

2013 Annual Report



National
WILDLIFE REHABILITATORS
Association

Skilled and Compassionate Wildlife Care

Since 1982

www.NWRAwildlife.org

National Wildlife Rehabilitators Association
incorporated August 25, 1982, as a not-for-profit corporation
in the State of Illinois, USA.

Tax exempt under IRS Section 501c3.

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Donations are tax deductible as charitable contributions.

President's Message

As President of the National Wildlife Rehabilitators Association for the past 2½ years, I wish to give a heartfelt thanks to all the volunteers and staff of NWRA who help the organization succeed. These people include officers, board members, committee chairs, volunteers, office staff, and most of all, members of this wonderful organization. Without your support, NWRA would not be where it is today. The generous donations of our supporters and the hard work of our volunteers and staff help create wonderful opportunities for NWRA members (and future members!).

Although I am stepping down from the presidency, I will remain an honorary board member for another year and I will continue to serve the organization as best I can in future years. I cherish the friendships and professional connections I have made, not just as President, but as a wildlife rehabilitator for nearly 25 years.

Sandy Woltman

Sandy Woltman, President

Summary of Significant Accomplishments During 2013

- **Symposium 2013** in Portland, OR, well attended and highly successful
- **Wildlife Medicine Course** taught at Purdue University School of Veterinary Medicine and Virginia-Maryland Regional College of Veterinary Medicine
- **Songbird Diet Index** newly updated and expanded
- **Answering the Call of the Wild, A Hotline Operator's Guide to Helping People and Wildlife** new telephone manual
- Books in development:
 - **Topics in Wildlife Medicine**, volume 4, veterinary ethical considerations
 - **Wildlife in Education, A Guide for the Care and Use of Program Animals** revision and expansion
 - **Zoonotic Diseases** of concern to wildlife rehabilitators
- New **Conference Manager staff position** approved by the board of directors
- **Wildlife Rehabilitation Bulletin**, two issues, spring and fall
- **The Wildlife Rehabilitator** newsletter, two issues, winter and summer
- Annual **Membership Directory**
- Twice monthly **Member Emails**
- Member access to an **insurance plan** designed for wildlife rehabilitators
- **Member discounts** on purchases of NWRA books and symposium registrations
- Two **research grants** awarded totaling \$3,100
- Eleven **scholarships** awarded totaling \$7,850, including two new scholarships
- Three **national achievement awards** plus one **NWRA recognition award** given
- 8,305 hours of **volunteer time received** from 256 volunteers
- \$74,084 in **donations, grants, and symposium sponsorships** received

Spotlight on → NWRA Symposium 2013

Most wildlife rehabilitators recognize that cities, large and small, contain wildlife because of the telephone calls and wild animals received from such urban areas. In some cases, human encroachment has given the animals little choice of where to live; but in other cases, wildlife has chosen the city habitat because of what it offers in breeding sites, food and water sources, nesting and denning locations, and protection from some predators. The challenge and

WILD IN THE CITY CONNECTING PEOPLE AND NATURE



opportunity this co-habitation presents for wildlife rehabilitators, educators, and veterinarians is helping the public understand various circumstances, preventing human/wildlife conflict situations, instilling recognition and appreciation of these wild creatures, and teaching the importance and value such biodiversity within a city holds. Nature and wildlife in close proximity offer a unique way to introduce individuals to wildlife and habitat right outside their doors, and to what we humans can do to protect and enhance these animals and their habitat, as well as our enjoyment of them.

Just as Portland is known for its singular bridges, those of us assisting wildlife through rehabilitation, education, and veterinary services are bridges as well. We are the bridges connecting people and nature as shown in this year's theme, Wild in the City—Connecting People and Nature. The logo this year is even more defining through the animals depicted and how each may be perceived by the public. The coyote is intelligent, creative, loyal to family and pack, and an animal found living in cities more and more frequently. But for many, the coyote represents a wild carnivore, something unknown

and dangerous, and is an animal that instills fear. We know coyotes prefer to be left alone and usually walk away if given the chance, but the public does not. Geese are an example of wild creatures that are just *so inconvenient*. Geese protect their nests in a threatening manner, they wander through neat yards jerking up tender greens, and they eliminate for goodness sake! Geese easily represent other inconvenient birds—ducks, gulls, pigeons, and so forth. The peregrine is a species once so endangered its very survival was doubtful. This bird represents the many, many species around the world currently listed as threatened or endangered, animals that may or may not have programs in place to offer hope for survival. We may not be able to change everything, but we can be a bridge for informing, educating, and teaching the public. You know unique things about wildlife in your area, things that may be interesting, comical, mysterious, or intriguing about each species. Share these insights with everyone that calls or finds wildlife in need. Help the public, young and old, connect with wildlife, realize the value of each species, learn to share habitat with the animals, and begin their own journey of discovery.

