

Annual Report 2016

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Message from the Zoo Director

Despite its small size, Cosley Zoo continues to have an enormous impact on an ever-expanding audience. This trend continued in 2016 when Cosley Zoo set a new attendance record of 170,444, surpassing the previous year's record of 164,444 visitors.

Of those 170,444 guests, 89,419 (52%) participated in some type of educational opportunity. This number is also a record, increasing program participant numbers by 13% (10,153) over the previous year's record of 79,266. This number clearly demonstrates how many people the zoo is connecting to animals and nature. These important connections are often the first steps down the road that leads to the development of a personal conservation ethic.

In the past year, the zoo completed several unique projects and activities integral to the operation of the facility. These projects included:

- The complete replacement of the PVC fence surrounding the domestic livestock yards. Additionally, a privacy gate was installed to screen the staff work area by the dumpsters.
- The roofs on both of the raptor exhibits were replaced. The cedar shake shingles were replaced with metal roofing, which will have a much longer life.
- Demolition of the residence on the east side of Gary Avenue was completed in November to make way for the new Animal Care Center, which will be the first stop for new animals arriving at the zoo. Housing these facilities across the street from the rest of the zoo will not only improve biosecurity but also eliminates impact on public spaces.
- Development of additional partnerships with similar facilities and institutions of higher learning in order to expand our ability to gather visitor data.
- The acquisition of an AZA/Disney Nature Play Grant in the amount of \$5,000. The grant will be used to develop a family nature club and purchase additional components for the nature play area. Both the club and the nature play components will be focused on the inclusion of families that have children on the autism spectrum.

These and other projects are just small steps on our path to an exciting future. If we seize the opportunity to invest in our future, there is no telling how many people we can inspire or how many species we can help save from the irreversible fate of extinction.

With great pride, I invite you to review the 2016 annual report, sharing in our many accomplishments and envisioning a meaningful future.

Respectfully,

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Susan L. Wahlgren Cosley Zoo Director





Animal Welfare our primary focus

Animal Health

Ensuring that our animals are mentally and physically healthy is a top priority for Cosley Zoo staff. Zookeepers perform routine checks of all animals upon opening and closing the zoo, and are constantly monitoring animal health and behaviors throughout the rest of the day.

Preventative medical care is another important aspect of each animal's health assessment. Each year, the Zoo Director and Animal Curator meet with the zoo's consulting veterinarians to review preventative health protocols, recordkeeping, and diets, and establish a schedule for routine exams, vaccinations, and other husbandry procedures.



A Himalayan Rabbit receives a routine veterinary examination.

Being prepared for potential animal emergencies is also an important facet of animal care. In June, Zoo Director Susan Wahlgren attended a two-day workshop in Champaign entitled "Enhancing Foreign Animal Disease Response Communication Channels". This workshop helped participants to clarify the role different regulatory organizations would play in the event of an animal disease outbreak. Later in the year, Sue and Education Supervisor Natasha Fischer attended a Zoo Ready meeting in Bloomington, where they received information on contingency planning and had the opportunity to review the zoo's emergency plans with emergency responders and other zoos.

Animal Training

Cosley Zoo's zookeepers are experts in operant conditioning training, in which animals are encouraged to participate in particular behaviors via the use of positive reinforcement. The behaviors that trainers teach the animals are often ones that allow the animals to participate in their own health care (for example, stepping onto a scale), but zookeepers also train animals to provide them with mental stimulation and physical exercise.

Although zookeepers undergo extensive training themselves to become animal trainers at Cosley Zoo, they still continually participate in learning opportunities to help them remain current in their field. All keepers took a training re-certification test in 2016, which was more challenging than the tests they took when they began their zookeeping careers, and reflects the increased standards that animal trainers must meet.

In April, Lead Zookeeper Jenny Theuman and Zookeeper Heather Johnson attended a one-day regional meeting of the International Marine Animal Trainers Association (IMATA) at the Indianapolis Zoo. At this conference, Jenny and Heather gathered more information on training birds of prey to assist with Cosley Zoo's raptor training program.

Notable training accomplishments in 2016 included the following:

- Training White-tailed Deer Lucy to stand up on her hind legs. This behavior promotes physical activity and encourages the animal to exhibit a natural behavior used by deer in the wild when foraging.
- Training the zoo's Angus heifer (young cow) to walk on a lead rope. This



behavior was important in order for the keepers to be able to move the now-900 pound cow safely between her indoor and outdoor exhibit spaces.

- Working with Norwegian Fjord Horse Gretchen without a lead rope, building a relationship between horse and handler which allowed us to bring Gretchen offsite to meet participants at the Mike Williams Cosley Classic Golf Outing.
- Beginning operant conditioning training with an American Kestrel and a Turkey Vulture, with the goal of eventually using these birds in education programs.
- Training Mika the raccoon to allow brushing of her teeth and gums to promote dental health. Mika was also trained to voluntarily enter a crate, which helps to facilitate her veterinary exams.
- Training bobcat Val to allow a voluntarily paw exam in which zookeepers can manipulate each of his toes. This would allow zookeepers to more easily assess a potential foot injury.

Notable Acquisitions

Cosley Zoo exhibits domestic farm animals and native Illinois wildlife, and occasionally acquires small exotic animals for use in education programs. Each potential acquisition is carefully analyzed before making the commitment to accept it. This ensures that the animal acquisition adheres to our institutional collection plan and that we can provide excellent care for each Cosley Zoo resident.

In 2016, the following animals arrived at Cosley Zoo:

- Four-toed Hedgehog
- Tiger Salamander (2)
- Eastern Chipmunk
- French Lop Rabbit
- Nine-Banded Armadillo
- House Finch
- American Robin
- Grey Tree Frogs (12)

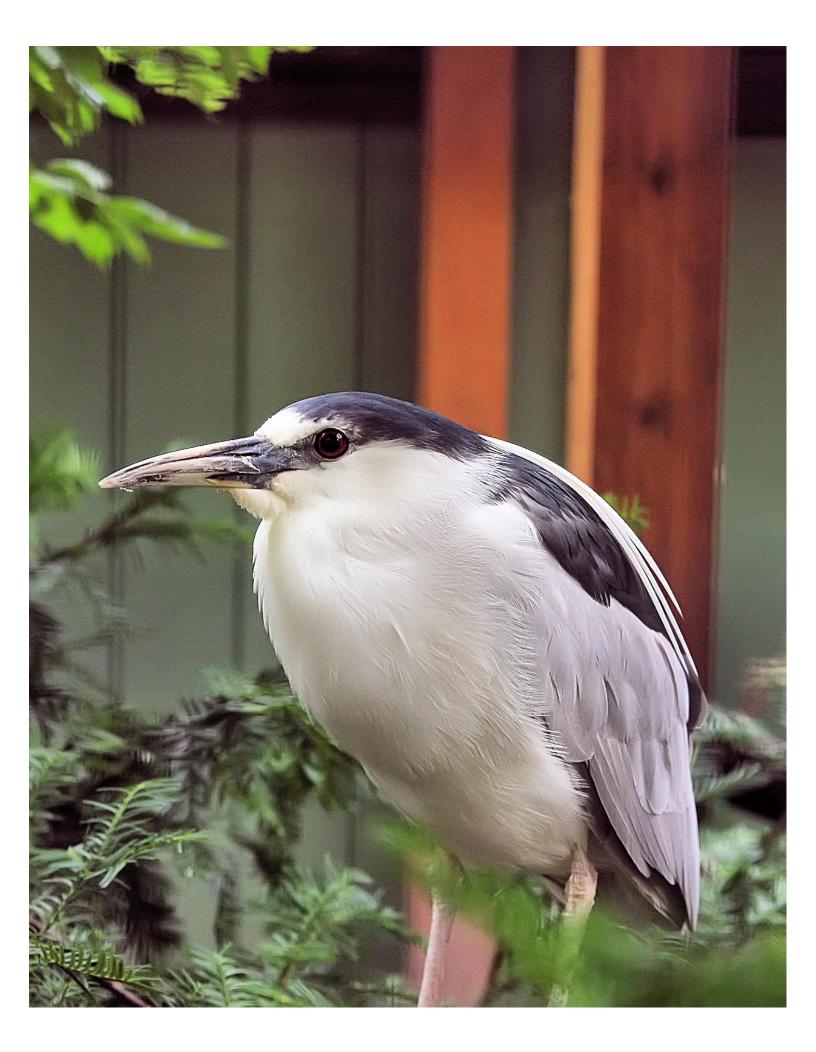
Numbers and Types of Animals in Cosley Zoo's Collection (as of 12/31/16)					
Animal Group	Number of species	Number of specimens	Number of groups (populations too numerous to count)		
Amphibians	3	18	0		
Birds	27	75	0		
Invertebrates	2	0	2		
Mammals	16	37	0		
Reptiles	7	11*	0		
Total	55	141	2		

*Does not include the 211 releasable Blanding's Turtles temporarily housed at the zoo as part of the Blanding's Turtle Recovery Project in 2016.



