

To: Wellington City Council CCO Performance Committee
From: Chairperson, Wellington Zoo Trust
Date: 29 January 2009

Second Quarter Report 2008/09 Financial Year

Highlights

- ④ Visitor numbers were 51,565 for the quarter with a budget of 46,899. This is 4,666 visitors over budget for the quarter.
- ④ Renowned primatologist, Dr Jane Goodall, visited the zoo during October. The Zoo hosted a news conference in the Chimp House dayroom, TV3's Campbell Live show dedicated almost the entire ½ hour show on Friday 17th October to Dr Goodall and Wellington Zoo and on Saturday 18th October, she lectured to a sold out crowd of 325 people in the Wild Theatre.
- ④ Construction on The Nest continues with the erection of the first of the pre-cast concrete walls in December 2008 and a contractor, Locales, has been appointed to work on the interpretation for the area. The Zoo has had success with fundraising for this project which indicates immense community support for such a facility. The project is proceeding on time and on budget.
- ④ The Bush Builders project won a Department of Conservation Wellington Conservation Award for education and advocacy. This was awarded by the Minister of Conservation, Hon Steve Chadwick, at a ceremony at Parliament.
- ④ In conjunction with Kirkcaldie & Stains and the Rotary Club of Wellington, a 'street festival' was held on Saturday 22nd November and all proceeds were donated to the Zoo to help with the building of "The Nest".
- ④ The estate of the eminent sculptor Colin Webster Watson (1926-2007), contributed \$50,000 to the African Unity project as well donating art work to the Zoo.
- ④ On Labour Day Monday 27th October 2008, Beni the chimpanzee's first birthday was celebrated. Events on the day included birthday cake, games, music, activities and decorations up by the chimps and the zoo had 2001 visitors which was a record number of visitors for the Zoo in one day.



Decorations in the chimp house for Beni's first birthday celebrations, Labour Day 27 October 2008

- New to the Zoo and unique in New Zealand zoos, two purebred young dingoes arrived from the Dingo Discovery Centre, Australia on Christmas Eve. Visitors are now able to meet the socialised and leash-trained dingoes. They are being walked several times a day around the Zoo over the summer holiday season. A Zoo Crew competition will be organised to name the six month old pups.
- Architecture NZ featured the Zoo's new capital developments on it's October issue cover and a multi page spread on the Giraffe House, Wild Theatre and Chimpanzee house. Commentary on each of the projects was provided by the architect involved.

A table showing progress against all KPIs for the quarter is attached at [Appendix 1](#).

1. Outstanding, intimate and unique visitor experiences

1.1 Visitors and events

- Visitor numbers were 51,565 for the quarter with a budget of 46,899. This is 4,666 visitors over budget for the quarter. Admission prices increased on the 1st October (adults \$18 and children \$9) and we still had a record number of full paying admissions in October with 2001 visitors on Labour Day. We have kept the discounted membership at the same price to encourage Wellingtonians to join Zoo Crew and visit the Zoo as often as they wish during the year.
- The Zoo hosted international renowned primatologist, Dr Jane Goodall in October. She completed interviews with Newstalk ZB and Classic Hits and her quotes were common in the Dominion Post and on the Stuff and TV3 websites. The Zoo hosted a news conference in the Chimp House dayroom, TV3's Campbell Live show dedicated almost the entire ½ hour show on Friday 17th October to Dr Goodall and the Zoo and on Saturday 18th October, she spoke to a sold out crowd of 325 people in the Wild Theatre.
- On Labour Day Monday 27th October 2008, Beni the chimpanzee's first birthday was celebrated. Events on the day included birthday cake, games, music, activities and decorations up by the chimps and the zoo had 2001 visitors which was a record number of visitors for the Zoo in one day.
- An exclusive Zoo Crew event was held in November as a goodbye party for the two male lions who were being transferred to Orana Park, Christchurch to breed with their female lions. The event was well attended and after a few delays, the lions were finally shipped to Christchurch on 23rd December. They will return to Wellington in approximately one year.
- The main entrance foyer has been upgraded with a fresh coat of paint, new signs, removal of clutter. Upgrade of the front entrance, managed by Team Leader Guides, showcasing the sculpture Prowling Cheetah and other strategic imperatives for the Zoo.
- Visitor feedback the Zoo receives is generally positive but always includes a small number of visitors who were disappointed with their experience at the Zoo. While it is not possible to respond to all the suggestions, we take their feedback seriously to identify ways that we can go on improving the visitor experience. Positive comments during the quarter included:

