

2025 Facilities & Animal Care Department Plan

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Prepared by: Ruth Valentine - Veterinary Technician, Nicole Baker - General Biologist, Ben Lavoy - Custodial Technician, Mike Campbell - Facilities Technician, Leah Valerio - Curator, Charlie Smith - Facilities Technician, Matt Dickey - Facilities Technician, Phil Wagschal

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 finish last 20%

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 Life Support Systems to reset for routine maintenance in the future.

Tactic 1: Replace sand in one 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.

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 finish last 20%.

Tactic 2: Install permanent safety lighting on trails for Wild Lights main entrance and Wild Walk trail..

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: 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 3 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 4 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 a 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