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Conservation making a difference

Blanding's Turtle Recovery Project

Cosley Zoo has been a partner in the Blanding's Turtle Recovery Project since 2001. While the zoo endeavors to raise awareness of the plights of all endangered species, the Blanding's Turtle is the species we have chosen as a facility to be the primary focus of our time, talents, and resources.

Cosley Zoo's contribution to the Blanding's Turtle Recovery Project is multi-faceted. Not only do we rear hatchlings for release into local forest preserve sites, but we also educate visitors through programs, interpretive signage, and the display of two permanent resident adult Blanding's Turtles, which are also used for programming, helping to create connections between our visitors and this endangered species. While guests are not able to visit the area in which we rear the releasable Blanding's Turtles, they are able to view the area via video feeds which display on a wall monitor accessible to all visitors. Being able to view the young turtles gives our guests a better understanding of the program and helps to build awareness of our conservation efforts with this species. In 2016, we released 21 young turtles into the wild, and are currently rearing 63 additional turtles for eventual release. We modified the turtles' environment at Cosley Zoo to be more like their natural habitat by adding more plant material and basking options, increasing water levels more quickly as the turtles grew, and providing more natural feeding opportunities. These actions were all taken with the goal of increasing the turtles' success in the wild once released.

Additionally, we worked to raise awareness of Blanding's Turtles and their endangered status by including them in our "Coins for Conservation" Kiosk (see page 10), creating a video highlighting our work with the Blanding's Turtle, featuring the Blanding's Turtle Recovery Project in the Winter 2016 edition of the Cosley Tails newsletter, and publishing turtle-related posts on our facebook page. In 2017, we plan to complete work on a children's book on Blanding's Turtles with assistance from partner organization Unite for Literacy.



Hatchling Blanding's Turtles live at Cosley Zoo until they are large enough to safely survive from predators in the wild.

SAFE: Saving Animals From Extinction

In 2016, Cosley Zoo continued to participate in this AZA initiative, in which the collective expertise of zoos and aquariums nationwide is used to help save species. We have used our facebook page to provide information about the ten SAFE signature species, including calls to action to let individuals know how they can help. We also collected monetary donations to support three of the SAFE species via our Coins for Conservation Kiosk (see page 10).

Conservation Team

Several staff members comprise the zoo's Conservation Team, which in 2016 secured the donation of a rain barrel which is used to collect rainwater for watering plants and cleaning. The team also developed a plan for interpretive signage regarding endangered species to be placed throughout the facility in 2017.

Coins for Conservation

In August 2016, we installed a "Coins for Conservation" Kiosk on the zoo's front lawn. By dropping their spare change into the appropriate slot, visitors can choose to support one of four endangered species: three AZA SAFE species (Whooping Crane, Vaquita, and Cheetah) and one local species (Blanding's Turtle). This kiosk provides an easy opportunity for guests to put their extra coins to use to support important conservation initiatives both worldwide and in our own backyards.



The Coins for Conservation Kiosk located on the zoo's front lawn provides visitors with an easy way to donate funds towards endangered species conservation.

Party for the Planet

On April 23rd, Cosley Zoo hosted its annual Earth Day event, along with approximately 130 other AZA-accredited facilities nationwide. This event hosts a variety of vendors with conservationthemed displays and activities, and in 2016 also featured "The Earth Singer" Dave Orleans.



Dave Orleans delighted the crowd at Party for the Planet with his "earthsinging".

FrogWatch USA

FrogWatch USA is an AZA citizen science program in which individuals monitor local frog and toad calls, and then submit their data to scientists for use in analyzing the population status of these amphibians. In 2016, Conservation Team members Alison LaBarge and Caryn Johnson facilitated two FrogWatch USA training sessions at Cosley Zoo, training a total of 22 volunteers. Sessions were improved this year by utilizing a wireless hotspot which enabled the presenters to walk participants through the online data reporting system. Facilitators kept in touch with volunteers throughout the year, sending reminders and information via a dedicated "FrogWatch Cosley Zoo" e-mail address. They also offered four group monitoring sessions throughout the season, giving volunteers the opportunity to practice their identification skills alongside a trained staff member. By the end of 2016, 77 observations had been submitted online through the Cosley Zoo chapter of Frogwatch USA.



Zookeeper Alison LaBarge promotes Cosley Zoo's FrogWatch USA program.

Turtle Day

In May, Cosley Zoo hosted its 5th annual Turtle Day event to raise awareness about turtle conservation and the Blanding's Turtle Recovery Project through interactive activities and live turtle visits. This event raised \$249 for Blanding's Turtle conservation.

National Bison Day

On May 9, 2016, President Barack Obama signed the National Bison Legacy Act. This act named the bison the national mammal of the United States. After being on the brink of extinction in the early 1900s, and with a current population of over 500,000 individuals across North America, the bison represents a true conservation success story. On November 5th, Cosley Zoo joined zoos, aquariums, and other conservation organizations across the country by celebrating National Bison Day in support of our new National Mammal. Junior Zookeepers manned an informational booth and facilitated a "Beards for Bison" activity, encouraging families to post photos of themselves wearing bearded masks to social media in order to raise awareness of this important species.



Cosley Zoo' s Junior Zookeepers celebrate National Bison Day.

Bowling for Rhinos support

The American Association of Zookeepers (AAZK) has a long tradition of hosting bowling events which raise funds for rhinoceros conservation. Cosley Zoo does not have its own AAZK chapter, but we do support Lincoln Park Zoo's event by donating a raffle prize of six passes (\$72 value) for our popular Bobcats Backstage program. This donation helps to demonstrate our commitment to conservation on a global level as well as our support for AAZK.

Junior Zookeepers (JZ) Club

One of our goals for our Junior Zookeepers teen program is to instill a lifelong conservation ethic in our participants. In 2016, the teens participated in citizen science projects such as Frogwatch USA and The Great Backyard Bird Count. They also helped to facilitate public activities at conservation-themed zoo events such as Party for the Planet and National Bison Day on November 5th.

Eco-Friendly Practices

As an organization that promotes the importance of conservation, it is imperative that Cosley Zoo leads by example, incorporating eco-friendly practices into zoo operations. Animal Curator Angie Dosch also serves as a cosponsor for the Wheaton Park District's "Greening Your Park District" charter team, which works to reduce environmental impact by the Park District as a whole.

Although not every staff member serves on a conservation-related team, each person at the zoo is committed to conserving resources wherever possible. Some of the eco-friendly practices that zoo staff participated in included:

- Taking part in recycling programs for paper, textiles, printer cartridges, and batteriesUtilizing Integrated Pest Management practices for controlling pest insects and rodents on zoo grounds
- Repurposing boxes, kitty litter containers, and paper shipping material for animal enrichment
- Upgrading old Christmas light fixtures by purchasing energy-efficient LED bulbs for 1-2 light fixtures per year
- Composting animal and staff kitchen scraps

- Collecting used newspapers from other Park District departments to be used for animal bedding
- Selling fair trade items such as tagua nut and hand-beaded figurines in the Wild Side Gift Shop



Wireworx fair trade beaded animals are created by artisans in South Africa and Zimbabwe.

