

2018 Annual Report



National
WILDLIFE REHABILITATORS
Association

~since 1982~

Providing specialized information
and individualized hands-on training with the goal of
keeping wild creatures wild and releasing them
able to survive in native habitat

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.

Employer identification number 37-1143442.

Donations are tax deductible as charitable contributions.

President's Message

On behalf of the NWRA Board of Directors, I am pleased to present the 2018 NWRA Annual Report. The National Wildlife Rehabilitators Association has been improving wildlife care through specialized training, resources and information provided to wildlife rehabilitators, educators, and veterinarians since 1982. The NWRA has been a clear leader in establishing standards for the care of injured and orphaned wildlife and continues to promote professionalism and collaboration.

Among NWRA's accomplishments in 2018 are a much anticipated publication focusing on wildlife in education, a successful Symposium in Anaheim, California, and thousands of dollars being given to members as grants and scholarships for professional development and scientific research.

NWRA is fortunate to have the support of dedicated staff and over 150 volunteers—without these individuals, providing high quality services to our members would not be possible. NWRA provides valuable education, training, and networking opportunities to its members—hard-working rehabilitators that devote countless time and financial resources to care for wildlife.

Sincerely,

A handwritten signature in black ink that reads "Michele Goodman". The script is cursive and fluid, with the first name "Michele" and last name "Goodman" clearly legible.

Michele Goodman, VMD

Highlights of 2018

- Symposium 2018 in Anaheim, California well attended and highly successful
- *The Wildlife Rehabilitator* newsletter, two issues, winter and summer
- *Wildlife Rehabilitation Bulletin* published and distributed to members
- Annual Membership Directory published and distributed to members
- Twice monthly Member Emails
- Member access to an insurance plan designed specifically for wildlife rehabilitators
- Member discounts on purchases of NWRA books and symposium registrations
- 14 scholarships awarded totaling \$9,085
- Two national achievement awards given
- 6,802 hours of volunteer time received from 168 volunteers
- \$56,328 in donations, grants, and symposium sponsorships received
- Updated and expanded *Wildlife in Education* book published
- Free public education posters to members and symposium attendees
- New partnerships established

Membership Benefits

NWRA provides current professional resources to sustain the efforts of dedicated wildlife rehabilitators and veterinarians who care for injured wild animals and those who educate concerned citizens about wildlife behavior and conservation. Some members have years of experience in wildlife rehabilitation, medicine, and/or education. Others are just beginning the journey into the unique world of compassionate and skilled wildlife care. Information, resources, and networking opportunities help members improve wildlife care and release, more timely and effectively respond and educate the public in wildlife situations or encounters, and better manage time, funds, resources, volunteers, and staff.

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, continuing education, and skills training. Many NWRA members are self-funded volunteers, and/or rely on donations, and/or volunteer at a center.

NWRA strives to increase access and reduce barriers to needed information and training. Members receive benefits for a nominal \$55 for individual annual dues. Family memberships, reduced rate student memberships, organization memberships, and lifetime memberships also are available.

New in 2018

- As communication and information dispersal has evolved, so is NWRA evolving. The organization is moving toward providing services, such as newsletters, membership directory, and semiannual journals, in electronic format.

Member benefits continue to include:

1. *Wildlife Rehabilitation Bulletin*—semiannual peer-reviewed professional journal with wildlife care papers, medical articles, and new discoveries within the field;
2. Monthly emails conveying critical news, such as diseases of concern, pertinent information from professional organizations and regulatory agencies, availability of resources, current research studies, and time-sensitive announcements;
3. Website member-only section for finding resources and networking with other members; members manage their personal and work-related information;
4. Access to insurance plans specifically designed to cover the unique activities and requirements of wildlife rehabilitators;
5. *Membership Directory* used as a resource for obtaining advice, assistance, and for wildlife patient transfers;
6. *The Wildlife Rehabilitator*—semiannual newsletter, available online and in print, with association news and opportunities, such as scholarships, small grants, and call for nominations for board positions;
7. Opportunities to view recorded symposium presentations;
8. Eligibility to seek a position on the board of directors;
9. Discounts on purchases of NWRA educational publications and materials;
10. Discounts on annual symposium registration; and,
11. Access to voting for members of the NWRA Board of Directors.