NWRA Symposium 2013 by the Numbers

Participants

410	Total number of registrants
313	Members attending
97	Nonmembers attending
34	Students attending
37	States represented
3	Canadian provinces represented
3	Countries outside North America represented
62%	Attendees flew
37%	Attendees drove
1%	Attendees traveled by train

Program

5	Days of educational opportunities
133	Total hours of educational presentations
86	Qualified and experienced presenters
15	Hands-on workshops by experienced wildlife veterinarians and rehabilitators
460	Number of seats available in hands-on workshops
491	Wildlife specimens used in hands-on workshops
1800	Gloves used in hands-on workshops
40	Possible hours of education for any one person Tuesday through Saturday
\$3.00	Cost per hour of education for NWRA member
\$2.38	Cost per hour of education for NWRA student member
25	Sessions containing a series of papers devoted to a specific topic
21	Different session moderators kept the program on schedule
2	Day-long seminars for in-depth study of a particular topic
40	Attended Basic Wildlife Rehabilitation day-long seminar
30	Attended Patient Evaluation and Stabilization day-long seminar
2	Two-hour seminars for interactive learning
1	Keynote Presentation by Dr. John Marzluff, PhD, on "Gifts of the Crow"
1	Book signing by Dr. John Marzluff, PhD
59	Fans stood in line to have Dr. Marzluff sign their copies of his books
91	Number of Dr. Marzluff's books sold to attendees

Activities

152	Attended the Annual Membership Meeting
5	Field trips: Portland Aquarium, Multnomah Falls, Audubon Wildlife Care Center
111	Participated in field trips
243	Attended the Icebreaker Social to meet people and begin networking
218	Attended the Banquet to relax, socialize, & applaud scholarship, award, grant winners
46	Raffle prize packages distributed to lucky winners
69	Silent Auction items and packages bid on and claimed

Scholarships, Grants, Awards

11	Scholarships awarded to help defray costs of symposium attendance
\$7,850	Scholarship awards total
2	Grants awarded to support studies and improvement in the field
\$3,100	Grant awards total
1	Lifetime Achievement Award for many years of important contributions to the field
1	Significant Achievement Award for a recent effort contributing to the field
1	NWRA Board of Directors Award for significant assistance to NWRA
1	Marlys J. Bulander Working Together for Wildlife Award for bringing together individuals, organizations, and/or agencies to make a positive difference for wildlife

Information, Assistance, Resources

4	NWRA Registration Team volunteers always ready to help attendees
15	Vendors displayed wares of interest and value to wildlife rehabilitators
5	Additional vendors provided literature for the Information Table
3	NWRA staff members focused on helping members and attendees
1,001	Books, charts, reprints, shirts, and wildlife gift items sold at the NWRA Sales table
97	Symposium 2013 logo shirts sold
50	Educational speaker handouts posted online with access for symposium attendees

Contributions and Support

1	Premier Sponsorship grant: The Kinsman Foundation
\$10,000	Grant to help pay symposium expenses
13	Symposium program sponsors
\$7,500	Donated by program sponsors to help keep registration fees affordable
35	Friends of Symposium 2013
\$3,225	Donated by Friends of Symposium 2013 to support education of wildlife rehabilitators
366	Individual items donated to the raffle and silent auction to raise funds for NWRA
4	Audio-Visual Team volunteers ensured attendees could hear and see presentations
26	Portland Audubon Host Committee volunteers assisted in many essential areas
2	Adventurous volunteers drove a truck from Minnesota to Oregon with all supplies and equipment necessary for a successful symposium
3,385	Miles round trip from St. Cloud, Minnesota, to Portland, Oregon
152	Individual volunteers worked diligently to ensure Symposium 2013 ran smoothly
3,835	Donated volunteer hours contributed to the success of Symposium 2013

Evaluation

127	Evaluation forms filled out and returned to report on this event and to help plan Symposium 2014 and future symposia
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Symposium Details

Wild in the City—Connecting People and Nature. NWRA and Portland Audubon Wildlife Care Center partnered to produce NWRA Symposium 2013 in Portland, Oregon. The largest and most comprehensive professional training and development event in the field was attended by 410 people from 37 states, 3 Canadian provinces, Belize, France, and Mongolia. Independent licensed rehabilitators, volunteers, staff, and center directors sat side-by-side, intent on learning more in order to provide the best care to wildlife.

A learning-friendly environment supported the best training and instruction available. Five days of educational classes allowed plenty of time for networking, camaraderie, and one-on-one learning. Programming offered over 133 hours of high quality educational opportunities presented by 86 qualified and experienced speakers and instructors from all over the continent. Limited seating in workshops and select seminars ensured all participants received supervised hands-on training. The two targeted 8-hour seminars included *Introduction to Wildlife Rehabilitation* for novices and *Patient Evaluation and Stabilization* for more experienced individuals. Each of the 15 hands-on skills development workshops was preceded by a pre-requisite lecture; although the workshops were limited enrollment, these lectures were open to all registered attendees.

Symposium Highlights from Evaluation Forms

Each symposium attendee received a detailed evaluation form with an incentive to complete and return it on site. All forms were compiled into a report to the board and for use in planning future symposia. A random sampling of attendee comments follows, listing highlights of their experiences during Symposium 2013.

- The width and depth of the topics, the professionalism of the presenters and networking exposure. Personally, I wish I could have split myself into four to attend those seminars, workshops, classes that were held simultaneously!
- Making new friends and reconnecting with old friends. Great networking opportunities. Excellent mix of professional and social opportunities.
- Meeting and talking with like-minded, friendly, open people
- Being in a sea of humans who work with wildlife, how long it is and how much you offer—wow! Such a wide range of presenters from veterinarians to rehabilitators.
- Enjoyed the mix of new topics which gave new ideas and inspiration
- Exposure to new techniques and ideas
- Variety of lectures and speakers, good exchange of ideas
- Information! As a new at-home rehabilitator, this symposium was invaluable.
- I love it all, I learn so much!
- Too much to choose from!!
- The whole conference is a highlight
- Amazing value for education
- Networking and continued learning opportunities
- The professionalism of most of the speakers I heard
- New blood! Some really dynamic young speakers!
- Great to meet so many like-minded people

Notes from Symposium Scholarship Recipients

NWRA awards several scholarships to help defray costs of attending the Symposium. Below are notes from three recipients.