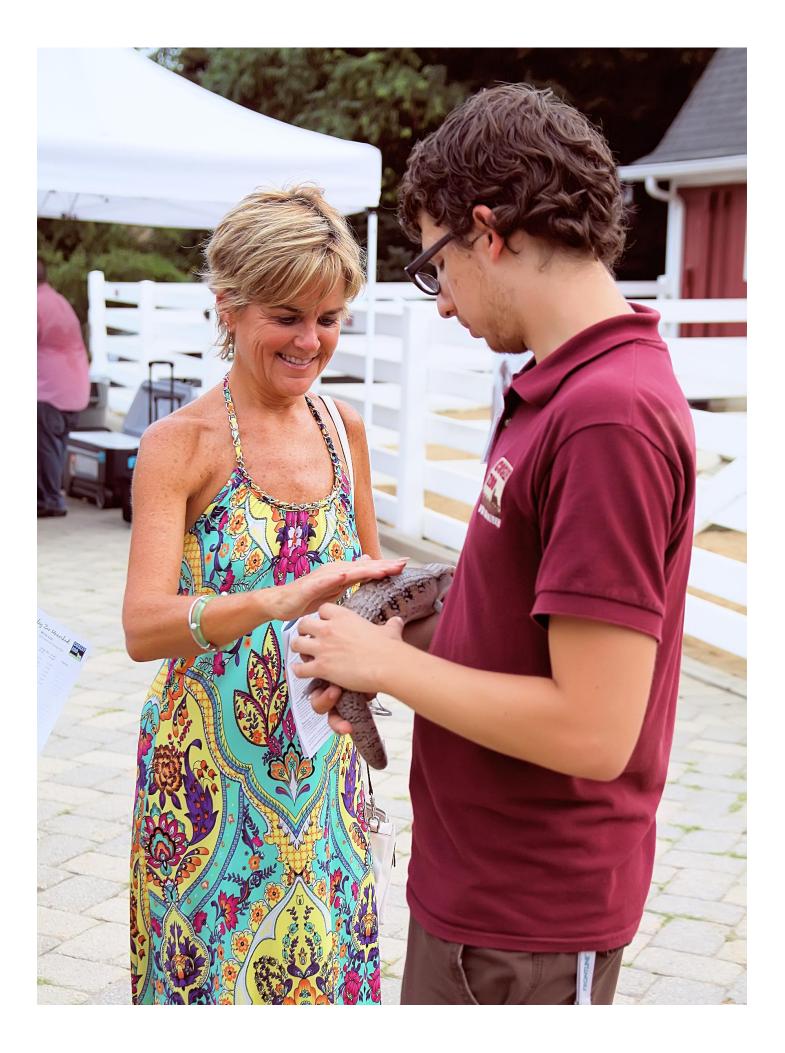
Research Projects

Throughout the year, Cosley Zoo participates in research projects which contribute to knowledge about animals and their welfare. Sometimes zoo staff is involved in the research process itself, and at other times the zoo will provide biomaterials such as animal hair, blood, or feces to a research institution for analysis, provided that the collection can be done without compromising the animals' welfare. In 2016, the zoo participated in several research projects, which included:

- Providing a Postdoctoral Research Fellow at Brookfield Zoo with fecal samples from Montadale Sheep for her study entitled "Development of fecal assays for assessing health parameter in sheep and closely related species"
- Donating owl pellets to a student researcher from Olivet Nazarene University for her study entitled "Digestive properties of *Bubo virginianus* vs *Tyto Alba*"

- Partnering with Loyola University, the Forest Preserve district of DuPage County, and Illinois Natural History Survey on a study entitled "An Assessment of a Blanding's Turtle (*Emydoidea blandingii*) Translocation Project: Population Structure and Physiological Health"
- Providing blood from collection animals to Baylor University, where staff is endeavoring to develop a method to create high-quality assemblies using Hi-C - a method for probing how genomes fold in three dimensions

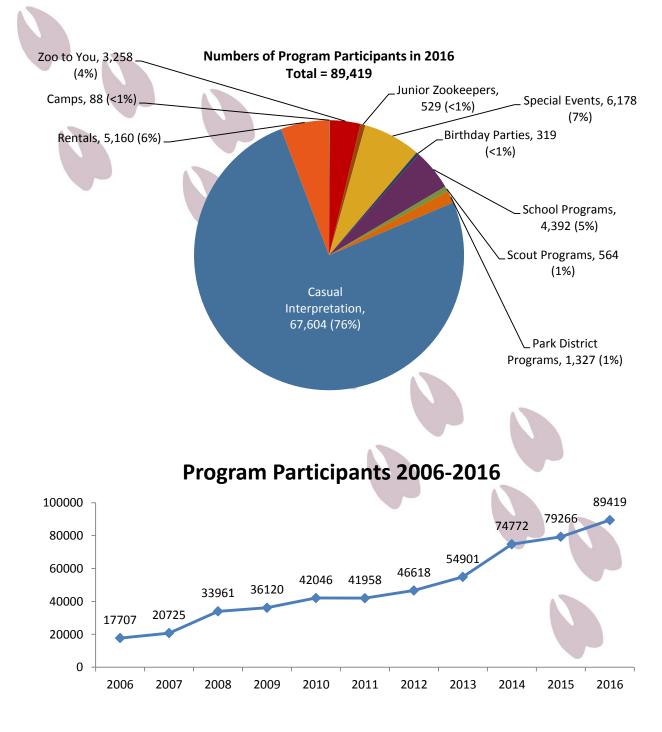
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Education sharing the message

Education Program Numbers

Program participant numbers continued their upward trend, increasing by 10,153 participants (13%) over 2015 and reaching an all-time high in 2016.



Nature Play Grant

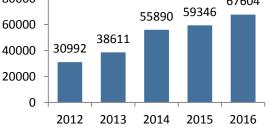
In September, Cosley Zoo was awarded a \$5,000 "Nature Play Begins at Your Zoo & Aquarium" grant from The Association of Zoos of Aquariums (AZA) and the Walt Disney Company. Zoo staff will use the grant funding to offer nature play activities specifically geared to families with children on the autism spectrum. The zoo will be partnering with Western DuPage Special Recreation Association (WDSRA) to develop a Family Nature Club, as well as adding interpretive elements to the zoo's nature play area which will support nature play activities for those with special needs. The Family Nature Club and interpretive elements will be implemented in 2017.

Casual Interpretation

Casual Interpretation continues to provide us with the largest number of participants due to the informal, drop-in nature of these programs. These informal programs (such as animal visits and training demonstrations) allow us to offer guests the opportunity to add a unique experience to their zoo visit. Due to both an increase in our volunteer base and a commitment to offering these opportunities several times a day during our busiest seasons, guest participation in casual interpretation has more than doubled in the past five years.

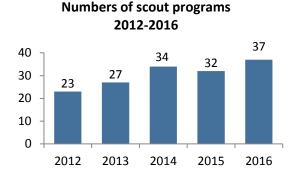


Participants in casual interpretation



Scout Programs

Cosley Zoo offers programs for both Boy Scouts and Girl Scouts to help them earn animal and nature-related badges. In additional to our traditional scout programs, we also offer Wild Nights Overnights, in which scouts spend the night at the zoo participating in a variety of hands-on activities related to nocturnal animals. In 2016, zoo staff rewrote all of the Boy Scout programs to accommodate changes that the Boy Scouts of America made to their badge programs.

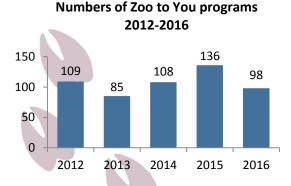




Daisy Girl Scouts get ready to earn one of their petals by participating in a Cosley Zoo education program.

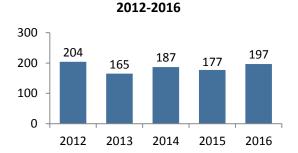
Zoo to You Programs

Cosley Zoo staff brings animal-themed education programs to schools, libraries, senior centers, community events, and other groups as part of our Zoo to You outreach program. For many groups that struggle with transportation costs or scheduling time for transportation to and from the zoo, outreach programs have been a popular option. Despite receiving consistently excellent reviews, the number of requested outreach programs decreased in 2016. Zoo staff is working with the marketing department to create a promotional postcard which will be mailed to potential clients in early 2017 in an effort to increase the number of bookings we receive.