 - “The new developments are looking fantastic and the staff we encountered were all very friendly and knowledgeable. It is great that the kids can get so close to the animals such as the giraffes, baboons and chimps.”*
 - “Amazing development over the past few years!!! I was born in Wellington - used to visit when there were only cages for the*

animals. The enclosures and seating areas are amazing, the animals look healthy and happy. Really enjoyed talking to the chimp keeper - interesting and passionate about her job!! Sun Bear talk was really good too!! The zoo is a credit to all your hard work - well done!!! Looking forward to another visit in the future!"

- *"I was very impressed with the renovations. Much improved since I was here last time - about 12 years ago. The animals' enclosures are much more open, more suitable for animals."*
- *"It's a wonderful place and there's been a lot of work gone into it. We feel for the zoo with its budgeting constraints and we hope the WCC and public will continue to support this wonderful place."*
- *"This is one of the most beautiful places I have ever been, thanks for everything, this zoo is just great."*
- *"The Zoo is always changing and improving and I like the way there's always something new to see. Thanks!"*
- *"Finally after 20 years of not seeing a kiwi in the nocturnal house I SAW ONE!! Wow, and then a special viewing of Tahī - BONUS!!! Worth the wait."*

1.2 Learning

- ④ Amy Hughes started as the new Manager Visitor Experience in October while Edy Macdonald is on 12 months maternity leave.
- ④ A grant was received from the Stout Foundation to update the interior of the Zoo's school room. Planning and work on this will commence January 2009 and should be completed by the end of June 2009.
- ④ In November, the Zoo's Wellington Bush Builders Project was awarded a Department of Conservation conservation award in the conservation, education and advocacy category. The Zoo's educators have visited local schools during the year with the aim to increase awareness in urban children and their parents about their local environment, monitor the wildlife that lives close to the city centre, and maintain a sustainable population of native birds by involving school children in ecological restoration in the heart of Wellington City.
- ④ The guides spent 47 hours out in the Zoo with contact animals (eg cockatoo, skink, tortoise) during the quarter and approximately 6,320 people met an animal up close.
- ④ A project involving a local school designing enrichment items for two of the zoo's animal species was completed. The items proved popular with the keepers and the animals and will be integrated into the ongoing enrichment programme for these species. Other schools are keen to be involved in 2009.
- ④ During 2008, there was a substantial increase in the number of LEOTC students compared to 2007. A casual staff member was hired to help out with large school groups and meant that more classes could be held at this busy time of year. An additional 200 students were accommodated in November 2008 by the Learning Team compared with this time in 2007.
- ④ All LEOTC sessions now have a minimum of one unique animal experience and many LEOTC students have observed Daku's (the red tailed black cockatoo's) training sessions in the Wild Theatre. Additional Tahiti talks were also put on in the Wild Theatre for students.
- ④ During this period 100% of teachers rated Zoo programmes as meeting or exceeding their learning intentions. Comments included "well delivered, motivating programme" and "great way to reinforce what is happening in the classroom"
- ④ The Zoo's LEOTC application was submitted to the Ministry of Education for funding for the next three years with a response due January 2009.

1.3 Capital Expenditure

- Construction on The Nest continues with the erection of the first of the pre-cast concrete walls. A contractor, Locales, has been appointed to work on the interpretation for the area. This project is the largest of the Zoo Capital Programme and will be another excellent example of 'turning the Zoo inside out' so that visitors will be able to watch the fascinating work of the veterinary team close up. This facility will also allow the Zoo to work more closely with agencies such as the Department of Conservation to care for injured or ill native wildlife. The interpretive overlay will tell these stories to visitors and will be current and up to date. The Zoo has had success with fundraising for this project which indicates immense community support for such a facility. The project is proceeding on time and on budget.
- The first phase of the African Unity project was completed for Dr Jane Goodall's visit in October 2008. This included installation of interpretive elements at the Cheetah viewing area and Chimp House, the Cheetah garden was completed and thanks to a grant from the Lion Foundation, new PA systems were installed at the Chimp House and African Savannah giraffe viewing area. Just before Christmas, a boma (an African livestock enclosure), was built in the dry river bed overlooking the African Savannah giving visitors extra shelter and seating in the area as well as additional up close view of the giraffes and black buck.