- 1. Alma Natura Trust International Scholarship.** “It was just fabulous to connect with new and old friends, colleagues and like-minded people. Despite the fact that I discovered my passion for wildlife rehabilitation 19 years ago and dedicated most of my veterinary career of 16 years to wildlife rescue and rehabilitation, I learned a great deal of new and interesting facts, made great connections and just had a fantastic time! I had known of and wanted to attend a NWRA Symposium for years and I can hardly express how many incredibly valuable references I picked up. These will serve our little country of Belize for many years to come. The only sad part is that I will unlikely be able to return without finding another scholarship. And after having experienced the NWRA symposium once, I am now hooked! I am excited to have joined the veterinary committee, and look forward to staying in touch.”
- 2. Alma Natura Trust Scholarship (North America).** “I would like to express my sincere gratitude for the amazing opportunity granted to me by receiving the Alma Natura Scholarship. This enabled me to experience one of the best conferences I have attended so far! Thanks to your generous support, I was able to attend the 2013 NWRA conference, learn many new things, meet new people, and reunite with old friends. Additionally, I purchased many great books that will help us for many years to come.”
- 3. Eric Sticht Memorial Scholarship.** “I attended many interesting lectures at the conference. I learned for example, wildlife capture techniques, how to engage volunteers, pediatric mammal care, how to reunite wildlife, wildlife forensics, and how to increase support for songbird rehabilitation. The speakers were very knowledgeable and presented the information in an easy to understand way.
I also attended two workshops: Pediatric Mammal Critical Care, and Veterinary Forensic Pathology. I work with songbirds back home, but want to expand to mammals as well, and this workshop gave me hands on experience on how to properly examine and provide these fragile animals with basic medical care. We also want to start doing necropsies at my center, and the forensic pathology workshop outlined the basic procedures, techniques, and what is normal versus abnormal. It was also nice to be able to walk around the room and see what discoveries the other students had made.
I had the opportunity to see what other wildlife care centers in the country do. I obtained the contact information for some of the specialists and had the chance to talk with other rehabilitators. It is nice to meet with others face to face and exchange information and experiences, especially regarding difficult or frustrating topics.
Because I work for a non-profit seasonal songbird rehabilitation center, I do not have the income to normally afford traveling across the country or attending conferences. Thank you so much for giving me the opportunity to attend the 2013 NWRA conference. I know what I gained during my stay in Portland will improve my abilities as a rehabilitator and help save many wild animals in need.”

Symposium Objectives Achieved

NWRA achieved 100% of objectives for Symposium 2013 in Portland.

- Offered NWRA professional and trusted education in the western US to reach people who could not normally travel to symposia in Midwest or East Coast areas
- Integrated program design and content, learning atmosphere, and expectations to enable attendees to gain not only high quality education, but also self-confidence, strengthened purpose, and renewed dedication
- Ensured high quality choices within the program so attendees could choose what topics or techniques were most useful and needed in their work
- Shared veterinary/medical research results, new techniques, improved diets, effective housing and enrichment practices, and more practical and useful information
- Included a variety of popular and high quality hands-on supervised workshop experiences
- Provided instruction to 410 individuals who are dedicated to wildlife through:
 - rehabilitation—providing professional and compassionate care to wild animals with the goal of releasing each animal back into natural habitat;
 - education—teaching rehabilitators, volunteers, and concerned citizens about the challenges facing wildlife and how we each can help in the way that suits us; and/or,
 - medicine—administering treatments and medications appropriate to each wildlife patient, species, and age group, as well as each injury, disease, toxin, or other medical problem.
- Satisfied many needs of both novice and experienced attendees
- Encouraged attendees to share information and techniques with others at their center or clinic, and in their organizations, networks, and local groups
- Provided networking opportunities to enable individuals to strengthen existing contacts and find new resources to continue learning after the symposium ends

From the Board of Directors Perspective

The NWRA Board of Directors is extremely pleased with Symposium 2013 in Portland. The annual symposium is a time to give back to the rehabilitators who give so much of themselves. Board members feel it was a great success—the positive energy, both physical and emotional, was infectious, while the joy of learning filled all five days. Networking among several hundred kindred spirits infused the atmosphere with connections and confidence that will last a long time.

NWRA believes that effective teaching results in each individual who learns from NWRA affecting many others, both human and wildlife, with positive impact continuing to ripple out ever wider.

Membership Benefits

NWRA continues to provide benefits that support the association's mission of improving and promoting the profession of wildlife rehabilitation and its contributions to preserving natural ecosystems. NWRA disseminates knowledge for members to improve wildlife care and release, to be better equipped to respond and educate the public in wildlife situations or encounters, and to assist with management of time, funds, resources, volunteers, and staff.

Membership for 2013 was 1500, a small decline from prior years during the still depressed economy. NWRA continued all member benefits with a nominal \$50 for individual annual dues, which includes an increase of \$5 in 2013, the first increase in four years.