School Programs

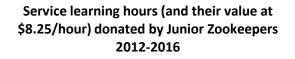
Cosley Zoo offers onsite school programs for children of all ages, from early childhood programs through seniors in high school. While we have a number of pre-developed program topics that complement many classrooms' curricula, we also can work with teachers to customize a program on a particular topic for their visit. While school program numbers have remained relatively consistent in recent years, we still continue to promote our programs, seeking ways to increase both our revenue and the number of students we are able to reach.

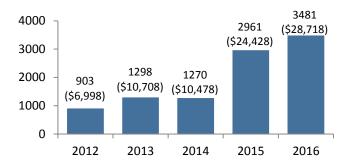


Numbers of school programs

Junior Zookeepers Club (JZs)

The JZ Club continues to thrive under the leadership of Educator & Teen Specialist Jackie Karnstedt. Teens involved in this program often participate long-term over several years, during which time they learn about zoo animal care, education, and visitor services, and build life skills including leadership, responsibility, time management, and teamwork. They also volunteer to assist with various zoo events and programs throughout the year, making them an invaluable resource.







A JZ introduces a zoo visitor to a Cosley Zoo box turtle. JZs who have spent at least 70 hours in the program are eligible to be trained to handle the zoo's education animals.

Highlights of the 2016 JZ year included:

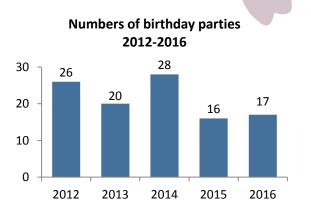
- Restructuring the Summer Incentives program, an in-depth learning opportunity offered to teens who have shown exceptional commitment to the program. The program now offers three levels of participation for the teens, with the highest level providing opportunities to conduct behavioral observations for an assigned species and design a customized enrichment project.
- Representing the JZ program at the Mike Williams Cosley Clasic Golf Outing in August. JZs mingled with the golfers, chatting about their experiences at the

zoo and what it meant to them to be part of the club.

- Taking a group of JZs on a field trip to Milwaukee Zoo in July.
- Facilitating activities related to bison conservation at National Bison Day in November.

Birthday Parties

Although the number of staff-facilitated parties stayed consistent from 2015-2016, facilitated party requests have decreased overall, with most families choosing to rent a space at the zoo and host their own activities. To capitalize on this trend, in 2017, Cosley Zoo will discontinue offering facilitated birthday parties and increase promotion of zoo rentals. Not only will this increase gross revenue due to the higher fees associated with rentals, but will also increase our profit margin due to the decrease in staff time previously required to facilitate the party activities.

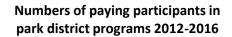


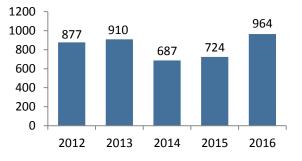
Park District Programs

Barnyard Bedtime Stories was a new park district program offering in 2016. This program, which involves families coming to the zoo afterhours for stories, activities, and a bedtime snack, proved to be instantly popular. Conducting this type of program in the evening allows working parents to attend along with their children.

Although the number of paying park district program participants was 964 in 2016, the

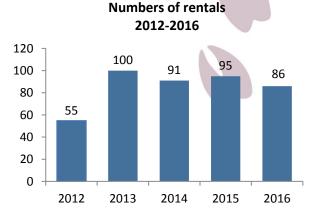
actual number of individuals attending a program was 1327. This number accounts for the non-paying adult participants who attend the programs along with their children.





Rentals

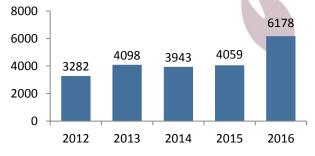
Cosley Zoo experienced a slight decrease in the number of rentals hosted at the zoo in 2016, but an increased number of individuals participating in these rentals (5160 vs. 4909 in 2015). Although the majority of rentals continue to be for children's birthday parties, Cosley Zoo also hosted several non-traditional rentals in 2016, including a bridal shower, baby shower, two weddings, and seven business events. Weddings and business events typically take place after hours or involve rentals of the entire front lawn, leading to increased revenue for the zoo. Moving forward into 2017, we will continue to seek effective methods for promoting our rental offerings to these nontraditional groups.



Special Events

Throughout the year, Cosley Zoo offers special events with various themes which help to increase attendance and offer unique recreational experiences and educational opportunities. An event that garnered record attendance numbers in 2016 was Minions Day. Visitors flocked to the zoo to meet the costumed characters despite the extreme heat we experienced on that August day. The 2,321 people who visited the zoo to see the Minions are largely responsible for the notable increase in event attendance from 2015. Other new events in 2016 included the Busy Bunny Egg Hunt, an after-hours Easter-themed family event, and Bentley Thursdays, which saw zoo mascot Bentley the Bobcat strolling through the zoo over the summer, meeting his guests.



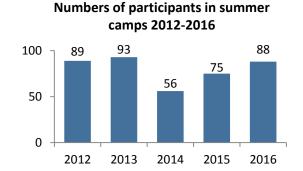




Buildings and Grounds Assistant Dan David helps to get the zoo ready for Cosley Zoo Uncorked, our summer wine tasting event.

Summer Camps

Cosley Zoo experienced a good year for summer camps again in 2016, running all 6 of the camps we offered for children ages 4-15. In 2017, we will be rolling out some new camp topics, as well as an additional weeklong camp.



Special Programs

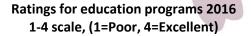
Cosley Zoo strives to offer each group the perfect program topic to meet their needs, and we are happy to work with groups to create custom programs. Some of the offerings we customized in 2016 included:

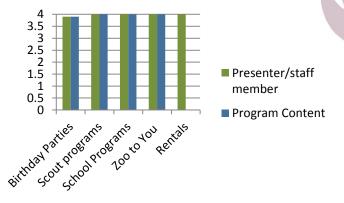
- A DuPage County Teacher Institute Day for 37 early childhood educators on March 4. The training topic "Nature Play in the Early Childhood Classroom", focused on ways to incorporate nature and natural elements into early childhood programs for more effective learning.
- A program on 21st century zoos for an Urban Zoos camp from Lincoln Park Zoo. Lincoln Park Zoo offered this camp three times over the summer, and brought their campers to Cosley Zoo each time to participate in this program.
- A custom program for 20 District 211 (Palatine) High School students in conjunction with veterinarian Dr. Elise Ciribassi.
- On March 12, Cosley Zoo took part in the Smithsonian Institution's "Museum Day Live!" The purpose of Museum

Day is to allow people of all demographic groups to visit museums (including zoos), by providing free admission passes. This year's Museum Day focused on encouraging minority girls to consider museum careers. Cosley Zoo developed a brochure about zoo and aquarium careers which was distributed by Junior Zookeepers throughout the day.

Program Evaluations

Each group participating in an education program, birthday party, or rental is asked to provide feedback via an electronic evaluation. Respondents rate programs on a scale of 1-4, with 1 being "poor" and 4 being "excellent". Average ratings are shown in the following chart. Evaluations for rentals do not include specific questions regarding program content. Feedback from the completed evaluations shows a consistently high level of satisfaction with the programs Cosley Zoo offers.





In addition to the program ratings, we received numerous testimonials regarding our education program offerings in 2016. These included the following:

 "The residents at Michealsen and Assisted Living absolutely LOVED the program Jackie brought. She was interactive, dealt great with resident questions, and was energetic and fun! ... Afterwards I heard a lot of compliments from the residents about the program. The timing was great, the pictures and items to touch and of course the residents LOVED the animals. Thank you so much for providing this wonderful opportunity."

