>21</u>

### Note 7: Cash and Cash Equivalents

	2015 \$000	2014 \$000
Bank Balances	3452	176
Cash on hand	4	4
Short Term deposits	0	1,757
<b>Total Cash and cash equivalents</b>	<u>3,456</u>	<u>1,937</u>

## Note 8: Trade and other receivables

	Note	2015 \$000	2014 \$000
Receivables (Gross)		139	40
Trade Receivables due from Wellington City Council	20	221	421
Less provision for impairment of trade receivables		-	-
<b>Trade Receivables</b>		<u>360</u>	<u>461</u>
GST Receivable		-	2
Prepayments		20	10
		<u>20</u>	<u>12</u>
<b>Total Trade and other receivables</b>		<u><u>380</u></u>	<u><u>473</u></u>
<b>Trade Receivables comprises:</b>			
Receivables from the sales of goods and services (exchange transactions)		46	38
Receivables from transfers (non-exchange transactions)		314	423
		<u>360</u>	<u>461</u>
<b>Provision for impairment of total trade receivables</b>			
		2015 \$000	2014 \$000
Opening Balance		-	-
Additional or increased provision made		-	-
Release of provision		-	-
<b>Provision for impairment of total trade</b>		<u>-</u>	<u>-</u>

Further information on the collectability of trade and other receivables is contained in Note 17: Financial Instruments.



### Note 9: Inventories

	2015 \$000	2014 \$000
Inventory – Zoo Shop	64	48
<b>Total Inventories</b>	<u>64</u>	<u>48</u>

### Note 10: Property, Plant and Equipment

	2015 \$000	2014 \$000
<b>Operational Assets</b>		
<b>Plant</b>		
Plant at cost – opening balance	48	48
Accumulated depreciation	(35)	(31)
Total Plant – opening balance	<u>13</u>	<u>17</u>
Additions	-	-
Disposals	-	-
Depreciation Expense	(4)	(4)
<b>Total plant – closing balance</b>	<u>9</u>	<u>13</u>
<b>Furniture and Equipment</b>		
Furniture and Equipment at cost – opening balance	171	171
Accumulated Depreciation	(115)	(98)
Total Furniture and Equipment – opening balance	<u>56</u>	<u>73</u>
Additions	-	-
Disposals	-	-
Depreciation Expense	(16)	(17)
<b>Total Furniture and equipment – closing balance</b>	<u>40</u>	<u>56</u>
<b>Total Operational Assets</b>	<u>49</u>	<u>69</u>
<b>Work in progress</b>		
Work in progress at cost – opening balance	-	1
Additions	18	-
Other	-	(1)
Capitalised to asset classes	-	-
<b>Work in progress at cost – closing balance</b>	<u>18</u>	<u>-</u>

Projects that will be vested to Wellington City Council are permanent structures or fixtures that are built by the Trust on land owned by the Wellington City Council.

### Note 11: Taxation

The Trust is registered as a Charitable Trust and is exempt from income tax under the Income Tax Act 2007.

### Note 12: Trade, Other Payables, Accruals and Monies held in Trust

	Note	2015 \$000	2014 \$000
<b>Payables under Exchange Transactions</b>			
<b>Exchange Payables and Accruals</b>			
Trade Payables and Accruals		470	376
Trade Payables due to parent		608	293
<b>Total Payables under Exchange Transactions</b>		<b>1,078</b>	<b>669</b>
<b>Non -Exchange Payables</b>			
Taxes Payable (GST , PAYE)		189	161
<b>Total Payables under Non-Exchange Transactions</b>		<b>189</b>	<b>161</b>
<b>Total Payables</b>		<b>1,267</b>	<b>830</b>
<b>Monies held in Trust</b>			
Donations held in Trust		219	179
Regional Amenities Fund		43	154
(administered on behalf of Wellington Regional Amenities Fund)		-	
<b>Total Monies held in Trust</b>		<b>262</b>	<b>333</b>

### Note 13: Employee Benefits

	2015 \$000	2014 \$000
Payroll Accruals	41	27
Holiday Leave	234	235
Retirement Gratuities	12	12
<b>Total employee benefits</b>	<b>287</b>	<b>274</b>
<b>Represented by:</b>		
Current	275	262
Non-current	12	12
<b>Total employee benefits</b>	<b>287</b>	<b>274</b>

The retirement gratuities liability is a contractual entitlement for a reducing number of employees who having qualified with 10 years' service will on retirement be entitled to a payment based on years of service and current salary. This entitlement has not been offered to new employees since 1991.