Symposium 2018 “Partnering for Wildlife”

NWRA’s annual national symposium continues to be the largest and most comprehensive professional training and development event in the field. The 36th symposium, themed *Partnering for Wildlife*, held in Anaheim, California, was attended by 374 people from 37 states, 7 Canadian provinces, and India.

NWRA strives to increase access and reduce barriers to needed information and training. Four-day member general registration, a nominal \$135, is designed to enable attendance for many members who are self-funded and/or rely on donations, and those who volunteer their time and resources at a facility. Fees are kept low through sponsorships and donations.

Five days of concurrent programming offers in excess of 150 hours of education and skills training presented by more than 80 speakers and lab instructors. Two targeted 8-hour seminars on *Trauma Management* and *Treatment of Oiled Wildlife* offer intensive training, and 10 laboratory hands-on skills workshops, such as *Baseline Diagnostic Assessment*, *Fluid Therapy in Wildlife Medicine*, and *Avian Necropsy* offer practical application. The Poster Session displays innovative study results not found elsewhere. Field trips to Host Committee rehabilitation centers showcase facilities. The Exhibit Hall provides access to vendors.

State veterinary boards and wildlife departments, as well as federal migratory bird offices, approve NWRA symposium presentations for continuing education credits required of practicing veterinarians, veterinary technicians, and licensed wildlife rehabilitators.

New in 2018:

1. The **Veterinary Seminar** provides basic wildlife handling and medical training for licensed veterinarians in private practice who assist wildlife rehabilitators; RACE approval ensures continuing education credits.
2. Selected lecture presentations are **professionally recorded** for subsequent viewing by symposium attendees and NWRA members.
3. The **Whova Event App** provides attendees with the most current version of the program schedule, change alerts, reminders, logistics, explanations, and maps. The App also enables messaging, networking, and viewing profiles, presentation abstracts, handouts, speaker credentials, exhibitors, and more. Attendees are encouraged to fill out daily evaluations to help improve future program content.
4. A partnership with the **International Wildlife Rehabilitation Council** provides their two-day Basic Wildlife Rehabilitation Course at a discount to NWRA attendees. Registration discounts encouraged attendance at both the Course and the Symposium.

NWRA employs a Conference Manager to coordinate all aspects of each annual symposium, especially site, hotel, and host committee selection, as well as networking events and field trips. As with other NWRA programs, volunteers play a key role in ensuring each annual symposium is successful and affordable for attendees. NWRA recorded an estimated 2,320 volunteer hours toward the success of Symposium 2018. The volunteer Program and Workshop Coordinators work year-round to plan and secure the speakers, assistants, and workshop supplies. Trained volunteers staff the Audiovisual Team, and serve as speakers, moderators, workshop instructors, and assistants.

Attendees shared these highlights of their Symposium experiences:

- Information is why I go. I learned so much!!
- I particularly appreciated that there were new or fresh topics.
- Speakers and presentation topics were so varied and applicable to many rehabbers.
- Sense of community/networking opportunities.
- Hearing from professionals who emphasize the importance of ethical and humane approaches. It was great to hear from veterinarians who have a lot of knowledge from working with wildlife!
- The highlight was meeting people from all over the country and work in different types of facilities.
- Hands on options are great for people to help advance their skills.
- Exposure to folks from all over the country who care as much about wildlife as I do! Very reassuring that there are so many people with heart and skill.
- Meeting new people, learning about current research, supplementing my current school curriculum with specialty material.
- The incredible speakers and their willingness to talk and answer any questions.
- So many lectures that I enjoyed and several where I learned something I didn't expect to and which will influence some of my protocols for the coming season.



Since 1982, NWRA has produced 36 national symposia in 23 different states; cumulative attendance exceeds 14,600 people. View information on past and future symposia at www.NWRWildlife.org in the Symposium section and in Annual Reports.

Educational Publications

NWRA publishes one-of-a-kind, high quality volumes with current, professionally reviewed information pertinent to the field for rehabilitators, educators, and veterinarians.

Rehabilitation: Aspiring and practicing wildlife rehabilitators and veterinarians administer optimum skilled and compassionate care to more wild animals in need with the goal of releasing healthy animals into appropriate habitat.