-Michealsen Health Center, Batavia

- "The presenter was fabulous! She did a great job working with our students that have multiple special needs due to their mental illness. She was excellent and managed the group so well."
 -Glen Oaks Therapeutic Day School, Glen Ellyn
- "The Cosley Zoo Staff is excellent. We have been attending field trips there for many years and we are never disappointed with the program." -Lombard Park District
- "It was a really great program and very well organized. Even the parents had a great time and we all learned something new. Everyone is still talking about it and after posting pics to my personal facebook page, I have more leaders interested in attending." -Boy Scout Pack 25, Des Plaines
- "Natasha was EXCELLENT! I cannot say enough about how good she was with my groups of mixed-age preschoolers, a number of who had special needs. She was skilled at accepting every comment and question and bringing it back to the learning focus! They were hooked every minute!"

-Winfield Primary School Preschool

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People making connections

Staff Updates

Several significant staffing changes occurred at the zoo in 2017. Tom Day was hired as Fulltime Buildings & Grounds Supervisor in August and Brad Peterson and Jon Schiewe joined the team as Part-time Buildings & Grounds Assistants.

We also welcomed two new Part-time Zookeepers, Veronica Seawall and Anna Thomas. Veronica was previously a seasonal keeper at Brookfield Zoo, and Anna is a former Cosley Zoo intern and temporary zookeeper. Both have settled easily into their new roles as members of the Cosley Zoo team.

In November, veteran zookeeper Chuck Lindquist resigned his position with the zoo to enjoy retirement. Chuck began his affiliation with Cosley Zoo as an animal care volunteer, before becoming employed as a zookeeper, a position which he held for 24 years. While Chuck is greatly missed at the zoo, we congratulate him on his retirement.



Zookeeper Chuck Lindquist poses with veterinarian Dr. Elise Ciribassi and Animal Curator Angie Dosch at his retirement party.

The open Full-time Zookeeper position vacated by Chuck was capably filled in early 2017 by Amanda McFarlin. During her short time at Cosley Zoo, Amanda has already proved to be a huge asset to our Cosley Zoo animal care team.

Professional Growth

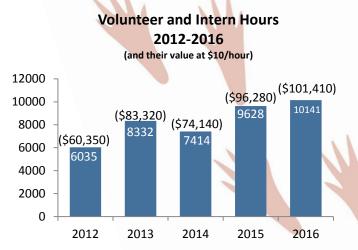
Cosley Zoo staff members are encouraged to participate in professional development opportunities whenever possible, especially when those opportunities are available for free or at low cost. In 2016, staff participated in diverse training opportunities, which included:

- Association of Zoos and Aquariums national conference
- Brookfield Zoo's Nature Start
 Symposium
- "Creating Senior Programming for Your Community"
- HELP Essentials of Human Resources
- Active Shooter training
- "Making a Case for Family Nature Play"
- Wheaton Park District CPR/First Aid training
- AZA's Institutional Records Keeping course, a weeklong program held at Oglebay Resort in Wheeling, West Virginia.
- "Nature Play Begins: Framing Family Facilitation"
- Willowbrook Wildlife Center's Urban
 Wildlife Workshop
- Pesticide applicator training
- The E.C.S. (X) Factor: Delivering Exceptional Customer Service
- Environmental Education Association of Illinois' workshop on incorporating Next Generation Science Standards (NGSS) and Science, Technology, Engineering, and Math (STEM) into programming.
- Continued partnership with three other small Illinois zoos to offer our staff online training opportunities through San Diego Zoo Global. Cosley Zoo staff participated in 123 training courses in 2016, with a total of 459 courses taken during the three years this partnership has been in effect.

Volunteers and Interns

Each year Cosley Zoo offers volunteer positions and unpaid internships in both the animal care and education departments. In 2016, our volunteers spent a collective 10,141 hours of time assisting the zoo!

We celebrate our volunteers throughout the year in a number of different ways, most notably during National Volunteer Week in April, when we feature volunteers on our



facebook page, put up a celebratory banner, and provide them with treats. It is always especially gratifying when we hear that not only do our volunteers and interns provide a great service to us, but their time is greatly beneficial to them as well. Some of our recent interns had the following things to say about their Cosley Zoo experience:

- "I love Cosley, and am always talking about how much it taught me, and how incredible it is, especially for such a small zoo. The experience, mentors, and friends I gained last summer have completely transformed my life, and has given me so much success in my career." – former Animal Care intern Mollie Backode
- "I never expected such a small zoo to have such a large impact on me. This internship took me from a recent college graduate with a lot of questions about my future, to an aspiring animal

care professional." - former Animal Care intern Stephanie Bassi

 "I finally got accepted to Elmhurst College this morning! My admission counselor said your recommendation letter and the essay I wrote about my time as an intern really helped to set me apart from other candidates. To this day Cosley is still helping to change my life and I can't express how much that means to me." – former Education Intern Faith Lagunas



Education Intern Faith Lagunas introduces visitors to a hedgehog.

Painting for a Purpose

In August 2016, the area surrounding Louisiana's BREC's Baton Rouge Zoo experienced historic levels of flooding. While the zoo's animals and infrastructure were largely unharmed, 20% of the zoo's staff members experienced major losses from the flooding, and eight lost everything they had. Despite great personal hardships, the BREC's staff was still reporting to work to care for the animals. Cosley Zoo's staff was touched by the story of the Louisiana zookeepers, and immediately launched a fundraiser to help by creating custom animal paintings which were sold onsite at the zoo and via our facebook page. Through this fundraiser, we were able to raise \$1,093.70 for the BREC's Baton Rouge Zoo Employee Relief Fund. We were very proud to be able to support this worthy cause.



In addition to raising over \$1,000 for BREC's Baton Rouge Zoo's Employee Relief Fund, Cosley Zoo sent a custom animal painting for their staff, which was hung in their administrative offices.

Michael T. Williams Memorial Scholarship

Each year, Williams Architects funds a college scholarship in memory of longtime Cosley Zoo supporter Mike Williams. This scholarship is awarded to a current or former zoo intern or Junior Zookeeper pursuing a career in a field of study that demonstrates a commitment to conservation and the natural world.

In 2016, we received a record number of applications for this scholarship, which was awarded to Caroline Fischer for the second consecutive year. Caroline began her relationship with Cosley Zoo as a Junior Zookeeper in 2012, and was later employed at the zoo as a Visitor Engagement Guide, camp counselor, and admissions attendant. Congratulations, Caroline!



Caroline Fischer is presented with her scholarship award at the Mike Williams Cosley Classic Golf Outing in August.

Visitor Surveys

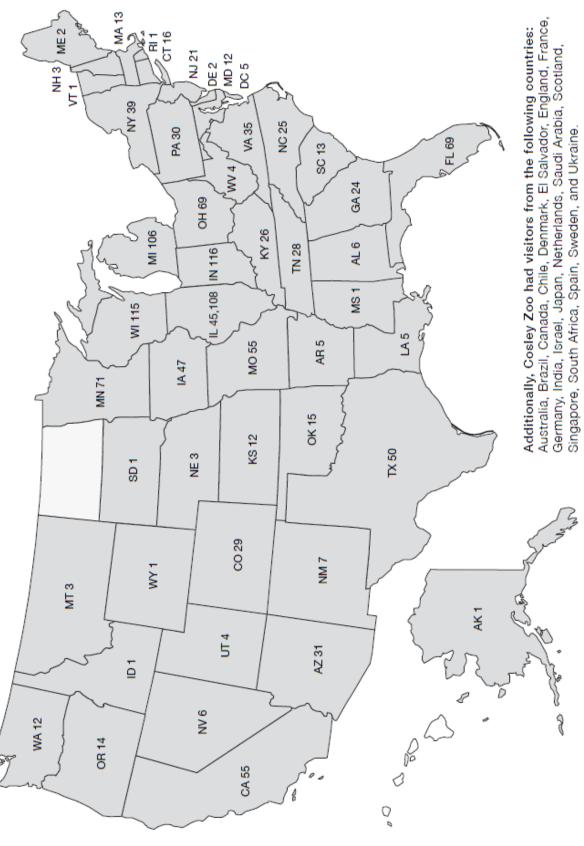
Cosley Zoo staff is continually working to provide an optimal visitor experience for our guests. To help us to learn more about our visitors' needs, Cosley Zoo has partnered with local institutions to survey our visitors. Staff and students from North Central College visited Cosley Zoo on two occasions in 2016, once to conduct an exit interview of zoo visitors, and again to help evaluate the effectiveness of the zoo's existing signage. We also hosted staff and interns from Shedd Aquarium's Audience Research and Evaluation Department for four days. These Shedd representatives conducted guest surveys to measure impact of specific exhibits on visitors' empathy and curiosity as part of a joint institutional evaluation project which will continue into 2017.