The gross retirement gratuities liability inflation adjusted at 2.25% (2014:2.57%) as at 30 June 2015 after discounting is \$12,344 (2014:\$12,344). The discount rate used is 6.10% (2014:6.50%)

Total annual remuneration by band for employees as at 30 June:

Total Remuneration paid or payable	2015	2014
\$60,000-\$69,999	6	5
\$70,000-\$79,999	3	1
\$100,000-\$109,999	1	2
\$110,000-\$119,999	1	1
\$120,000-\$129,999	2	2
\$140,000-\$149,999	1	1
\$190,000-\$199,999	1	1
<b>Total Employees</b>	<b>15</b>	<b>13</b>

This disclosure relates to staff earning in excess of \$60,000.

### Note 14: Accumulated Surplus/ (Deficit)

	2015 \$000	2014 \$000
<b>Accumulated Surplus/Deficit</b>		
Opening Balance	306	295
Net surplus/(deficit)	1,053	72
Transfers from restricted funds	15 827	251
Transfers to restricted funds	15 (1,868)	(312)
<b>Accumulated Surplus/(Deficit)– closing balance</b>	<u>318</u>	<u>306</u>
<b>Total accumulated surplus/(deficit)</b>	<u><u>318</u></u>	<u><u>306</u></u>

### Note 15: Restricted Funds

	2015 \$000	2014 \$000
<b>Trusts, Bequests and Capital Grants</b>		
Opening Balance	206	350
Additional funds received	1,277	107
Funds utilised	(617)	(251)
<b>Trusts,Bequests and Capital Grants – closing balance</b>	<u>866</u>	<u>206</u>
<b>Animal Transfers</b>		
Opening Balance	377	172
Additional Operating Grants and Donations received	73	115
Transfers from Other Operating Revenue	243	90
Funds utilised	(56)	-
<b>Animal Transfers – closing balance</b>	<u>637</u>	<u>377</u>
<b>Conservation Fund</b>		
Opening Balance	-	-
Funds received	275	-
Transfers of Opening Balance	-	-
Funds utilised	(154)	-
<b>Conservation Fund – closing balance</b>	<u>121</u>	<u>-</u>
Opening Balance	583	522
Transfers from retained earnings	1,868	312
Transfers to retained earnings	(827)	(251)
<b>Restricted Funds – closing balance</b>	<u><u>1,624</u></u>	<u><u>583</u></u>

The Trust has accumulated funds of \$100 contributed by Wellington City Council upon establishment of the Trust on 1 July 2003.

### Restricted Funds: Purpose of each reserve

Trusts, Bequests and Capital Grants are monies received for a specific purpose.

Animal Transfer Reserve Fund is made up of money received specifically for the transfer of animals as well as money that the Trust has tagged from Other Operating Income to fund future animal transfers.

Conservation fund is made up of money received specifically to support field conservation.

### Note 16: Reconciliation of Net surplus to Net cash flow from operating activities

	2015 \$000	2014 \$000
Reported surplus/(deficit)	1,053	72
<b>Add/(deduct) non cash items:</b>		
Vesting of Assets	-	-
Movement in provision for impairment of doubtful debts	-	-
Depreciation	20	21
<b>Total non-cash items</b>	<u>20</u>	<u>21</u>
<b>Add/(deduct) movements in working capital</b>		
(Increase)/Decrease in accounts receivable	101	23
(Increase)/Decrease in Inventory	(16)	13
(Increase)/Decrease in Prepayments	(10)	(4)
(Increase)/Decrease in GST Receivable	2	61
Increase/(Decrease) in accounts payable and accruals	437	(280)
Increase/(Decrease) in monies held in trust	(71)	131
Increase/(Decrease) in GST payable	-	-
Increase/(Decrease) in Other Liabilities	-	-
Increase/(Decrease) in Employee benefit liabilities	13	13
Increase/(Decrease) in Revenue in Advance	8	54
<b>Total working capital movement</b>	<u>464</u>	<u>11</u>
<b>Net cashflow from operating activities</b>	<u><u>1,537</u></u>	<u><u>104</u></u>

### Note 17: Financial Instruments

The Zoo's financial instrument categories include financial assets (cash and cash equivalents, loans and receivables and financial liabilities (payables that arise directly from operations and borrowings). The main purpose of the Zoo's financial instruments is to raise finance for the Zoo's operations.

### Note 18: Commitments

The Trust has a commitment to Wellington City Council (the Council) relating to the Zoo Capital Plan, a 10 year capital programme totalling \$20.881 million which commenced in 2006/07. The Council has approved a capital expenditure budget of \$15.661 million towards the Zoo Capital Plan to be spent over the 10 year period, starting in 2006/07. This funding is contingent on the Trust generating external sponsorship funding of \$5.221 million over the duration of the Zoo Capital Plan.

Wellington City Council has approved this funding subject to the following:

- That the Trust manages its projects within the annual capital expenditure budgets
- Wellington City Council Officers monitor the projects and review their status prior to tendering for any construction contracts
- Wellington City Council Officers will not authorise any contracts that would result in a material overspend of Wellington City Council capital expenditure budgets.