The Zoo oversees the spending on two Wellington City Council Capital Expenditure (CAPEX) projects. These projects are CX125 Zoo Renewals and CX340 Zoo Upgrades.

CX340 Zoo Upgrades

Fuller info needed on some of the following, if the report is getting too long then trim some of the earlier but less significant things. Please get Karen to check the final versions of the explanations below so that it is clear that we are still working carefully with WCC to adjust and roll out the ZCP. Make sure we link any statements on what we are doing to the benefits the work will create.

Significant activities included the following:

- The ZCP has been reviewed to ensure the allocation of funding is spent in the best possible way considering all drivers for the original case for the investment in the Zoo. The Board and senior management of the Zoo are working with Council Officers to manage the roll out of the projects in the most effective way.
- Planning for the Catering & Function Facilities Project started. This project was originally targeted to improvement of the Archibald Centre but with

capital investment given from Spotless Services (NZ) Limited towards this project, it has been widened to consider all catering and function facilities on the site. The aim of the project is to drive revenue from new and upgraded facilities for catering business. Board approval was given to proceed with the next stage of the project and the procurement plan has been approved by Wellington City Council. The central area of the Zoo including the elephant house will become a hub of catering and function facilities which complement visitor flow and will unlock the potential for growing the functions side of the catering business.

- ④ The Power Project was completed with the 11kV transformer in place, the supply cable installed and the Zoo is now running on the new 11kV supply.
- ④ The Meet the Locals Procurement Plan was approved by Wellington City Council and Requests for Expressions of Interests were issued and responses received. The Meet the Locals area covers the bottom bird aviaries (a health and safety and animal welfare risk area), the zebra paddock and the old giraffe paddock. The intention is to have a fully formed project team ready to continue with developed design early in 2009. The project will be phased over several years and the design team will advise management of the best way to do this.
- ④ The capital programme is progressing well without any adverse effects on visitors during the busy summer period. Smaller upgrades such as African Unity have been favourably received and anecdotal feedback is that visitors are enjoying seeing their Zoo improve.

CX125 Zoo Renewals

The total budget for this project is \$178,550. The total budget will be expended by year end. The outcomes from this area ensure that the asset is continually maintained at 21st century standards for a visitor facility.

CX125	Available	Status
AV Equipment	18,500	P
Building Refurbishments	31,050	P
Enclosure Refurbishments	20,000	P
Equipment Upgrades	17,000	P
Fencing	11,500	P
Guttering Renewals	5,000	P
Hospital Equipment Replacement	15,500	N
Learning Equipment/Signs	5,000	P
Pushchairs/Wheelchairs	1,000	P
Security	3,000	P
Service Roads	5,000	P
Vehicle Renewal	40,000	N
Workshop equipment	6,000	P
AMP Budget	\$178,550	

Y = Done N = Not yet P= Partially

2. Industry Leadership

Animal management

Health

- New to the Zoo and unique in New Zealand zoos, two purebred young dingoes arrived from the Dingo Discovery Centre, Australia on Christmas Eve. Visitors are now able to meet the socialised and leash-trained dingoes. They are being walked several times a day around the Zoo over the summer holiday season. A Zoo Crew competition will be organised to name the six month old pups.
- Our pair of Kea have successfully hatched two chicks which is a first for Wellington Zoo
- Daily animal presentations have started in the Wild Theatre with Daku, the red tail black cockatoo, showing off his flying skills to visitors and the hand raised servals can now be seen on the picnic lawn going through a training session five times a week.
- The Zoo's annual Ministry of Agriculture and Forestry inspection was completed in December with no major issues raised.
- The mud issues by the Giraffe house in the African Savannah were fixed with the installation of drainage and a new grass surface
- The pair of Australian Shelduck laid 15 eggs and after distributing some of the eggs to a chicken, cape barren goose and artificial incubation, 13 hatched which was a first for the Zoo.