Education: Many wildlife rehabilitators disseminate information to the public and offer educational programs for children and citizen groups; therefore, NWRA publishes books to help members become better educators.

Medicine: Many members are veterinarians, veterinary technicians, and veterinary students working with wildlife; thus, NWRA publishes books and papers with wildlife medicine topics as well.

New in 2018

1. ***Wildlife in Education: A Guide for the Care and Use of Program Animals*, 2nd edition, 2018**, has 67 pages of updated and new material; 45 new photographs showing handling, training, housing, and enrichment; and expanded resource lists for continued learning. All chapters have altered or added text to clarify, expand, or update information from the first edition. A grant from the Kenneth A. Scott Charitable Trust, a Keybank Trust, partially funded the effort; in addition, volunteers invested nearly 1,000 hours.
2. NWRA is currently leading a national effort to update and expand *Minimum Standards for Wildlife Rehabilitation*, 4th edition, 2012, into a more comprehensive ***Standards for Wildlife Rehabilitation*** publication to improve the welfare of wildlife undergoing rehabilitation. Planned additions include recommended practices in rehabilitating wildlife for release, more details and background information, and more diagrams, photos, and housing dimensions.
3. A set of 4 educational posters created by one of our board members is directed toward the general public to help them understand more about wildlife. Subjects include ***Who Are We, Do I Need a License?, To Rescue or Not***, and ***Cats and Wildlife***. Thanks to a generous donation, posters were distributed free of charge to anyone attending Symposium 2018, and made available to others by mail.

Production of NWRA publications is completed with qualified contractual and volunteer editors and layout persons, and volunteer authors, contributors, reviewers, proofreaders, artists, and graphic submissions. Skilled and knowledgeable individuals are selected to bring high quality publications to print and available for purchase. Nominal pricing fosters self-education and builds both personal and facility reference libraries. Low prices are designed to enable purchase for many members who are self-funded and/or rely on donations. Publications are listed at www.NWRAwildlife.org in the Marketplace.



nwrawildlife.org

To rescue or not?

Whether it is a baby bird, squirrel, bunny, or any other wild baby, hundreds of thousands of wild babies are rescued each spring. Some need to be rescued; many do not.

It needs to be rescued

- The baby wild animal has an obvious injury—bleeding, broken limb, in immediate peril.
- The baby wild animal is cold and limp.
- The baby has open wounds with flies buzzing around.
- Any baby wild animal that is truly orphaned needs help. However, before attempting rescue, contact a wildlife rehabilitator for advice on how to rescue the animal safely, for both you and the animal, or to find out if it does not need to be rescued!

It needs more observation

- Contrary to popular myth, nestling songbirds found on the ground may be placed back into their nest. Try doing this first, then watch quietly from a distance for parents returning to the nest.
- A fawn curled up and sleeping is usually fine. Mom is out browsing for as long as six to eight hours! If the fawn is crying over a long period of time and no doe shows up, it needs help.
- Baby bunnies are one of the wild species rescued most often, but usually do not need human help or intervention. Mother rabbits only are at the nest to feed the babies twice a day, at dawn and dusk, so you may never see her.

Remember, it is unwise, as well as illegal, to keep wildlife as a pet or to care for an orphan without the training and proper permits from state and federal wildlife agencies.



Photography: © Toni Moon

Scholarships

NWRA is pleased to receive donor contributions for all scholarships awarded. **Fourteen scholarships totaling \$9,085** were awarded in 2018.

Symposium attendance scholarships:

- **Eric Sticht Memorial Scholarship** of \$675 to Amber Zapisek, IL
- **James J. Wolf CARE for Wildlife Education Scholarship** of \$600 to Brandi Keeling, IN
- **Alma Natura Trust North American Scholarship** of \$750 to Heather Griffith, MN
- **Alma Natura Trust International Scholarship** of \$1,750 to Mohammad Saud, India
- **Debra L. Chandler Memorial Scholarships** of \$500 each to Kate Scott, AZ, and Victoria Clark, LA
- **Patty Manning Memorial Scholarship** of \$500 to Kristen Ternes, WI
- **William Jessen Memorial Scholarship** of \$500 to symposium speaker Deborah Sykes, TN
- **Ed Hiestand Memorial Veterinary Student Scholarship** of \$500 plus banquet plus registration to Laurence Boulanger, Canada, to present her paper