Visitor Data

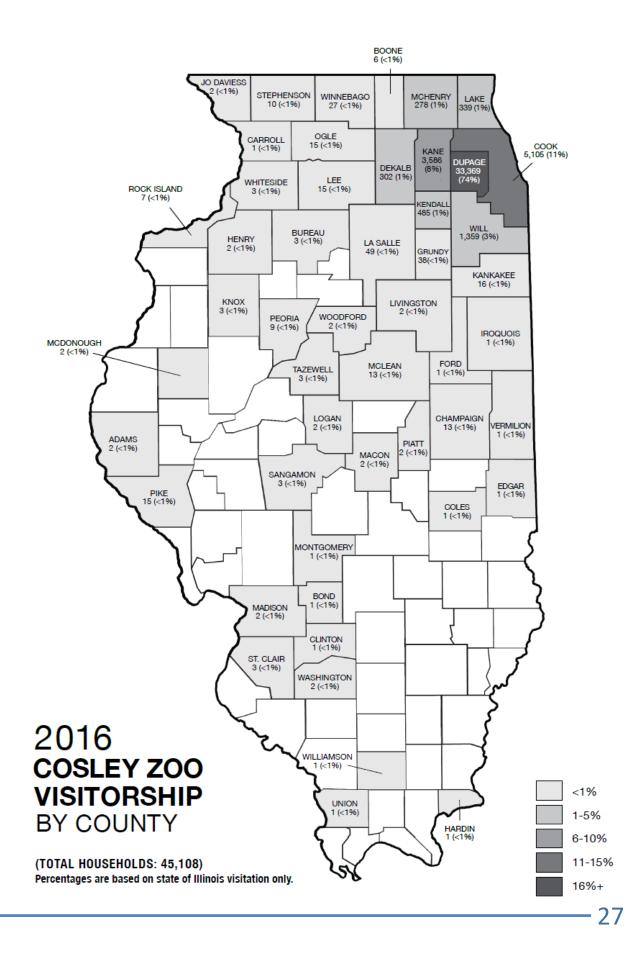
Cosley Zoo staff collects zip code data from visitors as they enter the zoo. In 2016, we collected data from 46,355 families. Of these families, 97.3% were from Illinois, 72.0% were from DuPage County, and 28.0% were from Wheaton. Zoo visitors came from 48 US states and 20 countries outside the United States. The maps on the following pages present detailed information regarding zoo visitorship in 2016.

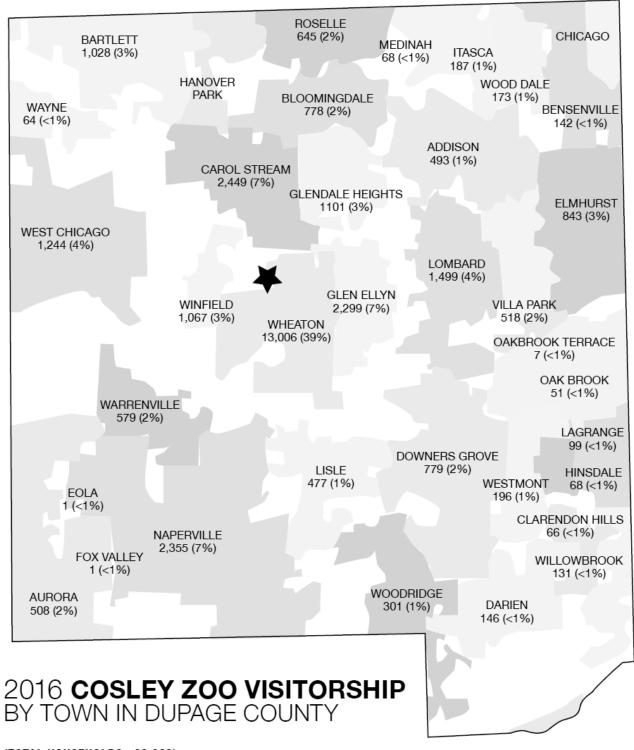
- 25

ME 2 NH 3 Ĭ NY 39 2016 COSLEY ZOO VISITORSHIP BY STATE (TOTAL OF 46,320 HOUSEHOLDS FROM U.S.) WI 115 MN 71 SD 1 MT 3 <u>0</u> WA 12 **OR 14**



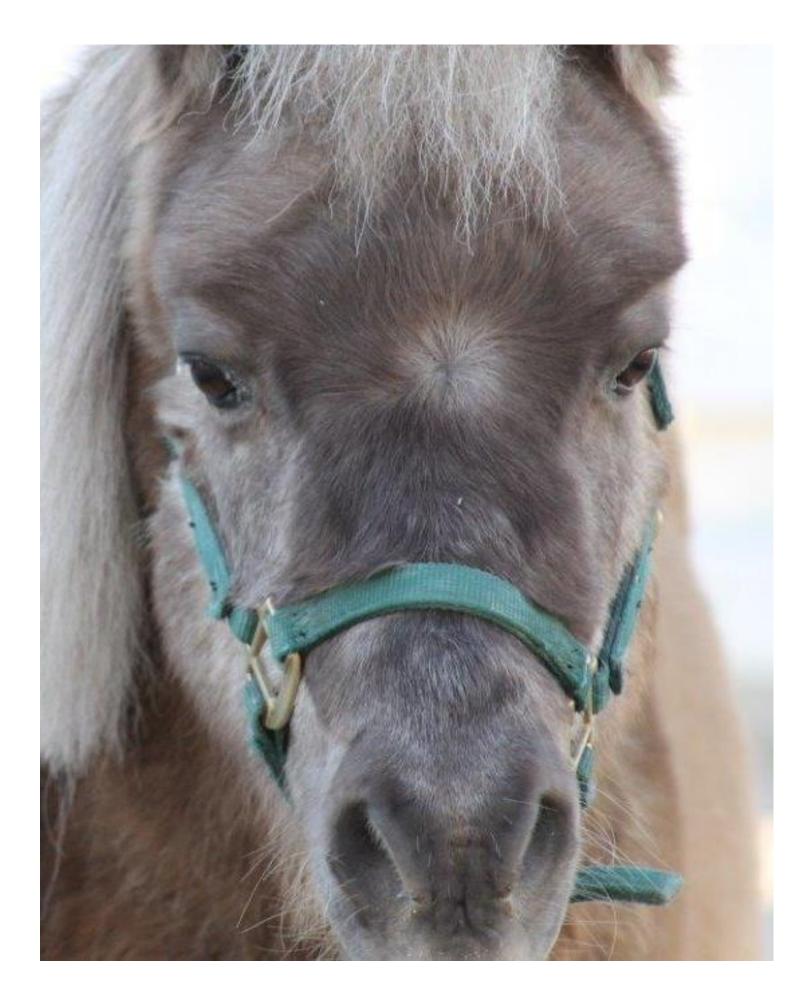
26





(TOTAL HOUSEHOLDS: 33,369) Percentages are based on DuPage County visitation only.