Significant Births (0:0:0 = male : female : gender unknown)

- 0.0.2 North Island Kaka
- 0.0.13 Australian Shelduck
- 0.0.2 Kea
- 0.0.5 Red rumped agouti

Transfers

- The Zoo's two lion males were recommended for breeding at Orana Wildlife Park, Christchurch and they were transferred on Tuesday 23rd December. They are expected to return to Wellington in approximately 12 months.
- Three spider monkeys (two females and a male) arrived - one from each of Hamilton Zoo, Auckland Zoo and Orana Wildlife Park, Christchurch. They have been introduced in quarantine and will be released on to Monkey Island early 2009.
- Two of the male Chimpanzees, Boyd and Gombe, are moving to a new chimp facility at Monarto Zoo, Adelaide, South Australia. This meant that the

whole troop had to undergo anaesthesia and be tested for tuberculosis (all the results were negative). The two boys will be transferred early 2009 accompanied by one of Wellington Zoo's keepers.

- ④ All the Little red flying foxes were caught up for health checks before twelve of them were transferred to the Rare Species Conservation Centre in the United Kingdom. Some of the remaining bats have been released into the Australian aviary (the old chimp day room) sharing the space with Sulphur crested cockatoos and a King Parrot.
- ④ Pekepoho, a juvenile female Kea, arrived from Auckland Zoo and after completing quarantine, moved into Nippy's old enclosure with One-eye a one eyed Kea.
- ④ One of the Peruvian Pink Toed Tarantulas headed off to Butterfly Creek (Airport Rd, Auckland) in exchange for the two small ones.

Deaths

- ④ The male African Wild dog, Zahabu, was scheduled for a quick anaesthesia to take a biopsy of a joint lesion, when he showed severe signs of cardiovascular, respiratory depression and then died while still under anaesthesia. The post mortem revealed multiple lesions of a very invasive haemangiosarcoma (tumours that arise from the cells that line blood vessels), a non contagious common cancer in domestic dogs.
- ④ Bubbles, the Red Necked Wallaby, was euthanased aged nine years after found in a seizure. The autopsy revealed gastric and intestinal bloat of unknown cause.

Proposed Animal Collection additions

Species	Gender	Status	Due
Pygmy marmoset	1:1:0	Importation from UK now possible, as revised Import Health Standard has been issued	Import delayed as awaiting UK zoo to find a Q fever test that will be workable for such a small primate
Antelope		Working towards importation from South Africa	
Spider Monkey	1.3.0	Arrived from Hamilton, Auckland and Orana Wildlife Park	Introductions between these three and the existing Spider Monkeys taking place early 2009
Morepork	1.1	Coming from Hamilton for the Twilight and Auckland for Programs	Hamilton Morepork arrived
Kookaburra	Multiple	Coming from the wild, North of Auckland	Late 2008 early 2009
Specified Zoo Mammals		ERMA approval applied for (replaces all new Zoo Mammals)	Awaiting decision

3. Financial Sustainability

- The admission prices increased on 1st October. Adult entry is now \$18 and children \$9.
- The Estate of Colin Webster Watson contributed \$50,000 to the African Unity project as well donating art work to the Zoo.
- Grants received during the quarter included:

Grant From	Project	Amount
<i>Perry Foundation</i>	<i>Hospital</i>	<i>10,000.00</i>
<i>Brian Whiteacre Trust</i>	<i>Veterinary Equipment</i>	<i>5,000.00</i>
<i>Thomas George McCarthy Trust</i>	<i>Learning</i>	<i>10,000.00</i>

3.1 Financial results

The operating surplus for the quarter is \$247,502 against a budgeted surplus of \$59,598. This is due to revenue for the quarter being above budget due to impact of price increase and timing of receipt of operating grants. Expenditure is below budget for the quarter mainly due to timing of marketing expenditure.

- Total Visitor Revenue stands at 120% of budget for the quarter which includes revenue from attendances, events, encounters and retail purchases.
- Visitor numbers were 51,565 for the quarter against a budget of 46,899. This is 4,666 above budget and an increase on last year by 4,902 visitors.

The quarterly Operating Statement is attached at Appendix 2.

