

A Written History of the Elephant Manager's Association

Officially formed in 1988, the EMA grew out of the annual elephant workshops held at different zoos in North America, which began in 1980. The EMA is a non-profit organization composed of Professional, Associate and Institutional members. Professional membership requires a minimum of three years experience directly handling elephants in zoos, the private sector or a combination of both.

The goals of the EMA are to improve professional elephant management practices, which will result in improved communication, management and care of elephants in North America and around the world.

Since 1989, the EMA has had a liaison to the Elephant SSP and the Elephant Management Task Force, providing technical input on the development of the original AAZPA Elephant Management Guidelines, later the AZA Elephant Management Guidelines, and the Minimum Standards for Management of Elephants in Captivity. The EMA has provided its membership expertise to the development of the AZA Principles of Elephant Management Course. The EMA has provided position statements on restrictive legislation to ban elephant rides and transportation. It has also provided expert witnesses who testified on Capitol Hill against the Farr Bill (H.R. 2929) in 1999. EMA members have also contributed to the development of Asian and African Elephant Studbooks and the Elephant Husbandry Manual, edited by Deborah Olson. The EMA publishes the *Journal of the Elephant Managers Association* three times yearly, and the newsletter *Gray Matters* six times yearly. Workshop proceedings are published annually and are available to keep members informed of current issues and topics including veterinary practices, research, husbandry, behavior, exhibits and enrichment. The EMA has a website and a traveling display board. Through the sale of merchandise it is able to contribute to research and pertinent conservation projects directly benefitting elephants in the wild.

The EMA has come a long way since 1980, when a group of 30 to 40 elephant keepers, handlers, trainers and curators from zoos and private industry met in Tulsa, Oklahoma, to talk about elephants. This was the first time elephant people had gotten together to discuss elephants separate from any other organizational affiliation. After the dust had settled from the informal two-day meeting, it was generally agreed that all elephant people could benefit from an annual get together. Hence, the Annual Elephant Workshop was born. Each year since that time, a host zoo has supported the meeting. A list of the sites will follow in the appendix. Note— in 1996, the fall workshop was held off until Jan. of 1997 to make the meetings more accessible to circus people who are typically touring in the fall and are unable to attend.

At the 1983 and 1984 workshops, a committee was formed to develop a standardized set of commands that all elephants should be taught. A questionnaire was distributed and in 1985, a list of eleven basic, standardized commands was voted on and passed by the conference attendees.

In 1985, at Fort Worth, TX, a steering committee was first formed to help direct the workshops and ensure their continuation. The first members of this committee were Smokey Jones, Scott Riddle, Larry Nunley, Bobby Moore, Frank Murray and John Lehnhardt.

In 1987, a new Steering Committee was elected of Chuck Doyle, Charlie Gray, John Lehnhardt, Fred Marion, and Randy Wolfe. This committee was charged with the task of determining whether an official organization was feasible. Initial bylaws were drawn up and presented to the attendees at the Jacksonville FL, conference in 1988.

In 1988, at Jacksonville, the attendees voted to form the Elephant Manager's Association (EMA).

The objectives have not changed over the years except to be expanded. They were first stated as such:

- To gather and distribute information for higher standards of health care, safety and humane treatment in elephant training and husbandry.
- To promote the profession of elephant training and management.
- To promote better communication and relations among elephant managers through the annual workshop and its proceedings.

A Steering Committee consisting of David Blasko, Charlie Gray, Chuck Doyle, John Lehnhardt, Fred Marion, Cheryl Shawver, and Ron Whitfield was elected. John Lehnhardt acted as Chairperson and Newsletter publisher from Dec. 1988 until Dec. 1990.