Membership benefits include:

1. *Wildlife Rehabilitation Bulletin*—48 to 52 page semi-annual journal with peer-reviewed wildlife care and medical articles, and new discoveries within the field;
2. *The Wildlife Rehabilitator*—12 to 16 page semi-annual newsletter with association news, information, and opportunities, such as scholarships available;
3. *Membership Directory*—annual listing of members willing to network, used as a resource for obtaining advice, assistance, and for wildlife patient transfers;
4. A downloadable and printable membership certificate, suitable for framing, indicating participation in the national organization;
5. Access to an insurance plan designed to cover the unique activities and requirements of wildlife rehabilitators;
6. Twice monthly emails to members to convey critical news, such as diseases of concern (rabies, new tick-borne bacteria, chronic wasting disease, bat white-nose syndrome, distemper), animal food recalls, the wildlife patient flow chart from the American Veterinary Medical Association, a free book on wildlife veterinary care basics, pertinent information from the US Fish & Wildlife Service, and time-sensitive announcements;
7. Discounts for all members on purchases of reference, educational, and diagnostic aids, and all NWRA publications, as well as on symposium registration fees; and,
8. Periodic member-only sales on publications and merchandise, and occasional online-only sales.

NWRA employs a part-time editor for membership benefit publications and member emails, but all author manuscripts and other content, reviewing, proofreading, and layout of the publication is accomplished by skilled volunteers; 36 volunteers contributed 865 hours.

It is important to remember that wildlife rehabilitation is limited to those persons willing and able to comply with state and federal regulations and requirements for possessing native wildlife, including tests, facility inspections, annual reports, education, and skills training. Although there may be fewer than 5,000 licensed wildlife rehabilitators in the United States, thousands more people are staff, interns, and volunteers who work with them and learn from them.

Educational Publications

NWRA provides wildlife rehabilitators with educational and training materials, enabling them to administer optimum skilled and compassionate care to more wild animals in need. Several publications always are in the process of being developed or updated with new and current information. NWRA books contain current, professionally reviewed information pertinent to the field; publications are continuing to gain acceptance in the academic world.

1. ***NEW in 2013—Songbird Diet Index: A Guide to the Natural Food Habits of Ohio Songbirds and Substitute Diets for Use in Wildlife Rehabilitation Facilities.*** NWRA acquired full rights to this out-of-print resource from the self-published author, and now offers the second edition, updated with new and current information, including new species and family groups, menu planning, and most importantly, providing healthy natural insect and plant foods for the optimum growth and development of wildlife rehabilitation patients.
2. ***NEW in 2013—Answering the Call of the Wild, A Hotline Operator's Guide to Helping People and Wildlife.*** After many years of searching for a great telephone manual, this is the ultimate guide for handling calls about wildlife emergencies with over 500 pages of the information needed to set up and operate an effective wildlife hotline. An agreement with Toronto Wildlife Centre enables NWRA to sell this book designed for wildlife rehabilitators, animal control agencies, animal rescue organizations, and any telephone service that receives calls about wildlife they endeavor to answer. It provides, in a single volume, a well-organized and comprehensive guide to the enormous range of information that is essential for those undertaking the daunting task of providing humane and biologically-appropriate responses to wildlife emergencies. Content demonstrates a broad understanding of wildlife problems, and recommendations are aimed at minimizing human interference with wildlife except in cases of genuine emergency.
3. ***Zoonotic Diseases*** is the next book in the *Wildlife Rehabilitator Resources* series. Currently under construction with all chapters authored and reviewed by experienced and qualified individuals, it will disseminate information about diseases transmissible between humans and wildlife.
4. ***Topics in Wildlife Medicine***, currently under development, volume 4 covers veterinary ethical considerations, and volume 5 will focus on orthopedics. The editors and chapter authors are experienced veterinarians who work with wildlife.
5. ***Wildlife in Education, A Guide for the Care and Use of Program Animals*** is undergoing revision and expansion. This landmark book presents a comprehensive approach to humane and appropriate long-term care of captive wildlife, and to developing effective and meaningful programs on wildlife education, preservation, and ecosystem awareness.

The NWRA Publications Manager is responsible for the *Wildlife Rehabilitator Resources* books. Production of most NWRA publications is completed with volunteer editors, authors, contributors, artists, reviewers, proofreaders, design and layout persons, and graphic submissions. More than 18 skilled and knowledgeable individuals donated over 390 hours of volunteer time to bring high quality publications to print and available for purchase. Publications are available through the Marketplace at www.NWRWildlife.org.

Website

The NWRA website, www.NWRWildlife.org, is constantly being updated and is designed to function as a resource, not only for members, but also for the public or casual browsers seeking information on the profession, assistance with injured wildlife, or NWRA itself. In 2013, the website continued to gain content to serve both our members and the public. Funding for ongoing maintenance and improvement was provided by a donation from The Barkley Fund.

One website feature increasing in popularity and use is “**Help! I’ve Found an Animal.**” This section is designed to assist concerned citizens in assessing their individual encounters with wildlife, in determining the best way to help a wild animal, and in finding a wildlife rehabilitator to assist with advice and/or treatment of the animal.

