Improving wildlife care by providing information, training, and resources to wildlife rehabilitators, veterinarians, and educators

www.nwrawildlife.org
The National Wildlife Rehabilitators Association (NWRA) has a proud history of service to the wildlife rehabilitation community and beyond. 2005 was no exception. NWRA continues to be the leader in improving care for wildlife in rehabilitation and serving as a voice for the profession. As human population growth continues nationwide and our native wildlife comes under ever increasing pressure from this growth, NWRA is committed to encouraging new rehabilitators, providing current professional education for experienced wildlife rehabilitators, and offering the highest standard of professional support for all working in the field.

Wildlife rehabilitators fund their work mainly through donations from the public, small grants, and small-scale fundraising endeavors, not through public dollars or fees. NWRA strives to provide affordable beginning and continuing education as well as multiple resources for our dedicated members, whether they work in a center, clinic, or home setting. Individuals must fund the cost of continuing education necessary to receive and maintain required state and federal permits. For those unable to attend our annual symposium and for those who wish to build an affordable professional library, NWRA is constantly providing new publications and updated editions of our well-respected reference books.

Wildlife rehabilitation is a relatively new profession. It requires a multi-disciplinary approach, drawing from many different established professions and fields of study. NWRA programs are available not only to rehabilitators but also to veterinarians, veterinary students and technicians, educators, administrators, and volunteers. People must work together to improve wildlife care, combining and sharing a wide range of knowledge, skills, and talents. NWRA provides education, training, and resources to help make this possible.

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 allowed by law.

Contact Information
National Wildlife Rehabilitators Association
2625 Clearwater Road, Suite 110
St. Cloud, MN, 56301 USA
Telephone 320-230-9920
Email NWRA@nwrawildlife.org
Website www.nwrawildlife.org

Office Staff
Debra Duffy, Office Manager
Barbara Raymond, Office Assistant
National Wildlife Rehabilitators Association

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

DRIVING FORCE

To improve the care of wildlife in rehabilitation, and serve as a voice for the profession

GUIDING PRINCIPLES

The NWRA is incorporated for the support of the science and profession of wildlife rehabilitation and its practitioners. Wildlife rehabilitation is the treatment and temporary care of injured, diseased, and displaced indigenous wildlife and the subsequent return of healthy animals to the wild.

The purposes of the Association are:
1. To foster continued improvement of the profession of wildlife rehabilitation through the development of high standards of ethics and conduct;
2. To encourage networking and to disseminate knowledge;
3. To engender cooperation among public and private agencies and individuals in support of its mission; and,
4. To foster respect for wildlife and natural ecosystems.

VISION

The National Wildlife Rehabilitators Association and wildlife rehabilitation as a profession are recognized and respected worldwide.
Financial Report 2005

The NWRA board of directors and staff are committed to the wise and responsible use of all monies received. Under guidance of the Finance Committee and Financial Procedures Manual, all support and revenue is recorded, tracked, allocated, and distributed according to NWRA’s needs and priorities to achieve its mission. Functional expenses for 2005:

- Program Services $131,803 74.6% of total expenses
- Management and General $ 43,354 24.5%
- Fundraising $  1,566 0.9%

Volunteers willingly contributed more than 8,000 hours to organizational management, program services, and most of the fundraising efforts. This means not only that NWRA was able to avoid paying for these services, but also that a significant amount of expertise and energy enriched the organization.

The following figures are excerpted from Audited Financial Statements. Copies of full financial statements are available from the NWRA Office upon request.

**Statement of Financial Position**

**Year Ended December 31, 2005**

**Assets**

**Current Assets**
- Cash $ 229,618
- Designated Cash 150,000
- Accounts Receivable 665
- Prepaid expenses 7,503
- Inventory 69,631
- Other Current Assets 802
- Total Current Assets 458,219

**Property and Equipment**
- Property and equipment 30,398
- Less: Accumulated depreciation 17,131
- Net property and equipment 13,267
- Total Assets $ 471,486

**Liabilities and Net Assets**

**Current Liabilities**
- Accrued Expenses $ 4,165
- Total Current Liabilities 65,694

**Net Assets**
- Unrestricted
  - Designated 218,698
  - Undesignated 177,137
- Temporarily Restricted 9,957
- Total Net Assets 405,792
- Total Liabilities and Net Assets $ 471,486
Statement of Activities and Changes in Net Assets  
Year Ended December 31, 2005