In Dec. 1990, Carol Buckley, Gary Johnson and Don Red Fox were elected to the Steering Committee replacing Blasko, Lehnhardt, Marion, Shawver and Whitfield. Chuck Doyle was Chairperson from Dec. 1990 to Nov. 1991. Don Red Fox became Chairperson in Nov. 1991. Chuck Doyle became Newsletter publisher from Dec. 1990 through 1994 when Debbie Olson took over as editor of the new Journal of the Elephant Manager's Association (JEMA), changing the format and expanding the content with the Indianapolis Zoo taking over production and distribution. In the three years following its inception, the EMA grew to over three hundred members.

The EMA published six newsletters from 1988-1991. The National Zoological Park supported the first three newsletters. From 1990 until 1994 the Burnet Park Zoo and the Friends of the Burnet Park Zoo supported the newsletter. From 1994 until the present, the Journal of the Elephant Manager's Association (JEMA) has been edited, published and distributed by the Indianapolis Zoo with funds supported by the organization through the dedication of many volunteers as well as a paid managing editor position.

In 1991 the officers of the EMA were Chuck Doyle, Chairperson, Carol Buckley, Charlie Gray, Gary Johnson, and Don Red Fox.

In 1992 the board consisted of Don Red Fox, Chairperson, Carol Buckley, Dave Collins, Chuck Doyle and Gary Johnson. In March of 1992, the EMA and the AZA met in Indianapolis to first discuss the curriculum of an elephant handler's school. Later meetings to continue the discussion were also held. In 1992 the EMA Video Library was established. Harold Mountain from the Chaffee Zoo in Fresno, CA has videotaped conferences and maintained a catalogue of other collected videos on hand, distributing tapes as requested by members for a nominal fee. A list is available on the website.

In 1992 to 1993 the board consisted of Chuck Doyle, President, Dave Collins, Charlie Gray, Don Red Fox and Ron Ringer. On June 9-11, 1993, a Regional Workshop was held at African Lion Safari in Cambridge, Ontario, Canada, organized by Charlie Gray as a "hands on workshop" with attendees limited to about twenty.

In 1993 to 1994 the board consisted of Chuck Doyle, President, Jim Black, Charlie Gray, Don Red Fox and Ron Ringer. From May 20 to June 17, 1994, EMA members Scott and Heidi Riddle put on their first annual Elephant Handling School at Riddle's Elephant and Wildlife Sanctuary in Greenbrier, Arkansas. Their schools have been held annually since then, expanding to include courses for non-professionals and ultrasound workshops for elephant veterinarians. The professional course has since been renamed Riddle's International School for Elephant Management.

In 1994 to 1995 the board was made up of David Blasko, President, Jim Black, Chuck Doyle, Charlie Gray and Dinah Wilson. They developed the first written code of ethics for the organization and produced the first display board.

In 1995 to 1996 the board included David Blasko, President, Charlie Gray, Dinah Wilson, Heidi Riddle and Ken Jones. The first EMA website was developed in conjunction with the Indianapolis Zoo's website and included some articles from JEMA. An offshoot from the EMA was the First Annual Elephant Research Symposium held on June 1-2, 1996 at the Indianapolis Zoo in Indiana.

In 1996 to 1997 the board of directors of the EMA included David Blasko, President, David Hagan, Marie Galloway, Jeff Glazier and Heidi Riddle. In 1997 the organization was officially incorporated into a not-for-profit group under tax-exempt status, with formal bylaws and code of ethics drawn up by a law firm. In 1997 the Indianapolis Zoo took over production of Gray Matters.

In 1997 to 1998 the officers of the board included Heidi Riddle, President, Jeff Glazier, David Blasko, David Hagan and Marie Galloway.

In 1998 to 1999 the officers were Heidi Riddle, President, Jeff Glazier, Jeff Bolling, David Hagan, and Pat Flora. Chuck Doyle was designated the Corporate Manager or Executive Director of the organization to provide continuity when dealing with outside groups such as the USDA and the AZA, whereas the president position was elected yearly. Jeff Peterson took

charge of keeping the financial statement and budget. On March 20-21, 1998 the First North American Conference on Elephant Foot Care and Pathology was held in Portland, OR.