Cage building scholarships

- **NWRA Cage Building Scholarships** totaling \$2,090 to Shelby Proie, FL, to extend flight cage for raptors and large shore and water birds; Mary-Beth Kaeser, CT, to refurbish and update aviary; and Elise Gundlach, OK, for outdoor turtle enclosure

Other scholarships

- **Rachel Fischhoff Education Scholarship** of \$650 credit with NWRA to Elise Behnke, MT, for symposium registration, membership, and/or publications
- **Eric Orendorff Memorial Scholarship** of \$70 credit with NWRA to Helena Doan Tran (Australia) to purchase books.

Since 1993, NWRA has awarded \$68,765 in scholarships to 130 individuals. Scholarship descriptions and recipient lists are posted at www.NWRAwildlife.org.

Letter from Alma Natura Trust International Scholarship Recipient

In India there is no protocol or system or training on wildlife rehabilitation. There is always a struggle to find some information we need to know. I am very much impressed by the huge information there is available with NWRA that must be very helpful for the rehabilitators in US.

By attending the conference, I have understood more about rehabilitation of wildlife. I have learned a lot at the conference from various experts from their vast knowledge and techniques on wildlife rehabilitation. Working on animal carcasses is very practical approach and really helps in better understanding.

The workshops are also a good way to learn, like working with the lab equipment, real samples and expert teachers who made sure that each person has a clear understanding of what been taught. The knowledge gained from attending NWRA Symposium 2018, which was made possible by receiving Alma Natura Trust International Scholarship has changed the way the rehabilitation work done at our bird rehab centre in India.

Research Grants

The NWRA grant program is unique in awarding small grants specifically to those who work with wildlife. Recipients present their work through NWRA publications or annual symposia so others in the field can benefit from their studies and findings.

- Sarah Reich, DVM, University of Illinois, College of Veterinary Medicine, Department of Veterinary Clinical Medicine, Urbana, IL
\$1,500 in partial support of her study on Hemoparasitic Infections in Raptor Species in a Rehabilitation Setting
- Michele Kneeland, DVM, Biodiversity Research Institute, Portland, ME
\$2,700 in partial support of her study on Feather Corticosterone as a Marker for Evaluating Common Loon Captive Rearing Techniques

Since 1984, NWRA has provided \$111,087 in small grants for studies to improve wildlife care. A list of recipients and projects is posted at www.NWRAlwildlife.org.

Professional Recognition Awards

The 2018 **NWRA Lifetime Achievement Award** is presented to Dr. Flo Tseng, DVM, MA, for her devotion to wildlife medicine and rehabilitation. She is a leader in developing protocols in wildlife medicine and surgery, seabird biology, and oil spill response. She served on the NWRA Board of Directors, and co-edited two books for NWRA: *Topics in Wildlife Medicine, vol. 1, Clinical Pathology*, and *Topics in Wildlife Medicine, vol. 2, Emergency and Critical Care*. Since 1990, she has been a lecturer and workshop instructor at NWRA symposia and many state wildlife and veterinary conferences, has authored numerous articles, and has mentored thousands of veterinarians and rehabilitators. She has helped “bridge the gap” between veterinarians and wildlife rehabilitators, and her dedication has helped raise wildlife rehabilitation to the level of a recognized profession.

The 2018 **NWRA Marlys J. Bulander Working Together for Wildlife Award** is presented to Mario and Brandi Nickerson of Nature’s Edge Wildlife and Reptile Rescue in Fort Worth, TX, for their efforts to assist wildlife rehabilitators in the Houston area after Hurricane Harvey. They coordinated with Houston area rehabilitators to rescue animals, vendors to obtain and distribute supplies, and rehabilitation centers to accept animals. They spearheaded a fundraising campaign to raise money and acquire donations. Their quick response, along with the coordinated efforts of many others made this a true example of “Working Together for Wildlife.”

Since 1984, NWRA has honored more than 63 outstanding individuals and five organizations that make major advances in our field for the benefit of many rehabilitators and countless wild animals. A list of recipients for each award is posted at www.NWRAlwildlife.org.

Thank you!