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>SUPPORT AND REVENUE</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Membership Revenue</td>
<td>$ 67,978</td>
<td>$ -</td>
<td>$ 67,978</td>
</tr>
<tr>
<td>Conference</td>
<td>59,094</td>
<td>-</td>
<td>59,094</td>
</tr>
<tr>
<td>Sales (net)</td>
<td>12,506</td>
<td>-</td>
<td>12,506</td>
</tr>
<tr>
<td>Contributions and Grants</td>
<td>24,303</td>
<td>10,748</td>
<td>35,051</td>
</tr>
<tr>
<td>Interest Income</td>
<td>8,511</td>
<td>-</td>
<td>8,511</td>
</tr>
<tr>
<td>Advertising</td>
<td>5,938</td>
<td>-</td>
<td>5,938</td>
</tr>
<tr>
<td>Miscellaneous Revenue</td>
<td>6,331</td>
<td>-</td>
<td>6,331</td>
</tr>
<tr>
<td>Net Assets Released from Restrictions</td>
<td>12,269</td>
<td>(12,269)</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td>196,930</td>
<td>(1,521)</td>
<td>195,409</td>
</tr>
<tr>
<td><strong>EXPENSES</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salaries and Benefits</td>
<td>53,737</td>
<td>-</td>
<td>53,737</td>
</tr>
<tr>
<td>Occupancy</td>
<td>8,997</td>
<td>-</td>
<td>8,997</td>
</tr>
<tr>
<td>Supplies</td>
<td>2,631</td>
<td>-</td>
<td>2,631</td>
</tr>
<tr>
<td>Publication and Printing</td>
<td>17,789</td>
<td>-</td>
<td>17,789</td>
</tr>
<tr>
<td>Postage and Shipping</td>
<td>15,179</td>
<td>-</td>
<td>15,179</td>
</tr>
<tr>
<td>Events</td>
<td>13,383</td>
<td>-</td>
<td>13,383</td>
</tr>
<tr>
<td>Grants and Scholarship</td>
<td>6,729</td>
<td>-</td>
<td>6,729</td>
</tr>
<tr>
<td>Insurance</td>
<td>2,296</td>
<td>-</td>
<td>2,296</td>
</tr>
<tr>
<td>Equipment Rental</td>
<td>728</td>
<td>-</td>
<td>728</td>
</tr>
<tr>
<td>Travel</td>
<td>9,952</td>
<td>-</td>
<td>9,952</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>4,971</td>
<td>-</td>
<td>4,971</td>
</tr>
<tr>
<td>Telephone</td>
<td>2,087</td>
<td>-</td>
<td>2,087</td>
</tr>
<tr>
<td>Advertising</td>
<td>1,510</td>
<td>-</td>
<td>1,510</td>
</tr>
<tr>
<td>Contract Services</td>
<td>24,485</td>
<td>-</td>
<td>24,485</td>
</tr>
<tr>
<td>Training</td>
<td>100</td>
<td>-</td>
<td>100</td>
</tr>
<tr>
<td>Taxes</td>
<td>116</td>
<td>-</td>
<td>116</td>
</tr>
<tr>
<td>Professional Fees</td>
<td>8,150</td>
<td>-</td>
<td>8,150</td>
</tr>
<tr>
<td>Depreciation</td>
<td>3,883</td>
<td>-</td>
<td>3,883</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td>176,723</td>
<td></td>
<td>176,723</td>
</tr>
<tr>
<td><strong>CHANGE IN NET ASSETS</strong></td>
<td>20,207</td>
<td>(1,521)</td>
<td>18,686</td>
</tr>
<tr>
<td><strong>Net Assets – Beginning of Year</strong></td>
<td>375,628</td>
<td>11,478</td>
<td>387,106</td>
</tr>
<tr>
<td><strong>NET ASSETS – END OF YEAR</strong></td>
<td>$ 395,835</td>
<td>$ 9,957</td>
<td>$ 405,792</td>
</tr>
</tbody>
</table>
Programs and Services

The National Wildlife Rehabilitators Association (NWRA) was founded and incorporated in 1982 by a small group of far-sighted wildlife rehabilitators who realized the necessity of an organization to promote and support the activities and the profession. The organization has been operating continually since that time for the benefit of all wildlife rehabilitators and the wild animals that come into their care.

NWRA as an organization does not provide care for wildlife in need of assistance, but rather provides a unique and singular venue of resources to those who do provide actual care or those who help to preserve wildlife, habitat, and ecosystems through public education. NWRA programs ensure practitioners are able to keep abreast of new techniques, expand learning with continuing education courses, conduct their work within ethical guidelines and stated standards of care, network with peers and medical professionals for optimum care of animals and personal support, and improve their skills in multiple areas of the profession to ensure native wildlife will remain a part of the ecosystem for future generations to enjoy.