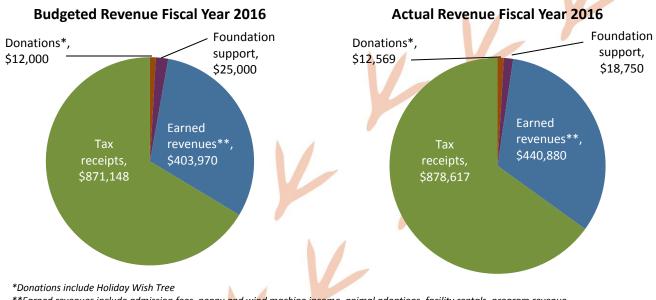
- 29



Finance dollars and sense

Budgeted and Actual Revenue

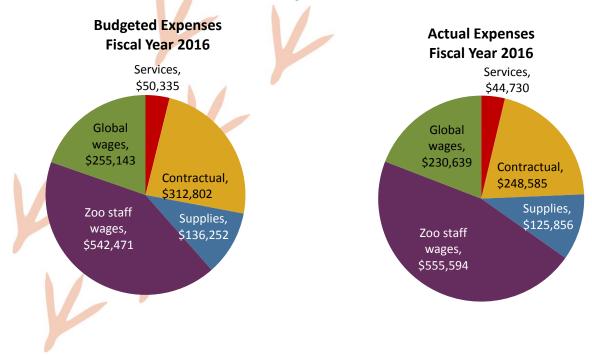
Budgeted revenue for 2016 totaled \$1,312,118 with actual revenue of \$1,350,828 (pending audit).



**Earned revenues include admission fees, penny and wind machine income, animal adoptions, facility rentals, program revenue, sponsorships, and interest.

Budgeted and Actual Expenses

Actual expenses for 2016 totaled \$1,297,003 with actual expenses of \$1,211,849 (pending audit). The zoo realized a **net income of \$138,979**. The budget net in 2016 was \$15,115.



To ensure that we are consistent with industry standards, Cosley Zoo participated in several studies through the Association of Zoos and Aquariums, including the State of the Industry study, Member Compensation Survey, and Small Zoo Benchmarks Survey. Participating in these studies allows us to compare our practices, earned revenues, and expenses with those of other facilities.

Revenue Sources

Cosley Zoo receives revenue from a variety of sources, including both Wheaton Park District and Cosley Foundation. The following data is for Wheaton Park District revenue only. Please see the information below the chart for details regarding selected areas of revenue.

Wheaton Park District Net Revenue Sources, 2012-2016					
Revenue Source	2012	2013	2014	2015	2016
Donations/sponsorships	\$11,922	\$13,932	\$14,006	\$16,728	\$12,569
Penny and wind	\$614	\$510	\$3,397	\$3,641	\$3,849
machine*					
Animal adoptions	\$2,347	\$741	\$1,435	\$2,511	\$2,169
General admission**	\$109,058	\$194,116	\$204,984	\$227,942	\$238,641
Programs, Events and	\$63,484	\$79,688	\$112,827	\$122,145	\$131,718
Rentals					
Cosley Foundation	\$120,000	\$67,500	\$56,250	\$35,000	\$18,750
support					
Total net revenue	\$307,425	\$356,587	\$392,899	\$407,967	\$407,696

*The wind machine was introduced in 2014.

** The admission fee increased in 2013 from \$3 to \$5 for non-resident ad<mark>ults and fro</mark>m \$2 to \$4 for non-resident seniors.

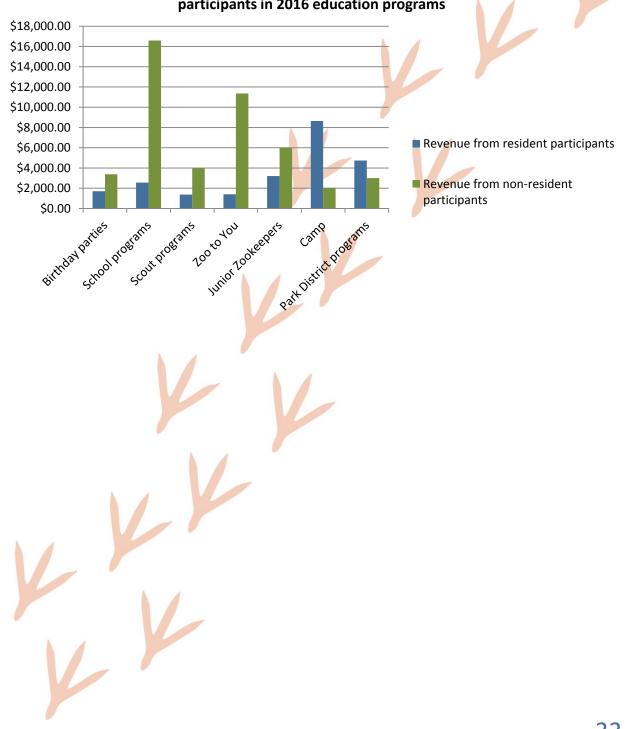
Programs, Events and Rentals

Cosley Zoo education programs make up a significant portion of the zoo's revenue, second only to admission fees. Please see below for a five-year comparison of net revenue by program type.

Net Revenue from Educational Programs, Events, and Rentals, 2012-2016					
Revenue Source	2012	2013	2014	2015	2016
Casual Interpretation	\$9,645	\$14,955	\$17,258	\$22,595	\$23,289
Birthday Parties	\$5,401	\$4,943	\$7,828	\$5 <i>,</i> 058	\$4,336
Outreach (Zoo to You)	\$6,296	\$6,258	\$10,132	\$11,988	\$7,917
School Programs	\$12,296	\$12,012	\$15,623	\$13,336	\$14,714
Scout Programs	\$218	\$1,955	\$2,673	\$2,497	\$3,543
Park District Programs	\$2,471	\$2,260	\$3,387	\$3,395	\$4,213
Special Events	\$6,837	\$7,167	\$17,706	\$16,821	\$22,546
Camps	\$4,862	\$5 <i>,</i> 885	\$4,528	\$6,970	\$7,071
Rentals	\$15,711	\$25,907	\$34,532	\$39,263	\$37,529
Junior Zookeepers	(\$253)	(\$1,654)	(\$840)	\$222	\$4,535
Volunteers	\$740	\$486	\$1,135	\$1,320	\$2,025
Total net revenue	\$64,224	\$80,174	\$113,962	\$123,465	\$131,718

Revenue as a function of residency

As shown in the chart below, the majority of program revenue from our summer camps and park district programs comes from Wheaton Park District residents. Revenue earned from non-residents exceeds the revenue earned from park district residents in other program areas including birthday parties, the Junior Zookeeper program and school, scout, and Zoo to You programs. This demonstrates the popularity of Cosley Zoo programs beyond Wheaton's boundaries.



Gross revenue from Wheaton Park District resident and non-resident participants in 2016 education programs

33

Cosley Foundation

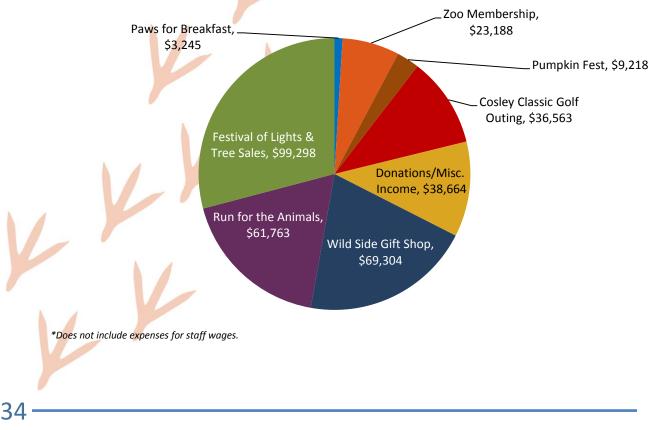
Established in 1986 to raise funds for the development of Cosley Zoo, the Cosley Foundation is an integral component of the zoo's overall success. The volunteer foundation board works diligently throughout the year to ensure the zoo receives the support it needs to grow and fulfill its mission.

The Cosley Foundation sponsors several fundraisers throughout the year to raise money for capital projects. In 2016, the foundation experienced a record fundraising year, earning \$341,243 towards the development of Cosley Zoo. This was raised through various avenues including the sale of zoo memberships, the acquisition of donations, and hosting special events and fundraisers. Cosley Foundation highlights in 2016 included:

- Revamping the zoo's membership system. During our first full year of allowing patrons to purchase memberships online, we realized a 12% membership increase. As of December 2016, the zoo had 433 member families, up from 387 in 2015.
- Creating a custom Cosley Zoo photo calendar which was distributed as part of the year-end giving campaign. In addition to providing an incentive for people to donate to the zoo, the calendar also keeps patrons updated about zoo events.
- Supporting several events and activities including the Festival of Lights and Tree Sales, and retail operations (Wild Side Gift Shop and the Coyote Café), which all earned record revenues in 2016.