3.2 Commercial Development and Promotion

Our commercial development focus this year is on growing both visitor revenues and operational fundraising. Accomplishments during this quarter included:

- ④ In conjunction with Kirkcaldie & Stains and the Rotary Club of Wellington, a 'street festival' was held on Saturday 22nd November and all proceeds were donated to the Zoo to help with the building of "The Nest". There were local celebrities, a bouncy castle, a sausage sizzle and bands to keep people entertained. Kirkcaldie's also held a Christmas shopping evening and sold mini soft toy Sasa sunbears in their store for Christmas where all proceeds were again donated to The Nest.
- ④ The estate of the eminent sculptor Colin Webster Watson (1926-2007), contributed \$50,000 to the African Unity project as well donating art work to the Zoo. A bronze sculpture of life-sized cheetahs in motion, Mountain of Dreams, by Colin Webster-Watson, has been given pride of place in the Zoo's new Cheetah Garden and a dedication ceremony was hosted by his estate at the Zoo on 29th November. The estate also donated a cheetah wall plaque which has been installed in the main entrance foyer.
- ④ The Zoo provided staff for a successful fundraising event at the Australian High Commission for the Melbourne Cup. This helped raise \$1,800 for the Zoo.

Media coverage during the Quarter included:

- ④ Renowned primatologist, Dr Jane Goodall, visited the zoo during October. The Zoo hosted a news conference in the Chimp House dayroom attended by TVNZ, Radio NZ, the Dominion Post, Newstalk NZ, TV3 and TV3's Campbell Live show dedicated almost the entire ½ hour show on Friday 17th October to Dr Goodall and Wellington Zoo. On Saturday 18th October, Dr Goodall lectured to a sold out crowd of 325 people in the Wild Theatre.
- ④ Karen Fifield published an opinion piece in the Dominion Post titled "Stolen Zoo Animals a Loss For All" and reflected on the far-reaching implications of animal theft from both zoos and the wild.
- ④ Amy Hughes commented on the award-winning Bush Builders programme in the Capital Times.
- ④ Katja Geschke was profiled in the University of Life section of the Dominion Post
- ④ Children from Adventure School, Porirua, were photographed at a Zoo sleepover and profiled in CityLife.
- ④ Veterinary nurse, Cath MacLachlan, commented on possum behaviour in the Dominion Post

- ④ Phil Wisker, keeper, shared the sweet story of Goosey, the Cape Barren goose and her ducklings, Australian Shelduck, in a Classic Hits interview on Friday. They also featured in the Saturday edition of the DomPost, and the Emperor tamarins featured as inspiration for moustache-growing men this 'Movember'.
- ④ A reporter for Honda's magazine Eclipse wrote a feature about her Close Encounters with the cheetahs and red pandas. In the same magazine, Karen talks about the rationale behind the purchase of the Zoo's Honda Civic Hybrid vehicle.
- ④ Multiple page article, photos and the cover in the Architecture NZ magazine on the developments at the Zoo. The architects involved with each project, Giraffe House, Wild Theatre, and Chimpanzee House, were asked to comment on each of the buildings.

Community Campaign

Donations achieved as at 31 December 2008

Website donations	\$3,643
Direct Marketing	\$120
Onsite donations	\$1,014
Networks	\$11,498
Text to donate	\$650
Unsolicited donations	\$5,550
Total to date	\$22,476

- ④ The Nest fundraising campaign continues and had raised approximately \$22,000 at the end of December. Posters were put up in the city centre, on buses, in the Dominion Post and the radio ad was successful in helping to generate around 250 text donations. A large number of local school children helped with a direct mail campaign, designed by Saatchi and Saatchi, before Christmas which helped to bolster the 'community' nature of the fundraising.
- ④ Preparation for a corporate-focussed appeal with local businesses continues.

4. Valued and motivated staff

- Karen Fifield, Chief Executive Officer was accepted into Stanford University, Palo Alto, California, to attend their Executive Program for Nonprofit Leaders during March 2009
- Beth Houston, Manager Commercial Development has been accepted into Leadership New Zealand Leadership Programme starting 2009.
- Our 2008/09 staff learning calendar was launched and five in-house training sessions were held during the quarter including:
 - *Manager vs Mate – the challenges of managing and influencing people you are friends with,*
 - *Motivating Others,*
 - *Beginners Microsoft Word,*
 - *Beginners guide to Zoo Budgets*
 - *How to Handle Conflict and Disagreements*
- A Flexible Working Arrangements policy was approved by the Board and the staff informed of its contents.
- The Senior Management Team had a workshop on Kapiti Island. This two day workshop continued the work from earlier in the year around team building and continual improvement.
- The Chief Executive and the General Manager Operations completed and passed beginners Te Reo Maori.
- Paul Horton and Phil Whisker attended a bird course in the Wairarapa run by Glen Holland, former Director of Auckland Zoo and bird expert.
- The IVABS Masterate Scholarship (Zoo Animal and Wildlife Health) programme with Massey University is working well. All four veterinary residents have had their first month long rotation at the Zoo and some their second.
- Chief Executive and Manager Human Resources spoke to Colonels and Captains from the Centre for Defence and Strategic Studies, Canberra. The Australian High Commission requested this session as part of the programme for this year long course for key leaders in Defence.