Specialized Courses

The veterinary student ***NWRA Wildlife Medicine Course*** is a groundbreaking course begun in 1999 and unlike anything currently available. This training introduces veterinary students to wildlife medicine prior to encountering wild animals when in practice. The Elaine Conroy Moore Charitable Foundation funded two courses in 2013, at Purdue University School of Veterinary Medicine and Virginia-Maryland Regional College of Veterinary Medicine. Instructors for these courses are recognized and highly regarded in our field: Erica A. Miller, DVM; Rebecca Duerr, DVM, PhD; Dave McCruer, DVM; and Stuart Porter, VMD.

This course has been presented 23 times at 16 different veterinary schools, 14 in the US and 2 in Canada, and has been repeated at 7 schools. An estimated 1,035 veterinary students have benefited from this unique educational experience. Selected by the NWRA Veterinary Committee, instructors are experienced veterinarians who have gained expertise by working many years with a wide variety of wildlife species, injuries, conditions, toxins, and diseases.

Research Grants

NWRA awarded 2 grants in 2013 totaling \$3,100.

1. \$1,600 was awarded to Liberty Wildlife Rehabilitation Foundation (AZ) for their project “Endangered Species and Native Raptor Lead Poisoning Study.”
2. \$1,500 was awarded to Adirondack Wildlife Refuge and Rehabilitation Center (NY) for their project “Mitigating Non-target Poisoning of Endangered and Threatened Raptors in the Adirondack Park and Northern Forest Region.”

Since 1984, NWRA has provided \$100,887 to improve the field and care of wildlife. A list of recipients and projects is posted online at www.NWRWildlife.org.

Professional Recognition Awards

Four awards in 2013 recognized outstanding individuals in our field.

1. The prestigious **NWRA Lifetime Achievement Award** was presented to James Fitzpatrick (MN) for being active in the field of wildlife rehabilitation for over 30 years and for being a spokesperson for wildlife nationally. He has advocated for habitat preservation and wildlife rehabilitation throughout the country. Jim is an amazing educator and very well respected, not only in rehabilitation, but also the entire wildlife field. He is one of the founding board members of NWRA.
2. The **NWRA Significant Achievement Award** was presented to Karen Wright (MD) for bridging the gap between the pet industry and wildlife rehabilitators. In addition to attending numerous state and national wildlife rehabilitation meetings each year, she makes herself available to rehabilitators who have questions about wildlife nutrition. During a food product recall, Karen reached out to the rehabilitation community to ensure that any potentially tainted product was not being fed to wildlife and she worked countless hours to answer questions and concerns. This unselfish act may have helped deter many severe issues with wildlife under the care of rehabilitators.
3. The **Marlys Bulander Working Together for Wildlife Award** was presented to Dr. Isabelle Paquet-Durand (Belize) for founding the Belize Wildlife Conservation Network (BWCN) and the Belize Wildlife and Referral Clinic (BWRC). Through the BWRC, Dr. Isabelle works closely with a number of wildlife projects and educational entities to provide wildlife medicine and education to a new generation of conservationists. Through the BWCN, Dr. Isabelle organizes an annual Wildlife Symposium bringing together governmental and non-governmental stakeholders to strengthen collaboration and communication for conservation. The team brought together under BWCN revised the Wildlife Order, strengthening wildlife protection legislation.
4. The **NWRA Board of Directors Award** was presented to Erica A. Miller, DVM (DE) for more than 10 years of unwavering service to ensure the success of NWRA Symposia, including program, layout, AV work, teaching, and designing hands-on workshops; and for her commitment to improving the field of wildlife rehabilitation through reviewing countless member comments and updating and editing the *Minimum Standards for Wildlife Rehabilitation* 4th edition.

Since 1984, NWRA has honored more than 56 deserving individuals and 5 organizations that have made major advances in our field for the benefit of many rehabilitators and countless wild animals. The NWRA Board of Directors has recognized 34 individuals for valuable and outstanding contributions to the organization. Lists of award recipients are posted online at www.NWRWildlife.org.

Scholarships

NWRA is pleased to receive donor contributions for all scholarships awarded. Eleven scholarships totaling \$7,850 were given in 2013.

1. The **Debra L. Chandler Memorial Scholarship** was presented to Lisa Lindsay (WA) in the amount of \$500 to attend Symposium 2013.
2. The **James J. Wolf CARE for Wildlife Educational Scholarship** of \$500 was presented to Sunny Bettley (NC) to attend Symposium 2013.
3. Two **NWRA Cage Building Scholarships** totaling \$2,100 were presented to Linda Bowen (CT) for bat housing and Deanna Gualtiere (MA) for raccoon housing.
4. The **Ed Hiestand Memorial Veterinary Student Scholarship** was presented to Jeffrey N. Carey, a third-year veterinary student at UPENN. The \$500 defrayed costs of attending Symposium 2013 to present his paper entitled *Etiologies of Nodular Skin Lesions in Passerines: A Case Series*.
5. The **Eric Sticht Memorial Scholarship** in the amount of \$600 was awarded to Bailey Hughes (MI) to attend Symposium 2013.
6. The **Alma Natura Trust Scholarship** (North America) in the amount of \$750 was presented to Ann Goody (HI) to attend Symposium 2013.
7. The **Alma Natura Trust International Scholarship** for \$1,750 was presented to Dr. Isabelle Paquet-Durand (Belize) to attend Symposium 2013.