In 1999 to 2000 the board was made up of David Hagan, President, Jeff Bolling, Pat Flora, Patrick Maluy and Mary Beth McConnell. The EMA formally opposed the Farr Bill (H.R. 2929) that the organization considered an anti-elephant bill in the US Congress. Letters were also written opposing similar legislation on various levels.

In 2000 to 2001 the board consisted of Pat Flora, President, Patrick Maluy, Mary Beth McConnell, Harry Peachey and Daryl Hoffman. The website which had become inactive was taken over by Wildlife Safari in Winston, OR and included a discussion board.

In 2001 to 2002 the board was made up of Pat Flora, President, Patrick Maluy, Harry Peachey, Daryl Hoffman and Stephen Eisele. EMA merchandise was created by board member Daryl Hoffman. It started out as t-shirts and some stationary which was created by a Columbus Zoo docent. The organization was finally able to accept credit cards for applications of memberships and merchandise through an agreement with the Buffalo Zoo. Proceeds from merchandise were earmarked for particular elephant conservation projects. The website was redesigned and taken over by Daryl Hoffman. Jeff Peterson stepped down as Financial liaison and was replaced by Daryl Hoffman.

In 2002 to 2003 the board was made up of Daryl Hoffman, President, Patrick Maluy, Harry Peachey, Stephen Eisele and Jill Sampson. A new EMA display board was created Daryl Hoffman. The board was redesigned and updated from the original. Mugs and 2 new shirt designs were introduced to merchandise line.

In 2003 to 2004 the board was made up of Daryl Hoffman, President, Harry Peachey, Jill Sampson, Ted Strikwerda, and Chris Dulong. Baseball hats were introduced to the merchandise line. The Home office of the EMA was moved from Syracuse NY to the Buffalo Zoo in Buffalo, NY

In 2004 – 2005 the board was made up of Jill Sampson, President, Harry Peachey, Chris Dulong, and Ted Strikwerda. Chuck Doyle stepped down as Executive Director and was replaced by past President, Daryl Hoffman. Polo shirts, Pullover Polo jackets, and Toques were added to the merchandise line. The EMA developed their own Elephant Standards and Guidelines to support the standards already developed by the AZA.

In 2005 – 2006 the board consisted of Jill Sampson, President, Harry Peachey, Chris dulong, Ted Strikwerda, and Stephen Eisele. We introduced new merchandise items of bookmarks and note cards which were generously donated by Joanne Smith and the DVD *Elephas maximus*. The training committee was formed and chaired by Toronto Zoo keeper Vernon Preseley. This was the first years the conference held an enrichment workshop.

In 2006 – 2007 the board consisted of Stephen Eisele, President, Harry Peachey, Chris dulong, Ted Strikwerda, and Jessica Scallan. Ted Strikwerda stepped down off of the board and was replaced by Andrew Smith. Andrew was the runner up in this year's election for the board. We

introduced a new T shirt design at this years conference. The design was of an African elephant. Also at this years conference Cindy Anderson from the Walt Disney World Corporation was invited to present a 3 hour workshop on the advancement of the EMA. We discussed ways to better the organization and ways to focus our energy to make the organization more effective and serve the membership better. This years conference hosted a training and enrichment workshops.

In 2007 – 2008 the board consisted of Stephen Eisele, President, Harry Peachey, Chris dulong, Andrew Smith, and Jessica Scallan. New merchandise introduced was carabiners, lanyards, pens, and new note pads. This year's conference hosted two workshops, one on training and one on the use of ropes and how to tie knots.

In 2008 – 2009 The board consisted of Chris Dulong, Andrew Smith, Jessica Scallan, Mike McClure, and Joanne Smith. We introduced a Tshirt design "One voice" as well elephant crossing signs.