5. Lead or participate in conservation and research programmes

- ④ The Bush Builders project won a Department of Conservation Wellington Conservation Award for education and advocacy. This was awarded by the Minister of Conservation, Hon Steve Chadwick, at a ceremony at Parliament.
- ④ Ben Pocock, Team Leader Herbivores, returned from South Africa after seven weeks. He worked at Johannesburg Zoo and their farm for ten days, volunteered at Cheetah Outreach, visited Pretoria Zoo and then for five weeks, worked as a research assistant in the Hluhluwe-Imfolozi National Park on the Black Rhino Research Project.
- ④ The Kaka have successfully bred two chicks that will be released at Maungatautari Ecological Island Trust, Cambridge, once they are old enough.
- ④ The Otago and Grand skinks have all had health checks, are putting on weight and almost all the pairs are getting on well.
- ④ In conjunction with Wellington City Council Parks and Gardens, planting days were held with a local school as part of the Bush Builders project. Subject to funding, it is hoped that the project will continue in 2009 with more schools.
- ④ Support continued for the 'Kiwi locomotion' research project with Massey University and the 'Ratite (large flightless birds) preference for symmetrical leaves' research with Victoria University
- ④ Katja Geschke, Manager Conservation and Vet Research, prepared for her seven week field conservation project with the Department of Conservation sea lion team.
- ④ The Anatolian Shepherd Dog, Kaitiake, sponsored by Zoo, has been placed on a farm and has bonded well with his herd. It is hoped once he is fully grown he will protect his herd from predators.



Ben Pocock, Team Leader Herbivores helping with the Black Rhino Research Project, South Africa

6. Lasting community support and participation

- The Volunteer Coordinator and Manager Visitor Experience met with Karori Wildlife Sanctuary's volunteer coordinator to compare ideas.
- There were eleven corporate volunteer groups during the quarter who completed a range of projects including tree planting, painting projects and weed/pest plant removal
- One of the groups working at the Zoo featured in an article in Indulgence section of Dominion Post
- The average number of volunteer hours for this quarter is 775 hours per month equivalent to 4.8 FTE.



Denise Church

Chairperson, Wellington Zoo Trust Board

Appendix 1 - Measures

Measure	Frequency of measure	Target 2008/09	YTD 2008/09	Actual 2007/08
<i>Outstanding, intimate & unique visitor experiences</i>				
ZCP Projects delivered on time, on budget- Hospital built within 10 to 15 months	Annually	Yes	NA	Yes, 2
Collection Plan developed by September 08	Annually	Yes	Completed July 2008	Completed April 08
Projects to assess visitor learning	Annually	>2	1	2
School Learning outcomes-effectiveness	Annually	>97% teachers agree learning was effective	100% teachers agreed learning was effective	100% teachers agreed learning was effective
Number of school visits (students)	Annually	>14,700	9,192	14,906
<i>Industry Leadership</i>				
Staff involved with ARAZPA Committees or positions	Annually	>5	8	11
<i>Financial sustainability</i>				
Fundraising targets for ZCP met	Annually	\$569,150	\$413,626	\$840,389
Average retail income per retail visitor	Annually	>\$8.60	\$8.99	\$8.19
Increase total admissions by 2% each year on base year 2005/06 (170,116 visitors)	Annually	180,560	87,670	182,540
Average income per visitor (excluding WCC grant)	Quarterly	\$11.71	\$13.82	\$11.78
Ratio of Trust generated income as % of WCC grant	Quarterly	79%	90%	80%
Average WCC subsidy per visitor	Quarterly	\$14.88	\$15.33	\$14.72
Zoo Crew memberships by June 2009	Annually	3,000	2351	2033
<i>Valued and motivated staff</i>				
All staff have PDP review	Annually	July 2008	Completed	New Measure
Staff Survey conducted	Annually	October 2008	NA	Completed
Staff turnover (permanent staff)	Annually	<15%	15.3%	24%
<i>Lead or participate in conservation and research programmes</i>				
Programme Managed Species (% of total Collection)	Annually	>38%	42%	42%
Participation in conservation programmes	Annually	>2	9	9
<i>Lasting Community support and participation</i>				
Partnerships formed with written MOUs	Annually	>6	9	New Measure
Volunteer hours (FTE)	Annually	>5 FTE	5.3 FTE	2.8 FTE
Wellingtonians visiting the zoo	Annually	>49%	NA	49%