Two new donor-funded scholarships were awarded in 2013:

8. The new **Rachel Fischhoff Educational Scholarship** is a \$650 credit certificate redeemable through NWRA to pay for any combination of NWRA educational publications, symposium fees, and membership dues. This scholarship is given through NWRA by Rachel Fischhoff, a life member of NWRA. The 2013 recipient was Rebecca Crow (OH).
9. The new **William Jessen Memorial Scholarship** is provided to NWRA symposium speakers who share valuable information, skills, and expertise with the many attendees. This scholarship is given through NWRA by Elaine Friedman in memory of her brother William Jessen and “in honor of all creatures that capture your heart, expertise, and time but never make it to release.” Two speakers received a total of \$500 in financial assistance, Sharron Baird (CA) and Shary Parker, DVM (MA).

Since 1993, NWRA has awarded \$53,240 in scholarships to 111 individuals. Lists of recipients are posted online at www.NWRWildlife.org.

Significant Financial Gifts

NWRA is sincerely and deeply grateful to donors who support programs vital to wildlife rehabilitation. Every contribution plays an important role in enabling NWRA to pursue its mission to ensure wildlife rehabilitators, educators, and veterinarians stay abreast of new and innovative techniques for the welfare of native North American wildlife.

The **Barkley Fund** presented NWRA with a generous gift of \$25,000 to support general purposes. This is providing needed services for rehabilitators and website improvement, partially funding a staff position supporting fundraising efforts, and partially funding a new staff position planned for 2014.

The **Michigan Wildlife Rehabilitators Association** established an 11-year Michigan Wildlife Rehabilitator Continuing Education Scholarship through NWRA to assist Michigan-permitted wildlife rehabilitators in attending NWRA annual symposia for continuing education credit required by the Michigan Department of Natural Resources for permit renewal. Availability will be announced during 2014 for the first \$500 award in 2015.

NWRA member **Rachel Fischhoff** added \$11,250 to the Rachel Fischhoff Educational Scholarship to extend scholarship awards for an additional fifteen years.

The Kinsman Foundation provided a \$10,000 grant to support Symposium 2013.

A total of 39 **individuals, organizations, and businesses** from around the country contributed \$10,725 in financial support for Symposium 2013 in Portland. These donations, ranging from \$10 to \$3,000, helped defray expenses, enabling NWRA to keep symposium registration fees affordable for those dedicated to helping wildlife.

Donated Volunteer Time

NWRA gratefully acknowledges 256 volunteers donating more than 8,305 hours of time to program services, organizational management, and fundraising efforts. The Independent Sector lists the average value of donated time in the United States as \$22.55 per hour. Using this figure, NWRA benefited by volunteer time equaling an amazing value of \$187,278. Volunteers allowed NWRA to save money by not paying for certain operating expenses, and their expertise and energy significantly enriched the organization.

The total time donation of 8,305 hours included:

1. board members, 1,772 hours for board business;
2. board members, 2,153 hours for program activities; and,
3. non-board member volunteers, over 4,380 hours for program support.

NWRA extends sincere gratitude to the 14 board member volunteers; 18 individuals who donated 390 hours to bring high quality publications to print; 36 who donated 865 hours toward successful newsletters, journals, and member directories; 152 who donated 3,835 hours for Symposium 2013, 5 who donated 1,254 hours on administrative work and scholarship, award, and grant selection, and 31 local Retired and Senior Volunteer Program participants (RSVP) who donated 189 hours preparing NWRA mailings.

Effective Staff and Two New Positions

NWRA realizes the tremendous value of staff members who take pride in doing their jobs well. During 2013, NWRA employed the full-time equivalent of 3.5 paid staff; the Central Office Manager and Bookkeeper/Accounting Clerk in full-time positions; the Publications Manager and two Office Assistants in part-time positions; and, a part-time volunteer Business Manager. These individuals provided necessary leadership and support for NWRA programs and services, as well as for general administration and fundraising.

During 2013, the Board of Directors considered proposals for two new part-time staff positions. The board had initiated discussion during a financial planning meeting and assigned committees to work on business plans. The board approved a proposal to transition the planning and management responsibility of the NWRA annual symposium from a volunteer position to a paid Conference Manager staff position. The Symposium Coordinator has been a board member who volunteers hundreds of hours every year to make each symposium a success. The symposium, typically attended by 400 to 500 people annually, is not only a major source of income for the organization, but also it is what many of our members love most about being part of NWRA. Creating this position is a major investment for NWRA. The board spent many hours discussing the pros and cons of transitioning this responsibility to a paid staff position and feels it is time to do so. We are confident this is the right step for NWRA and great things can come our way with this new addition to our staff.

Work continued on a business plan for a Development Manager position to consolidate current efforts and to grow fundraising strategies and activities to broaden the financial support base for NWRA programs, products, and services.

NWRA Board Leadership

Fourteen leaders from 11 states served on the Board of Directors during 2013 to keep the organization healthy and moving forward to fulfill its mission. The board conducted two in-person full-day business meetings along with planning and strategy meetings—March in Portland, Oregon, and November in Murfreesboro, Tennessee. Business also was conducted via telephone conference calls and email. Meeting summaries are published in newsletters.

NWRA continues to have a dedicated and committed volunteer Board of Directors—individuals who view their positions in the organization responsibly and are not compensated for their board duties. In addition to board governance, they serve as project leaders, managers, and publication editors. They contribute to the field with published research and protocols, teach the signature NWRA Wildlife Medicine Course, and present papers at NWRA symposiums and other conferences. Their depth and range of expertise, skills, and knowledge is a resource both for the organization and for all who work with wildlife.

