

# 2024-2025 Facilities & Animal Care Department Plan

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**Goal 1:** Create and consistently maintain a vibrant and experiential campus

**Strategy 1:** Maintain and update existing critical infrastructure across campus utilizing outside vendors.

**Objective 1:** Create a safe and visually pleasing experience.

**Tactic 1:** Install new parking lot lighting.

**Tactic 2:** Repair additional sections of the Museum roof

**Tactic 3:** Reseal and restripe the parking lot and welcome circle.

**Tactic 4:** Restrain a portion of the Museum Exterior

**Objective 2:** Update and replace equipment to work towards net zero campus.

**Tactic 1:** Install new propane boiler

**Tactic 2:** Install new electric boiler.

**Objective 3:** Update Life Support Systems to reset for routine maintenance in the future.

**Tactic 1:** Replace sand in life support filters

**Tactic 2:** Record pressure gauges and flow meters before and after sand filter change to inventory what equipment does/does not work.

**Tactic 3:** Create capacity for regular (weekly or bi-weekly) backwashing on all major systems.

**Tactic 4:** Obtain estimate of cost to replace existing non-functioning equipment

**Strategy 2:** Maintain and update existing critical infrastructure across campus utilizing in house labor.

**Objective 1:** Create a safe and visually pleasing experience.

**Tactic 1:** Replace Oxbow Overlook Boardwalk.

**Tactic 2:** Install permanent safety lighting on trails for Wild Lights.

**Tactic 3:** Repaint all crosswalks.

**Tactic 4:** Replace lighting above the aquariums in the forest lab

**Tactic 5:** Refurbish Raven enclosure including pressure wash all algae, replace rotting boards

**Strategy 3:** Enhance visitor engagement with new exhibits.

**Objective 1:** Complete Fen trail Phase 2 by July 4, 2025 opening.

**Tactic 1:** Develop and install interpretive elements to represent interconnectedness of the natural world.

**Tactic 2:** Create capacity for current staff to focus and prioritize new experience creation

**Tactic 3:** [Exhibits work list](#)

**Objective 2:** Complete new trail Phase 2 by end of Q3 2024.

**Tactic 1:** Hire trail vendor, Peter Jensen

**Objective 3:** Install clothesline exhibit

**Tactic 1:** Facilities to install poles for clothesline

**Tactic 2:** Facilities to create a new trail along the pond.

**Objective 4:** Install new Birdweather PCU exhibit on WW

**Tactic 1:** Facilities to install hardware on Wild Walk

**Tactic 2:** Facilities to install touch screen monitor

**Objective 5:** Prototype macroinvertebrate experience in lower wet rail Spring 2025

**Tactic 1:** Design water quality macroinvertebrate interactive.

**Tactic 2:** Create a prototype and try it out with visitors. Gather data for permanent installation.

**Objective 6:** Prototype squirrel obstacle course on Wild Walk Spring 2025

**Tactic 1:** Purchase and/or build squirrel obstacles for obstacle course near feeder alley on Wild Walk

**Tactic 2:** Install prototype and assess usage by squirrels. Revamp obstacles as needed. Summer 2025

**Strategy 4:** Maintain a live animal ambassador collection in support of education programs

**Objective 1:** Maintain a staff of no less than 4 full time animal care experts

**Tactic 1:** Set aside yearly funding for professional training opportunities such as conference and workshop attendance.

**Tactic 2:** Research industry standard salaries and cost of living surveys and compare to TWC's current salary model.

**Objective 2:** Maintain professional affiliations with expert captive animal management organizations

**Tactic 1:** Provide funds for staff to continue memberships with of the Association of Zoos and Aquariums (AZA), The Association of American Zookeepers (AAZK), The International Association of Avian Trainers and Educators (IAATE) and The International Wildlife Rehabilitators Council

**Tactic 2:** Maintain professional membership with Species 360 in order to continue to use ZIMS (Zoological Information Management Software) for critical industry standard record keeping mandated by the USDA

**Objective 3:** Update Institution Collection Management Plan (ICMP) Spring 2025

**Tactic 1:** Review ICMP. Bring current plan into alignment with strategic plan and mission.

**Tactic 2:** Use updated plan to "right size" animal ambassador collection

**Objective 4:** Maintain all state and federal live animal permits in good standing

**Tactic 1:** Review regulations annually

**Tactic 2:** Submit annual reports on time

**Tactic 3:** Remain prepared for unannounced USDA on site inspections at all times

**Goal 2:** Ensure the sustainability of our campus

**Strategy 1:** Use people and technology to gather data and analyze that data concerning sustainability. Based on that data and analysis create objectives. Educate staff on current emissions. Crowd source tactics to achieve those objectives.

**Objective 1:** Establish scope 1 & 2 baseline emissions with understanding of what makes up those numbers.

**Tactic 1:** Purchase metering devices to measure consumption of power

**Tactic 2:** Inventory all devices that use energy. Ex. Appliances, Pumps, Computers, Lights, etc.

**Objective 2:** Conduct an All Staff Training on sustainability at the Wild Center.

**Tactic 1:** Reserve All Staff Date

**Tactic 2:** Divide topics among Green Team Members

**Objective 3:** Do a quarterly “Newsletter” from the Green Team to educate staff on sustainability solutions, goals, and progress towards goals, to enhance agency, and model creative thinking for crowd sourcing solutions.

**Tactic 1:** Enlist Green Team

**Tactic 2:** Explain Parameters

**Tactic 3:** Create Google file structure for submissions

**Tactic 4:** Assign Deadlines

**Tactic 5:** Assemble/Format Submissions

**Tactic 6:** Email to Allstaff

**Strategy 2:** Use Science Based Target initiative, SBTi, and the Greenhouse Gas Protocols to set short term and long term carbon emission goals for Scope 1 and Scope 2 emissions and create a plan to achieve those goals.

**Objective 1:** Finalize carbon emission data for 2019 as baseline year

**Tactic 1:** Verify data in Energy Star portfolio manager

**Tactic 2:** For non utility expenses reference those against accounting data

**Objective 2:** Set carbon emissions targets

**Tactic 1:** Use SBTi to set short term and long term carbon emission goals

**Objective 3:** Create a carbon reduction plan that aligns with carbon emission targets.

**Tactic 1:** Use data gathered previously to determine areas of possible reduction.

**Tactic 2:** Crowd source possible emission reductions

**Strategy 3:** Research and plan future facilities projects to ensure we are meeting our strategic goals in financially sustainable way

**Objective 1:** Refine design for a Net Zero Convening Center that meets the strategic objective and is in sync with the capital campaign.

**Tactic 1:** Work with architects to refine design

**Objective 2:** Plan and research projects to achieve short term and long term

carbon goals

**Tactic 1:** Research possible life support efficiencies

**Tactic 2:** Research chiller replacement options