Appendix 2 – Financial Statements

Wellington Zoo Trust

OPERATING STATEMENT OF FINANCIAL PERFORMANCE For the Quarterly Results to 31st December 2008 and YTD December 2008

2nd Quarter (01 September - 31 December 08)				YTD December 08				
Actual \$'s	Budget \$'s	Variance \$'s	Variance %		Actual \$'s	Budget \$'s	Variance \$'s	Variance %
77,798	71,000	6,798	10%	Sale of Goods	128,470	129,500	(1,030)	(1%)
533,614	439,358	94,256	21%	Admissions Income	845,592	775,734	69,858	9%
41,079	2,000	39,079	-	Interest	78,737	16,000	62,737	392%
18,112	25,000	(6,888)	(28%)	Café License Fee	33,481	50,000	(16,519)	(33%)
18,889	18,889	0	0%	MOE Grants	37,778	37,778	0	0%
671,877	671,875	2	0%	WCC Operating Grants	1,343,752	1,343,750	2	0%
46,578	17,231	29,347	-	Grants and Sponsorship Received-Operational	87,604	34,462	53,142	0%
1,407,947	1,245,353	162,594	13%	Total Operating Income	2,555,414	2,387,224	168,190	7%
82,428	0	82,428	-	Grants and Sponsorship Received-Capital	402,954	-	402,954	-
82,428	-	82,428	-	Total Non-Operating Income	402,954	-	402,954	-
1,490,375	1,245,353	245,022	20%	Total Income	2,958,368	2,387,224	571,144	24%
756,154	724,124	(32,030)	(4%)	Employee Remuneration	1,439,705	1,446,797	7,092	0%
87,508	78,508	(9,000)	(11%)	Other Employee Costs	184,973	157,016	(27,957)	(18%)
843,662	802,632	(41,030)	(5%)	Personnel Expenditure	1,624,678	1,603,813	(20,865)	-1%
42,989	69,375	26,386	38%	Marketing Costs	81,483	133,250	51,767	39%
39,635	33,750	(5,885)	(17%)	Administration Costs	83,098	86,500	3,402	4%
7,731	10,000	2,269	0%	Animal Acquisition Costs	8,511	20,000	11,489	0%
3,250	10,000	6,750	68%	Travel & Accommodation	23,628	20,000	(3,628)	(18%)
3,745	6,625	2,880	43%	Telecommunication Costs	10,400	13,250	2,850	22%
27,732	17,500	(10,232)	(58%)	Professional Costs	35,161	44,500	9,339	21%
0	400	400	100%	IT Costs	1,146	800	(346)	(43%)
39,932	59,475	19,543	33%	Utility Costs	96,305	126,950	30,645	24%
4,891	4,300	(591)	(14%)	Vehicle & Plant Costs	10,286	8,600	(1,686)	(20%)
164,767	186,760	21,993	12%	Contracts, Services & Material	348,372	370,524	22,152	6%
5,173	8,000	2,827	35%	Depreciatn & Loss/Gain on Sale	10,346	16,000	5,654	35%
339,845	406,185	66,340	16%	General Expenses	708,736	840,374	131,638	16%
1,183,507	1,208,817	25,310	2%	Total Operating Expenses	2,333,414	2,444,187	110,773	5%
200,000		(200,000)		Vesting of Assets	200,000	-	(200,000)	-
200,000	0	(200,000)		Total Vesting Expense	200,000	-	(200,000)	
1,383,507	1,208,817	(174,690)	(14%)	Total Expenses	2,533,414	2,444,187	(89,227)	(4%)
(23,062)	(23,062)	0	0%	Recovery Of Labour Charges	(46,125)	(46,125)	0	0%
247,502	59,598	187,904		Total Operating Surplus/(Deficit)	268,125	(10,838)	278,963	
(117,572)	-	(117,572)		Total Non-Operating Surplus/ (Deficit)	202,954	-	202,954	
129,930	59,598	70,332		TOTAL SURPLUS / (DEFICIT)	471,079	(10,838)	481,917	