The NWRA board strives to balance providing services to meet the growing needs of our members and the field of wildlife rehabilitation with the need for organizational stability and financial reserves. Board and staff work hard to maintain NWRA as an effective nonprofit organization, working within our means while continuing to responsibly develop and provide valuable and meaningful services, products, and opportunities.

NWRA Board of Directors 2013

Sandy Woltman, President, former Wildlife Specialist, Willowbrook Wildlife Center; founding board member, past Secretary, and past Treasurer, Illinois Wildlife Rehabilitators Association. IL

January O. Bill, Vice President, Wildlife Rehabilitator/Co-Director, Bird Ally X. CA

Michele Goodman, Vice President, founder and Director, Webbed Foot Wildlife Rehabilitation Clinic; VMD Candidate, 2015, University of Pennsylvania School of Veterinary Medicine. PA

Richard Grant, Vice President, founder and Executive Director, Howell Conference and Nature Center. MI

Leslie Lattimore, Vice President, Director, Wings of Hope Wildlife Sanctuary; at-home independent rehabilitator for over ten years; founder and past President, Louisiana Wildlife Rehabilitators Association. LA

Frances Feeney, Secretary, President, Wildlife Rehabilitators' Association of Massachusetts; at-home independent rehabilitator for over 10 years. MA

NWRA honors the memory of a colleague lost, Frances Feeney, 6 November 2013.

Barbara Suto, Treasurer, Avian Care Director, Gulf Coast Bird Rescue. FL

Kent Briske, Former Executive Director, Alaska WildBird Rehabilitation Center, Anchorage. AK

Jennifer Convy, Wildlife Director, PAWS Wildlife Department; founding board member, Washington Wildlife Rehabilitation Association. WA

Renee Schott, DVM, Staff Veterinarian, The Wildlife Rehabilitation Center of Minnesota; relief veterinarian, The Raptor Center, Minnesota; class instructor for IWRC; past volunteer veterinarian, Willowbrook Wildlife Center; past rehabilitator and manager of Four Lakes Wildlife Center. MN

Kathy Stelford, founder and President, Oaken Acres Wildlife Center; founding president, TAILS Humane Society; Institutional Animal Care and Use Committee at Northern Illinois University; independent licensed rehabilitator for over 30 years. IL

Elaine M. Thrune, founding board member and past President, NWRA; retired rehabilitator after 22 years with WILD AGAIN Wildlife Rehabilitation; founding board member and past President, Minnesota Wildlife Assistance Cooperative. MN

Cheryl Hoggard, DVM (TX) and **Lori Hale-Mitchell, DVM (IL)** retired from the board in March.

NWRA board members reside
from Alaska, Washington, and California in the western U.S.,
to Massachusetts, Pennsylvania, and Florida, in the east,
and Michigan, Minnesota, Illinois, Texas, and Louisiana in between.

Financial Report

The NWRA Board of Directors and staff are committed to the wise and responsible use of all monies received. Under guidance from the Finance Committee and Financial Procedures Manual, support and revenue is recorded, tracked, allocated, and distributed according to NWRA’s needs and priorities to achieve its mission goals and objectives.

Expenses:

Program Services	\$214,066	85% of total
Management and General	34,378	14%
Fundraising	<u>3,833</u>	1%
Total	\$252,277	

Revenue Sources:

Membership, Symposium	\$147,956	52%
Contributions and Grants	74,084	26%
Publication Sales, Advertisements	49,855	17%
Interest Income	<u>14,234</u>	5%
Total	\$286,129	

Fundraising for NWRA Programs and Services

Fundraising is done primarily by volunteer board members with support from office staff. Since no funding is received from federal, state, or local governments or agencies, donations, sponsorships, and grants are essential to continuing high quality programs and services. Revenue is sought from individuals as well as through foundations, corporations, family trusts, employer match, and similar venues.

NWRA has posted an extensive Wish List on the website and provided several other options for donors to contribute. In addition to seeking symposium sponsorships, NWRA is now seeking donations to print selected books and manuals and to fund more grants awarded for research to improve wildlife care and treatment.

Contributions are carefully and wisely stewarded to enhance programs and services. We honor donor expectations that their contributions are used to provide unique and specialized educational materials and training, enabling wildlife rehabilitators to give optimum professional and compassionate care to more wild animals in need.

National Wildlife Rehabilitators Association
 incorporated August 25, 1982, as a not-for-profit corporation in the State of Illinois, USA.
 Tax exempt under IRS Section 501c3.
 Employer identification number 37-1143442.
 Donations are tax deductible as charitable contributions.

Financial information about the National Wildlife Rehabilitators Association may be obtained by contacting us at 2625 Clearwater Road, Suite 110, St. Cloud, MN 56301, by calling (320) 230-9920, or as stated below. Illinois: Contracts and reports regarding the National Wildlife Rehabilitators Association are on file with the Illinois Attorney General. Maryland: For the cost of postage and copying, documents and information filed under the Maryland charitable organizations laws can be obtained from the Secretary of State, Charitable Division, State House, Annapolis, MD 21401, 800-825-4510. Pennsylvania: The official registration and financial information of the National Wildlife Rehabilitators Association may be obtained from the Pennsylvania Department of State by calling toll free, within Pennsylvania, 1 (800) 732-0999. Registration does not imply endorsement. Washington: The National Wildlife Rehabilitators Association is registered with Washington State's Charities Program as required by law and additional information is available by calling 800-332-4483 or visiting www.sos.wa.gov/charities.