Significant Financial Gifts

NWRA is sincerely and deeply grateful to donors who support programs vital to wildlife rehabilitation. Every contribution is important in enabling NWRA to ensure wildlife rehabilitators, educators, and veterinarians have ample opportunities to stay abreast of effective and innovative techniques for the welfare of native North American wildlife.

The **Barkley Fund** presented NWRA with a generous gift of \$10,000 to support services for rehabilitators.

The **Alma Natura Trust** provided \$750 to fund the Alma Natura Trust North American Scholarship and \$1,750 to fund the International Scholarship.

Two NWRA members who wish to remain anonymous contributed \$2,000 to the Cage Building Scholarship.

A total of 46 **individuals, organizations, centers, and businesses** from around the country contributed \$31,160 in financial support for Symposium 2018 in Anaheim, California. Donations ranging from \$10 to \$6,500 helped defray expenses, enabling NWRA to keep symposium registration fees affordable for those dedicated to helping wildlife. Special thanks to **Orphaned Wildlife Rescue Center, Avian Power Line Interaction Committee**, and **Judi and Bruce Goodman** for their Sponsorships.

Donated Volunteer Time

NWRA gratefully acknowledges **168 volunteers** donating more than **6,802 hours** of time to program services, organizational management, and fundraising efforts. Volunteers allowed NWRA to save thousands of dollars by not paying for certain operating expenses, and their expertise and energy significantly enriched the organization.

The total time donation of 6,802 hours included:

1. board members, 2,052 hours for board business;
2. board members, 1,894 hours for program activities; and,
3. nonboard member volunteers, over 2,856 hours for program support.

Special mention goes to volunteers affiliated with the three Symposium Host Committees in California: International Bird Rescue, Wetlands and Wildlife Care Center, and California Wildlife Center. Their many hours, weeks, and months of focused work ensured the success of Symposium 2018.

NWRA extends sincere gratitude to all volunteers who served on committees and the board; produced high quality publications; worked on Symposiums 2018 and 2019; helped with administrative work; selected scholarship, award, and grant recipients; and much more.

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 mission goals and objectives. NWRA works with a reputable CPA firm to accomplish annual audited financial statements.

2018 Expenses:

Program Services		\$278,421	76% of total expense
Membership Benefits	\$ 62,018		
Annual Symposium	\$106,770		
Publications, information	\$ 96,425		
Grants, scholarships	\$ 13,208		
Management and General		85,235	23%
Fundraising		<u>3,834</u>	<u>1%</u>
Total Expenses		\$367,490	100%

2018 Revenue Sources:

Program Services		\$199,986	70% of total revenue
Membership Benefits	\$ 77,640		
Annual Symposium	\$ 91,227		
Publications (net)	\$ 31,119		
Contributions and Grants		56,328	20%
Interest Income		11,762	4%
Other		11,985	4%
Ads		<u>4,672</u>	<u>2%</u>
Total Revenue		\$284,733	100%

Fundraising for NWRA Programs and Services

NWRA seeks grant and donation support to improve animal welfare in wildlife rehabilitation, education, and medicine: produce and print educational materials, enhance the annual national symposium, award scholarships and study grants to worthy applicants, and support relevant services and projects.

Fundraising is done primarily by volunteer board members with support from office staff. An Executive Director was on staff for part of the year and assisted in procuring one grant. 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.

Contributions are gratefully accepted and carefully stewarded to enhance programs and services. NWRA honors 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. Donor-restricted dollars are carefully and purposely used for intended purposes.

Wildlife Medicine Course

Purdue University College of Veterinary Medicine hosted NWRA's signature Wildlife Medicine Course during fall semester. Three additional course locations are planned and on the calendar for spring semester 2019: Iowa State University, North Carolina State University, and University of Florida. Feedback received from students was that of gratitude and excitement to have the opportunity to learn more about a field of medicine they are rarely exposed to. They are so appreciative that a program like this exists.

Since 1999, the Wildlife Medicine Course has been taught across the US and Canada, proactively exposing veterinary students to the concept of humane and appropriate care for diverse wildlife species, including basic approaches to wildlife stabilization and medical treatment. Veterinary students are provided with intense didactic and hands-on training in a variety of practical topics in wildlife medicine, especially modifications necessary for wildlife species if they are to survive and be released. Nationally recognized instructors are licensed veterinarians with extensive experience treating wildlife patients. In addition to hands-on skills, this course also prepares students who become practicing veterinarians to work better with wildlife rehabilitators, resulting in optimal medical management during the rehabilitation process.