CCO: Wellington Zoo Trust
Quarter Two 2008/09

Actual 30-Jun-08	EARNINGS STATEMENT	Qtr to 31-Dec-08
	Revenue	
1832	Trading Income	974
2688	WCC Grants	1344
76	Other Grants	38
511	Sponsorships and Donations	490
113	Investment Income	79
58	Other Income	33
5,278	Total Revenue	2,958
	Expenditure	
3,007	Employee Costs	1,579
1,613	Other Operating Expenses	698
14	Depreciation	10
0	Interest	
	Vested Assets	200
4,634	Total Expenditure	2,487
644	Net Surplus/(Deficit) before Taxation	471
0	Taxation Expense	
644	Net Surplus/(Deficit)	471
12.2%	Operating Margin	15.9%

Actual 30-Jun-08	STATEMENT OF FINANCIAL POSITION	As at 31-Dec-08
	Shareholder/Trust Funds	
0	Share Capital/Settled Funds	0
0	Revaluation Reserves	0
	Restricted Funds	0
950	Retained Earnings	1,421
950	Total Shareholder/Trust Funds	1,421
	Current Assets	
1,419	Cash and Bank	1,449
236	Accounts Receivable	89
66	Other Current Assets	44
1,721	Total Current Assets	1,582
	Investments	
0	Deposits on Call	0
0	Other Investments	0
0	Total Investments	0
	Non-Current Assets	
129	Fixed Assets	465
0	Other Non-current Assets	0
129	Total Non-current Assets	465
1,850	Total Assets	2,047
	Current Liabilities	
388	Accounts Payable and Accruals	380
	Provisions	
473	Other Current Liabilities	189
861	Total Current Liabilities	569
	Non-Current Liabilities	
0	Loans - WCC	0
0	Loans - Other	0
39	Other Non-Current Liabilities	57
39	Total Non-Current Liabilities	57
950	Net Assets	1,421
2.0	Current Ratio	2.8
51.4%	Equity Ratio	69.4%

Actual 30-Jun-08	STATEMENT OF CASH FLOWS	Qtr to Dec-08
	<i>Cash provided from:</i>	
1,930	Trading Receipts	1,336
2,688	WCC Grants	1343
	Other Grants	
511	Sponsorships and Donations	529
113	Investment Income	86
39	Other Income	260
5,281		3,554
	<i>Cash applied to:</i>	
3,033	Payments to Employees	1,947
2,172	Payments to Suppliers	1,577
	Net GST Cashflow	
	Other Operating Costs (VESTING)	
	Interest Paid	0
5,205		3,524
76	Total Operating Cash Flow	30
	Investing Cash Flow	
	<i>Cash provided from:</i>	
	Sale of Fixed Assets	
	Other	
0		0
	<i>Cash applied to:</i>	
71	Purchase of Fixed Assets	
	Other -vesting Cash for Capital Projects	0
71		0
(71)	Total Investing Cash Flow	0

Actual 30-Jun-08	STATEMENT OF CASH FLOWS (CONT)	Qtr to 31-Dec-08
	Financing Cash Flow	
	<i>Cash provided from:</i>	
	Drawdown of Loans	
	Other	
0		0
	<i>Cash applied to:</i>	
	Repayment of Loans	
	Other	
0		0
0	Total Financing Cash Flow	0
5	Net Increase/(Decrease) in Cash Held	30
1,414	Opening Cash Equivalents	1,419
1,419	Closing Cash Equivalents	1,449

Actual 30-Jun-08	CASH FLOW RECONCILIATION	Qtr to 31-Dec-08
644	Operating Surplus/(Deficit) for the Year	471
	Add Non Cash Items	
14	Depreciation	10
	Other (Gifted Hospital Assets)	
658		481
	Movements in Working Capital	
(49)	(Increase)/Decrease in Receivables	147
45	(Increase)/Decrease in Other Current Assets	22
(523)	Increase/(Decrease) in Accounts Payable	(8)
(55)	Increase/(Decrease) in Other Current Liabilities	(266)
(582)		(105)
	Net Gain/(Loss) on Sale:	
	Fixed Assets	(346)
	Investments	0
0		(346)
76	Net Cash Flow from Operations	30