**NATIONAL WILDLIFE REHABILITATORS ASSOCIATION
STATEMENTS OF FINANCIAL POSITION
DECEMBER 31, 2013 AND 2012**

	<u>2013</u>	<u>2012</u>
<u>ASSETS</u>		
CURRENT ASSETS		
Cash	\$ 248,703	\$ 241,235
Designated Cash	50,251	142,510
Accounts Receivable	7,048	4,310
Prepaid Expenses	10,184	7,782
Inventory	91,053	76,100
Other Current Assets	<u>802</u>	<u>802</u>
Total Current Assets	408,041	472,739
PROPERTY AND EQUIPMENT		
Furniture and Equipment	23,275	23,275
Computer Equipment	<u>15,359</u>	<u>17,444</u>
Total Property and Equipment	38,634	40,719
Less: Accumulated Depreciation	<u>34,751</u>	<u>35,787</u>
Net Property and Equipment	3,883	4,932
OTHER ASSETS		
Designated Cash	99,749	7,490
Certificates of Deposit	374,242	366,300
Restricted Cash	<u>10,000</u>	<u>10,000</u>
Total Other Assets	<u>483,991</u>	<u>383,790</u>
Total Assets	<u>\$ 895,915</u>	<u>\$ 861,461</u>
<u>LIABILITIES AND NET ASSETS</u>		
CURRENT LIABILITIES		
Accounts Payable	\$ 1,920	\$ 1,111
Accrued Expenses	6,462	8,315
Deferred Revenue	<u>97,700</u>	<u>96,054</u>
Total Current Liabilities	106,082	105,480
NET ASSETS		
Unrestricted:		
Designated	169,129	182,528
Undesignated	<u>523,774</u>	<u>484,976</u>
Total Unrestricted	692,903	667,504
Temporarily Restricted	86,930	78,477
Permanently Restricted	<u>10,000</u>	<u>10,000</u>
Total Net Assets	<u>789,833</u>	<u>755,981</u>
Total Liabilities & Net Assets	<u>\$ 895,915</u>	<u>\$ 861,461</u>

The Statements of Financial Position and Statement of Activities and Change in Net Assets are from the 2013 audited financial statements. Copies of full audited financial statements are available from the NWRA Office upon request.

**NATIONAL WILDLIFE REHABILITATORS ASSOCIATION
STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS
YEAR ENDED DECEMBER 31, 2013**

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Permanently Restricted</u>	<u>Total</u>
SUPPORT AND REVENUE				
Membership Revenue	\$ 71,300	\$ -	\$ -	\$ 71,300
Conference	76,656	-	-	76,656
Sales	65,612	-	-	65,612
Less: Cost of Goods Sold	<u>(30,301)</u>	<u>-</u>	<u>-</u>	<u>(30,301)</u>
Net Sales	35,311	-	-	35,311
Contributions and Grants	31,146	42,938	-	74,084
Interest Income	13,562	672	-	14,234
Advertising	4,124	-	-	4,124
Miscellaneous Revenue	10,420	-	-	10,420
Net Assets Released from Restrictions	<u>35,157</u>	<u>(35,157)</u>	<u>-</u>	<u>-</u>
Total Support and Revenue	277,676	8,453	-	286,129
EXPENSES				
Salaries and Benefits	120,666	-	-	120,666
Occupancy	11,160	-	-	11,160
Supplies	3,544	-	-	3,544
Publication and Printing	17,616	-	-	17,616
Postage and Shipping	19,970	-	-	19,970
Events	21,205	-	-	21,205
Grants and Scholarships	10,750	-	-	10,750
Insurance	2,580	-	-	2,580
Equipment Rental	675	-	-	675
Travel	11,616	-	-	11,616
Miscellaneous	8,291	-	-	8,291
Telephone	2,471	-	-	2,471
Contract Services	9,938	-	-	9,938
Taxes	136	-	-	136
Professional Fees	8,625	-	-	8,625
Depreciation	<u>3,034</u>	<u>-</u>	<u>-</u>	<u>3,034</u>
Total Expenses	<u>252,277</u>	<u>-</u>	<u>-</u>	<u>252,277</u>
CHANGE IN NET ASSETS	25,399	8,453	-	33,852
Net Assets - Beginning of Year	<u>667,504</u>	<u>78,477</u>	<u>10,000</u>	<u>755,981</u>
NET ASSETS - END OF YEAR	<u>\$ 692,903</u>	<u>\$ 86,930</u>	<u>\$ 10,000</u>	<u>\$ 789,833</u>

National Wildlife Rehabilitators Association (NWRA)

**providing specialized training, information, and resources
to wildlife rehabilitators, veterinarians, and educators since 1982**

Mission

The National Wildlife Rehabilitators Association is dedicated to improving and promoting the profession of wildlife rehabilitation and its contributions to preserving natural ecosystems.

Core Values

Respect and concern for wildlife
Shared knowledge
Professionalism
Continuing improvement
Teamwork and cooperation

Vision

The National Wildlife Rehabilitators Association and wildlife rehabilitation as a profession are recognized and respected worldwide.

Contact Information

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Email NWRA@NWRAwildlife.org
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Lessie Davis, Publications Manager
Elaine Thrune, Business Manager