Funding is provided by a grant from the Kenneth A. Scott Charitable Trust, a Keybank Trust. The two-day course has been presented 28 times at 16 different veterinary schools, and has served an estimated 1,300 veterinary students.

A New Partnership

At the invitation of the US Fish and Wildlife Service Migratory Bird Office, NWRA participates in "Wildlife Rehab Partners" conference calls. The intent is to improve communication between USFWS and rehabilitation organizations. Among the topics of discussion: prosthetics for wildlife and nonreleasable educational animals; "M Opinion" which relaxes regulations for nest destruction and accidental take and how this might affect our members, updating veterinary forms for nonreleasable birds to better determine suitability for placement, and supporting the Division of Migratory Bird Management in developing and implementing an online permit and reporting system.

The national meeting of all USFWS regional permit officers was a great opportunity to present an overview of wildlife rehabilitation, especially to their newer employees. The 4-hour series on wildlife rehabilitation included an overview, numbers of birds presented for rehabilitation, problems seen, injuries, demographics of wildlife rehabilitators, and challenges that both our members and regulators are facing. Their questions were welcomed and addressed. Complimentary copies of NWRA's newly published *Wildlife in Education, A Guide to the Care and Use of Program Animals* were distributed; of particular interest were the lists of best practices for nonreleasable wildlife in educational programs.

We are privileged to participate in this partnership to enable both our members and Service personnel to more effectively understand and interact with each other, and increase the positive aspects of regulating wildlife rehabilitators and educators for the positive benefit of wildlife.

NWRA Board Leadership

Eleven leaders from 9 states and 1 Canadian province served on the Board of Directors during 2018 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—February in Anaheim, California, and October in Bloomington, Minnesota. Business also was conducted via conference calls and email.

NWRA Board of Directors 2018

Michele Goodman, VMD, President; Director of Veterinary Services, Elmwood Park Zoo, Norristown, PA

Jennifer Convy, Vice President; Wildlife Director, PAWS Wildlife Department; Founding board member, Washington Wildlife Rehabilitation Association. Lynnwood, WA

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

Jenny Schlieps, Vice President; Program Manager and Rehabilitation Manager, Focus Wildlife; Founding Member, Washington Wildlife Rehabilitation Association. Seattle, WA

Lisa Smith, Secretary; Executive Director, Tri-State Bird Rescue & Research, Inc.; Past board member and senior clinic supervisor at Tri-State. Newark, DE

Sherri Cox, DVM, MBA, Treasurer; President and Wildlife Veterinarian, National Wildlife Centre Canada; Executive Director Global Development, University of Guelph, Canada; Past Head Veterinarian, Toronto Wildlife Centre, Canada

Bettina Bowers, Past Animal Care Director, Walden's Puddle Wildlife Rehabilitation and Education Center. Founding member and Vice-President, Tennessee Wildlife Educators and Rehabilitators Association. Third generation wildlife rehabilitator. Nashville, TN

Rebecca Duerr, DVM, PhD, Veterinarian and Director of Research, International Bird Rescue; Wildlife rehabilitation center volunteer, staff person, or Board of Directors member since 1988. Vallejo, CA

Richard Grant, Founder, Howell Nature Center. Howell, MI

Jackie Kozlowski, Senior Bird Show Trainer, Tracy Aviary; Past Relief Clinic Supervisor, Tri-State Bird Rescue & Research Inc.; Past Avian Trainer, Animal Behavior and Conservation Connections LLC. Salt Lake City, UT

Elaine M. Thrune, NWRA founding board member and past President; Wildlife rehabilitator for 20 years with WILD AGAIN Wildlife Rehabilitation Program; Founding board member, past president Minnesota Wildlife Assistance Cooperative. St. Cloud, MN

National Wildlife Rehabilitators Association (NWRA)

**Improving wildlife care by
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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2018 Staff

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Molly Gezella-Baranczyk, Conference Manager
Miranda Washington, Bookkeeper/Accounting Clerk
Mary Jo Holewa, Office Assistant
Tracy Hunt, Office Assistant