In addition to supporting several events, the foundation board is currently working to move the zoo into the future through the implementation of an innovative master plan.

The following chart and the table on page 35 show the amount of revenue gained from various fundraisers, as well as a five year comparison of funds earned.



Net Revenue from Fundraisers, Fiscal Year 2016*

Cosley Foundation Net Revenue*, 2012-2016					
Revenue Source	2012	2013	2014	2015	2016
Zoo Membership	\$11,293	\$17,758	\$18,613	\$20,352	\$23,188
Retail Revenue	\$77,155	\$79,326	\$85,687	\$102,275	\$118,035
Donations	\$29,515	\$30,823	\$30,479	\$35,167	\$38,664
Run for the Animals	\$60,484	\$59,311	\$53,268	\$61,008	\$61,763
Paws for Breakfast	\$2,195	\$2,480	\$2,514	\$4,576	\$3,245
Cosley Classic Golf Outing	\$35,254	\$27,442	\$33,846	\$35,324	\$36,563
Pumpkin Fest	\$12,225	\$14,125	\$13,694	\$8,007	\$9,218
Festival of Lights & Tree Sales	\$96,023	\$90,175	\$88,201	\$94,720	\$99,298
Total net revenue	\$324,144	\$321,440	\$326,302	\$361,429	\$389,974

*Does not include expenses for staff wages.

Marketing Highlights

Cosley Zoo attendance has increased to more than 170,000 visitors per year. The annual special events have become more popular than ever before, and interest in rentals is growing due to our unique offerings.

Marketing continues to focus on positioning Cosley Zoo as a nearby family destination. Messaging is conveyed through print and web media, publicity, signage, cross-marketing and social media while exploring other unique opportunities and trends in the marketplace. The goal is to tell the zoo's story, which includes publicizing its high accreditation standards, topnotch animal care, and strong conservation mission while also promoting the unique upclose-and-personal experience with the animals, educational programming, rental opportunities and special events.

A unique marketing technique implemented in 2016 was the addition of a custom photo wrap to the zoo's pickup truck, which is frequently driven to neighboring towns as part of our Zoo to You outreach program. The truck wrap, applied by the Wheaton Park District and featuring photography by Edward Durbin, has essentially turned the truck into a mobile billboard which has garners attention for the zoo whenever we are on the road.



Cosley Zoo's new truck wrap provides an additional means of marketing for the zoo.

In 2016, the zoo's tagline "A Pretty Wild Place" was updated to "A Lifetime of Inspiration Begins Here". This tagline was chosen because it describes what Cosley Zoo is for so many children and families. It is important that children develop an understanding and care for the natural world at a young age. The updated tagline is currently displayed on entrance banners and is slowly transitioning onto various print materials, website and social media pages.



A new facebook header for Cosley Zoo features the updated tagline.

Additional marketing efforts in 2016 included the following:

- Developed and distributed press releases, articles and social media posts
- Reached out to local park districts and libraries to promote field trips
- Promoted outreach programs to local educators through email, direct mail and through classtrips.com.
- Renewed participation in Kid Stuff Savings booklets, distributed through 300 schools in Illinois
- Printed and distributed materials and signage to promote programs and events
- Distributed monthly e-blasts to a subscriber database of over 20,000
- Featured various print ads in Suburban Life Newspaper, West Suburban Living Magazine, and Naperville Magazine
- Featured zoo programs in quarterly district program guide
- Listed events on oakleesguide.com, chicagoparent.com, chicagofun.com, discoverdupage.org, gowestyoungmom.com, and familytimemagazine.com
- Featured digital ads on familytimemagazine.com and wheatonpatch.com
- Continued to utilize television screen located in the Wild Side Gift Shop to promote programs and events
- Designed and distributed four seasonal Cosley Tails e-newsletters
- Displayed signage at zoo, at local businesses and at various park district facilities
- Posted news, photos, and program information and more on social media regularly

Cosley Zoo's website is still a vital source of information for our visitors. In 2016, cosleyzoo.org had 11,160 unique visitors and 154,225 individual views.





The top 10 Referral sites were:

- 1. Google search 2,426
- 2. Facebook 1,554
- 3. Direct 1,552
- 4. Wheaton Park District 1,541
- 5. ____ Runningintheusa.com 1,140
- 6. Active.com 978
- 7. GoWestYoungMom.com 900
- 8. Cararuns.org: 785
- 9. Eventective.com 680
- 10. Chicagokids.com 580

Also, since the website switched over to a word press platform, views from mobile devices have increased. Mobile devices are now responsible for 59% of views, desktop computers for 33% of views, and tablets for 8% of views.

The zoo's Facebook page now has more than 11,500 followers, up from 9,000 in 2015. The most popular posts have always been animal photos and videos.

The next several pages feature a marketing collage highlighting ads, signage, and other graphics created by the Wheaton Park District's Marketing Department during 2016.

Print & Web Ads



Print & Web Ads



Special Events













Signage

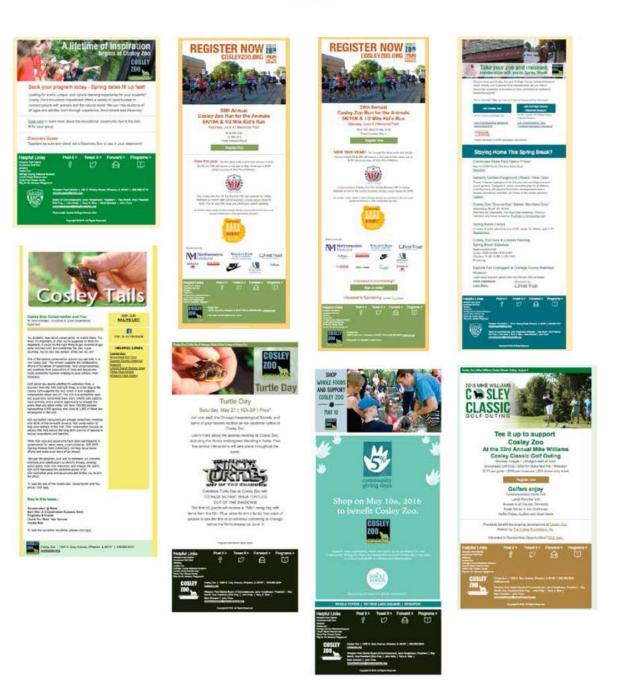


Signage





E-Blasts



E-Blasts



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Social Media



Incentives/Coupons





Miscellaneous





Pencil Promo



Cosley Zoo | 630.665.5534 | cosleyzoo.org

New Membership Card



Magnet Promo

Miscellaneous

Signage, Print, and Digital Media



Coins for Conservation Kiosk





On Your Mark, Get Set, Head Startl BY BRETT PETO, MARKETING & COMMUNICATIONS ASSISTANT

> attani movement. They learn how to serier. We weigh and easure them monthly to ensure they're not growing too low or too fast."

hwy grow last with the hulp of a habitat designed to init human contact and prevent impointing, the proce thereby a young animal attaches itself psychologically anegiver.

I's when Briggs cales the cantains, feeding the tarties n above as they don't associate people with food, ortanately, that doesn't solve every base with harran efty.

Secare they towel over land for nearing sites, they resome to read nearing's and frigor. The wellands are ying up and becoming more and more developed for runn ture. They don't nears world they'n 15 peak old, a taken a long time for the above to get Sig encogin to the produce. They lay entidively small camber of eggs, to!

rvation efforts, sald FPDDC Wildlik Ecologist Dan pion. If one species goes, more often follow. - continued on piece



Blanding's Turtle video

Cosley Tails newsletter

wy're roughly the size of a quarter when they hatch. Your the hatchlings come to the zoo, they're placed i Photo credits Cover and pages 3, 6, and 12: Edward Durbin Photography



Cosley Zoo • 1356 Gary Ave., Wheaton IL 60187 • 630.665.5534 • www.cosleyzoo.org