

Mei Xiang Wildlife Organization
Panda Play Program Budget for Fiscal Year 2026
Application to the Fuzzy Friends Foundation

Panda Play Program Revenue		
Funder	Amount Pending	Amount Committed
Polka-Dot Enthusiasts Club	\$ -	\$ 250,000
Anti-Polar Bear Action League	\$ -	\$ 75,000
Fuzzy Friends Foundation	\$ 30,000	\$ -
Total Revenue	\$	355,000

Line Item/Category		Program Budget	Requested Amount	Budget Narrative
Personnel & Benefits				
Position	Staff Member	Total Cost	Foundation Request	Cost Justification and Calculation
Panda Play program manager	Marlon Perkins	\$ 75,000	\$ 5,000	Oversees day-to-day operations of the Panda Play program and provides supervision to the program coordinator. Total cost calculated at \$75,000 annual salary x 45% FTE = \$33,750. Of this total cost, the Mei Xiang Wildlife Organization is requesting \$5,000
Panda Play program leader	Caroline Seitz	\$ 55,000	\$ 2,000	Oversees day-to-day implementation of the Panda Play program. Total cost calculated at \$55,000 annual salary x 100% FTE = \$55,000. Of this total cost, the Mei Xiang Wildlife Organization is requesting \$2,000
Panda Play teaching specialist	Steve Irwin	\$ 45,000	\$ 5,000	Oversees design of fitness routines for the Panda Play program. Total cost calculated at \$45,000 annual salary x 100% FTE = \$45,000. Of this total cost, the Mei Xiang Wildlife Organization is requesting \$5,000
Total Personnel		\$175,000	\$12,000	
Fringe Benefits (@20.29%)		\$35,508	\$2,352	Fringe benefits cover FICA, workers compensation, unemployment, health insurance, and retirement, calculated at 20.6% of total salaries.
Total Personnel & Benefits		\$210,508	\$14,352	
Other Expenses				
Line Item	Total Cost	Foundation Request	Cost Justification and Calculation	
Panda food/snacks	\$ 745	\$ -	Includes healthy snacks for pandas in our programs, to ensure they have access to nutritious bamboo during program activities. Total cost calculated at \$160 per panda x five pandas served = \$745. The Mei Xiang Wildlife Organization is not requesting any funds for this line item.	
Panda Play program exercise equipment	\$ 25,000	\$ 5,000	Includes cost of installing new developmentally-appropriate play structures for pandas to climb and swing on, which helps pandas build the survival skills necessary to re-integrate into their natural habitats.	
Staff Travel	\$ 9,825	\$ 3,000	Includes cost of staff travel to the National Exotic Slugs Wildlife Convening, which will improve staff knowledge of other creatures served by the the Mei Xiang Wildlife Organization's conservation efforts. Total cost calculated at \$265 for convening registration + \$1,000 for round-trip travel + \$1,500 for lodging for one week + \$510 for meals and incidentals for one week = \$3,275 x three staff = \$9,825. Of this total cost, the Mei Xiang Wildlife Organization is requesting \$3,000	
Staff Training	\$ 3,000	\$ -	The Mei Xiang Wildlife Organization is not requesting funds for this line item.	
Panda Play program Volunteer Incentives	\$ 3,374	\$ 1,743	Includes gift card incentives to encourage volunteers to complete 100 hours of service at the Panda Play program. Total cost calculated at \$67.48 per gift card x 50 volunteers annually = \$3,374. Of this total cost, the Mei Xiang Wildlife Organization is requesting \$1,743 for this line item.	
PawPrints Software Subscriptions	\$ 500	\$ 1,200	Includes annual subscription costs for our PawPrints data collection and evaluation software, to ensure we track all outcomes related to the Panda Play program. Request calculated at \$400 per subscription per staff per year x three staff = \$1,200	
Total Other Expenses		\$ 42,444	\$ 10,943	
Total Direct Costs		\$ 252,952	\$ 25,295	
Indirect Costs		\$ 47,049	\$ 4,705	Calculated at Mei Xiang Wildlife Organization's US HHS-approved rate of 18.6%
Total Budget		\$ 300,000	\$ 30,000	

Fuzzy Friends Foundation: a private foundation offering grants to organizations that support the wellness and conservation of exotic mammals, particularly those identified on the endangered species list. They provide grants up to \$25,000 to organizations working to improve the health and survival of endangered wildlife.

Mei Xiang Wildlife Organization: a nonprofit established in 2011 with a mission of promoting and leading conservation efforts for giant panda and red panda species. The organization has three goals: 1) preserve the species and natural habitats of pandas, 2) help pandas develop the skills necessary to survive in their natural habitat, and 3) strengthen the larger ecosystems pandas live within.

Proposal Executive Summary: At Mei Xiang Wildlife Organization, we believe all pandas deserve to live healthy, secure lives in their natural environments. We respectfully request support from the Fuzzy Friends Foundation for our flagship Panda Play program, which supports the healthy development of endangered red pandas and teaches them the survival skills necessary to return to their natural habitats. The program is designed to help pandas achieve physical milestones and instinctual skills that are otherwise under-developed in traditional zoo settings and includes custom exercise equipment to help pandas learn how to safely climb and explore unfamiliar terrains. Our outcomes are measured through individual panda fitness and wildlife-readiness goals, which are tracked in our PawPrints data collection and analysis software. The Panda Play program will serve five red pandas over the next fiscal year, with a goal of 100% of pandas served ready to return to their natural habitats by the end of the grant period.

Our program is led by program manager Marlon Perkins and program coordinator Caroline Seitz, who both have decades of experience protecting wildlife and supporting positive outcomes for endangered species. The program is also supported by 50 volunteers annually, who help with day-to-day maintenance of the Panda Play activity areas and ensure all fitness and milestone benchmarks are entered into our PawPrints data software. Our team uses a Positive Panda Development (PPD) approach to ensure we address the specific needs of each panda; adapting Panda Play program activities to meet each bear's unique needs and challenges.