As at 30 June 2015, the Trust has vested \$5.143 million to the Council and has committed to fund an additional \$0.123 million over the period from 30 June 2015 to 30 June 2016. In line with the Contract for Services, this amount will be paid on receipt of external sponsorship funding. If external funding targets are not met then it is at the Council's discretion to amend the Plan accordingly.

The Trust had no operating lease commitments as at 30 June 2015. Payments due not later than one year Nil, payments due between one to two years Nil (2014:Nil).

### Note 19: Contingencies

The Trust had no contingent liabilities as at 30 June 2015 (2014:Nil).

## Note 20: Intra group transactions and balances

	2015 \$000	2014 \$000
<b>Revenue for services provided to the Zoo from:</b>		
Wellington City Council	664	362
	<u>664</u>	<u>362</u>
<b>Revenue for services received by the Zoo from:</b>		
Wellington City Council	2,764	2,724
	<u>2,764</u>	<u>2,724</u>
<b>Current receivables owing to the Zoo from:</b>		
Wellington City Council	221	421
	<u>221</u>	<u>421</u>
<b>Current payables owing from the Zoo to:</b>		
Wellington City Council	608	293
	<u>608</u>	<u>293</u>

## Note 21: Related Party disclosures

### Key Management Personnel Compensation

	2015 \$000	2014 \$000
Salaries and other short term employee benefits	901	894
Post-employment benefits	-	-
Other long term benefits	-	-
Termination benefits	-	-
<b>Total Key Management Personnel Compensation</b>	<u>901</u>	<u>894</u>

Key management personnel include the Chief Executive, other senior management personnel and Trustees.

### *Trustee's Remunerations*

Trustee's remuneration is any money, consideration or benefit received, receivable or otherwise made available, directly or indirectly, to a trustee.

The following people held office as trustees of the Zoo during the reporting period. The aggregate remuneration paid to the trustees during the year totalled \$85,783 (2014:\$81,250) and is disaggregated and classified as follows:

<b>Trustee Remuneration</b>	<b>2015</b>	<b>2014</b>
	<b>\$000</b>	<b>\$000</b>
Ross Martin	32	31
Frances Russell	16	16
Linda Meade	16	15
Simon Marsh	-	4
Alan Dixson	4	15
Craig Ellison	9	-
Raewyn Bleakley	9	-
<b>Total Trustee Remuneration</b>	<b>86</b>	<b>81</b>

	<b>2015</b>	<b>2014</b>
<b>Trustees</b>		
Remuneration	\$ 85,783	\$ 81,250
Full-time equivalent members	4.36	4.25
<b>Strategic Management Team</b>		
Remuneration	\$ 815,452	\$ 812,511
Full-time equivalent members	6.00	6.14
<b>Total Key Management Personnel Remuneration</b>	<b>\$ 901,235</b>	<b>\$ 893,761</b>

Full time equivalent calculations for Trustees are based on number of months in employment and for the Chief Executive and other senior management personnel are based on 2,080 hours.

#### **Related party transactions**

During the year trustees and key management, as part of a normal customer relationship, were involved in minor transactions with the Trust.

The Trust receives a grant from the Wellington City Council under a Contract for Services. In addition, the Wellington City Council receives/(pays) amounts for the provision/(receipt) of other goods and services. These other transactions are conducted on an arms-length basis. The amounts owing to/from related party balances are disclosed in Note 20.



Services received from the Zoo Aquarium Association (ZAA) in 2015:\$3,616.40 (2014:\$3,328.59). Karen Fifield who is the Chief Executive of the Zoo is the President of ZAA. This transaction was also conducted on an arms-length basis.

Note 21: Related Party disclosures (continued)

The Trust also purchased services from the Zoo Aquarium Association (ZAA).These services cost \$40,633.80 (2014:\$43,005.84) and were supplied on normal commercial terms. There was an outstanding balance for unpaid invoices at year end of \$Nil (2014: Nil). Karen Fifield who is the Chief Executive of the Zoo was the President of ZAA until May 2015.

No provision has been required, nor any expense recognised for impairment of receivables for any loans or other receivables to related parties (2014:\$Nil).

#### **Note 22:Severance Payments**

In accordance with the Schedule 10, section 19 of the Local Government Act 2002, the Zoo is required to disclose the number of employees who received severance payments during the year and the amount of each severance payment made.

Severance payments include any consideration (monetary and non-monetary) provided to any employee in respect of the employee's agreement to the termination of their employment with the Trust. Severance payments exclude any final payment of salary, holiday pay and superannuation contributions.

For the year ended 30 June 2015, the Trust made one severance payment. \$30,635.84. (2014:\$35,000).

#### **Note 23:Events after balance date**

There were no significant events after balance date that affect the financial statements.