

ZRA Annual Business Meeting
07 November 2025 – 8:00 AM EST
Miami Marriott Dadeland, Miami FL

Jenn Wilson (President) –Present
Shelly Roach (Vice President) - Present
Jayne Hardwick (Treasurer) - Present
Ian Shelley (Secretary) – Present
Donna Bear (Director) - Present
Deniele Brown (Director) - Present
Joann Watson (Director) – Present
Krista Adelhardt (Incoming Board Member) – Absent
Lily Moore (Incoming Board Member) – Present

Members in Attendance: Jasmine Alvarado, Giselle Alverson, Teri Barney, Alecia Benware, Amie Bialo, Monica Blackwell, Melody Brooks, Katie Buckner, Crystal Butler, Nancy Butler, Maddie Chaperon, Diane Craft, Jonathan Dinman, Kaylin Dunn, Vickie Edel, Kristy Edelen, Stephanie Eller, Mary Ellsworth, Katie Flesch, Sarah Foote, Jessica Grote, Rae Lynn Haliday, Kristen Hannah, Lea Harlan, Lindsey Herron, Allison Homler, Rebecca Hoover, Adrienne Horrigan, Karly Hurst, Debbie Johnson, Cara Johnson, Amanda Kehoskie, Nolan Keller, Katie Kimble, Amanda Knobbe, Maria Korte, Alex Lovern, Casey Lown, Karsyn McCreedy, Lynn McDuffie, Krista Mercurio, Christina Newman, Mary Noell, Barbara Outerbridge, Michelle Pasnak-Mazur, Laurie Patel, Anna Pelc, Cassidy Rapson, Gloria Rivera, Jacob Rosner, Mark Kameron Roth, Kesha Schreiber, Matt Seguin, Jonathan Seidel, Heather Terrell, Diana Tetreault, Ashley Todd, Tricia Webster, Lisa Winkler, Katelyn Wolf from

Board Update

- Jenn Wilson, President, called the meeting to order. Reviewed the responsibilities of the Board of Directors
- Decisions made over the past year:
 - Approved committee documents, routine approvals
 - Signed 2026 Annual Conference host agreement
 - TCP overhaul process complete, launch
 - New website online, largely complete
 - Approved Standing Rules for Treasurer, Ethics Committee
 - Approved Marketing and Outreach Committee promotional opportunities
 - Adding AZA and federal standards
 - Created organizational chart
 - Election for two Board positions
 - Approved Transport Taskforce
- Next Year's Projects: finalize Strategic Plan, continue to improve website functionality, pursue general liability insurance
- Treasurer: Association is solvent. Total income to Date \$19,155.13, Total expense \$15,041.78. Ended fiscal year with balance in checking of \$11,775.37. Savings interest \$12.35. Balance in savings \$55,018.87. Cash on hand \$66,794.24.

Committee and Taskforce Reports and Updates

- Website Management Taskforce (Sheri Bradley): Taskforce has been troubleshooting with the old website while getting ready to bring the new website online.
- Transport Taskforce (Ian Shelley): State agency directory is available, moving on to vendor catalog
- Annual Conference Committee (Joann Watson)
 - Successful 2025 Annual Conference in Miami, 105 attendees from 94 institutions
 - Refined use of Whova app, strengthened planning timeline, enhanced Call for Presentations, and developed updated Host Institution Guidelines
 - Work already in progress for 2026 Annual Conference
- Bylaws Committee (Mary Noell)
 - No requests for edits, deletions or additions to the Bylaws to work on and present to the membership.
 - Karsyn McCreedy now serving as Vice Chair
- Ethics Committee (Rebecca Hoover): Updated Standing Rules
- History Committee (Jasmine Alvarado)
 - Developed a new template to help conference organizers and the History Committee determine what documents and other materials need to be submitted to the ZRA archive
 - Assisting with the ZRA History timeline for the new website
 - Chair and Vice Chair positions will be open the following year, 2026
 - Historical documents were shipped to the Milwaukee County Zoo, ZRA Archive
- Marketing and Outreach Committee (Laurie Patel)
 - New ZRA Stickers in two sizes to be handed out at the conference on Friday.
 - Work email signature mini campaign to link to ZRA
 - Continued work on Non-ZRA member outreach list
 - Future plans include selling ZRA branded swag at the next conference in 2026. There will also be pre orders before the conference. Also, going to other conferences and represent ZRA to recruit new members.
- Membership Committee (Vickie Edel): 27 new members (8 Associates, 19 Professionals)
- Newsletter Committee (Anna Pelc)
 - Published four issues of “For the Record,” which now includes content block “Mixology” and vendor spotlights
 - Considering changing look of newsletter, new format/templates easier to edit
 - Could use one or two new members
- Nominations and Elections Committee (Kristy Edel): Conducted nomination and election process for vacant Vice President, Treasurer, Secretary, and Director positions
- Professional Development Committee (Lily Moore)
 - Incoming Chair Rae Lynn Haliday, Vice Chair Amie Bialo
 - Seventh anniversary of TCP, updated and enhanced version now on Thinkific (336 purchases as of October 2025, raising \$49,151 for the Association)
 - ICRM Exam Prep Workshop held Oct. 30, 2025, 11 ZRA members registered
 - Four applicants received funds from PDC scholarships to attend Annual Conference in Miami

- Standards Committee (Adrienne Horrigan)
 - Short-term goals to distribute AZA accreditation survey via Zoho, revise AZA Accreditation Guide for Registrars
 - Ongoing goals to work with AZA IDMAG to make standards resources available to members, redefine role of committee to communicate standards
- Strategic Planning Committee (Jenn Wilson)
 - Reviewed 2020-2025 Strategic Plan to sort out completed/incomplete tasks
 - Distributed ZRA Member Satisfaction & Strategic Planning Survey. 71 members responded. Reviewed results
- Training Committee (Lindsey Herron)
 - Paired 9 mentees with mentors since last Annual Conference (ongoing need for more mentors)
 - Two IRK scholarships distributed (would like to award two per year)
 - Webinar series fallen by wayside, want to restart (goal to have two in 2026)

New Business for Discussion: None

Installation of New Committee Leaders and Officers

- Committee Leaders:
 - Anna Pelc (Newsletter Chair)
 - Kristi Heffron (Training Chair)
 - Rae Lynn Haliday (Professional Development Chair)
 - Amie Bialo (Professional Development Vice Chair)
- Board Members
 - Shelly Roach, President
 - Deniele Brown, Vice President
 - Krista Adelhart, Treasurer
 - Lily Moore, Director

Awards

- Outstanding Service: TCP Content Team, TCP Design Team, Lily Moore (TCP Project Manager), Donna Bear (ZRA Website Manager), Krista Adelhart (Training Committee), Kristi Edelen (Nominations and Elections Committee)
- Tim Kurkowski Award: Alex Lovern

Website Preview by Stephanie Eller

Meeting Closed