Appendix I
List of Elephant Workshop Dates and Locations

First Elephant Workshop - Oct. 1980 Tulsa Zoo, Tulsa, Oklahoma (no proceedings)

Second Annual Elephant Workshop - Sept. 25-26, 1981 San Diego Zoo and Wild Animal Park, San Diego and Escondido, CA (no proceedings)

Third Annual Elephant Workshop - Oct. 1982 Dickerson Park Zoo, Springfield, MO (proceedings published in the AAZK Animal Keeper's Forum", Special Issue Jan. 1983.)

Fourth Annual Elephant Workshop – Oct. 14-16, 1983 Kansas City Zoo, Kansas City, MO (after this date all proceedings were published by the host institution unless noted)

Fifth Annual Elephant Workshop – Nov. 29-Dec. 1, 1984 Audubon Zoo, New Orleans, LA

Sixth Annual Elephant Management Workshop – Oct. 6-8, 1985 Fort Worth Zoo, Fort Worth, TX (no proceedings published)

Seventh Annual Elephant Workshop – Sept. 25-27, 1986 Calgary Zoo, Calgary, Alberta, Canada

Eighth Annual Elephant Management Workshop – Nov. 11-14, 1987 North Carolina Zoological Park, Greensboro, NC

Ninth Annual Elephant Workshop – Dec. 7-10, 1988 Jacksonville Zoo, Jacksonville, FL

Tenth Annual Elephant Workshop – Nov. 1-4, 1989 Tulsa Zoo, Tulsa, OK

Eleventh Annual Elephant Management Workshop – Sept. 25-27, 1990 Milwaukee Zoo, Milwaukee, WI

Twelfth Annual Elephant Manager's Association Workshop – Oct. 16-19, 1991 Burnet Park Zoo, Syracuse, NY

Thirteenth Annual Elephant Manager's Association Workshop – Nov. 4-7, 1992 Zoo Atlanta, Atlanta, GA

Fourteenth Annual Elephant Manager's Association Workshop – Oct. 16-19, 1993 Marine World Africa USA, Vallejo, CA

Fifteenth Annual Elephant Manager's Association Workshop – Sept. 29-Oct. 1, 1994 Toronto Zoo, Toronto, Ontario, Canada

Sixteenth Annual Elephant Manager's Association Workshop – Oct. 10-14, 1995 Point Defiance Zoo, Tacoma, WA

Seventeenth Annual Elephant Manager's Association Workshop – Jan. 24-26, 1997 Jacksonville Zoo, Jacksonville, FL

18th Fort Worth Zoo, Fort Worth, TX, November 1 – 4 1997

19th Annual Elephant Manager's Association Conference held in conjunction with the AAZK and the AAZH – Sept. 26-30, 1998 Indianapolis Zoo, Indianapolis, IN

20th Annual Elephant Manager's Association Workshop combined with the Elephant Research Symposium – June 17-22, 1999 – Zoo Atlanta, Atlanta, GA

21st Annual Elephant Manager's Association Workshop – Oct. 6-9, 2000 Rosamond Gifford Zoo at Burnet Park, Syracuse, NY

22nd Annual Elephant Manager's Association Conference – Nov. 8-11, 2001 Disney's Animal Kingdom, Lake Buena Vista, FL

23rd Annual Elephant Manager's Association Conference – Sept. 30-Oct.2, 2002 Cleveland Metroparks Zoo, Cleveland, OH

24th annual conference – Knoxville Zoo, Knoxville TN – October 2 – 6, 2003

25th Tulsa Zoo and Living Museum, Tulsa, OK – October 14 – 17 2004

26th Oregon Zoo, Portland, OR – October 5 – 9, 2005

27th Albuquerque Biological Park, Albuquerque, NM – October 15 – 18, 2006

28th Cincinnati Zoo, Cincinnati, OH – October 13 – 16, 2007

29th Ringling Brothers Barnum and Bailey Circus, Orlando, FL – October 3 – 6, 2008

30th Houston Zoo, Houston, TX - October 15 – 18, 2009