Program Accomplishments During 2005

Membership Benefits

Membership is composed of varied professions and individuals, all with an interest in wildlife. While many members are wildlife rehabilitators, there are also wildlife biologists, veterinarians, educators and teachers, natural resource managers, veterinary technicians and veterinary students, even doctors and nurses who work in human medicine.

For a reasonable fee of $40 for individual or $70 for family membership, each member automatically receives certain member benefits. NWRA has consistently provided these benefits since the early 1980s. Over the past several years NWRA membership has averaged from 1800 to 2000, representing a special segment of the population that performs a unique service for both the general public and the animals. The organization continues to have steady enrollment of new members and steady annual renewal of prior membership, indicating that the purpose and mission is being fulfilled for members.

Member benefits during 2005.
Members received two issues of the semi-annual peer-reviewed journal, *Wildlife Rehabilitation Bulletin*, containing 48 to 52 pages of wildlife medical and care articles and breaking news on disease, research data, and recent discoveries related to wildlife. Published papers add to the foundation of knowledge in the field and are subsequently offered as individual reprints for a modest price so information is available beyond the membership. Guest editors assisted in producing high quality and professional issues.

*The Wildlife Rehabilitator* newsletter is also a membership benefit, and ensures association news and information is shared with the total membership. Two issues were distributed to all members in 2005.
Membership allows discounts on purchase of a multitude of wildlife care training and education reference volumes, charts, CDs, and other materials, many available only through NWRA, that are invaluable to the daily work of the profession.

Members also receive a copy of the NWRA Membership Directory. Published annually, this resource aids the member in networking, seeking assistance with an animal with an unusual medical challenge, or transferring wildlife to facilities better equipped to provide care. Also listed is contact information for state, federal, and provincial wildlife permitting and regulatory agencies, as well as state and provincial wildlife rehabilitator associations.

**New member communications method.**
In 2005, NWRA office staff developed an email database of members wishing to receive informational emails about pertinent topics. Notices and announcements were sent on a monthly basis.

**Annual Symposium**

In keeping with the mission of disseminating information, NWRA produces an annual symposium widely recognized as the largest and most highly attended conference of its type, dedicated solely to furthering training for those who work with wildlife. This event hosts four full days of four concurrent sessions. Each year, 80 to 90 experienced and knowledgeable speakers share skills on every aspect of wildlife care, facilities management, educational programming, medical protocols, natural history, species housing and nutritional requirements, caging innovations, and multiple other topics. Up to sixteen limited-enrollment, hands-on workshops and wet labs are offered each year. These labs facilitate special skills learning in an environment that fosters individual participation and assistance for optimum absorption and retention of techniques. Moderated panel and roundtable discussions provide a friendly and open arena to encourage interchange of questions, ideas, and techniques among participants with varied experience and training levels. Full one-day targeted training seminars, such as *Introduction to Wildlife Rehabilitation, Basic Rehabilitation Education Workshop*, or *Oiled Wildlife Treatment and Care Protocols* are available the day before each NWRA symposium.

State Veterinary Boards and state Department of Natural Resources authorities have approved the annual NWRA symposia as qualifying for continuing education credits required of licensed veterinarians and licensed wildlife rehabilitators. With four days of programming and concurrent sessions, between 140 and 160 hours of available continuing education hours give attendees both the choice and opportunity to fulfill their requirements. The NWRA annual symposia regularly have attendees from 40 US states or more, including Alaska and Hawaii, most Canadian provinces, and other countries. Individuals have traveled from as far away as Sweden, the Virgin Islands, India, Japan, Australia, the Netherlands, and England to take advantage of this unique training opportunity. Attendance at this annual event averages from 400 to 450 individuals.

**Symposium 2005 – Working Together for Wildlife.**
Participants from 47 states, 3 Canadian provinces, the Netherlands, and Sweden made their way to Minneapolis, Minnesota for four days of working and learning together for wildlife. The opening session set the tone of the Symposium, as attendees learned about different levels of *Working Together for Wildlife*. Featured speakers Gail Buhl (Wolf Ridge
Environmental Learning Center), Phil Jenni (Wildlife Rehabilitation Center of MN), and Dr. Julia Ponder (The Raptor Center) expanded the perspective from helping individual animals to working with people and other groups; to educating the general public, volunteers, and interns; and to working internationally for wildlife. Attendees were entertained and inspired by the imaginative animal interpretations and creative story telling of the In the Heart of the Beast Puppet and Mask Theatre presentation of Gratitude to Wild Beings. Over the next four days, 84 papers were presented with topics ranging from building a facility and staffing it with volunteers to providing the best care possible for everything from songbirds to weasels. More than 70 speakers shared their expertise and answered questions. Fifteen hands-on workshops were well attended by both new rehabilitators and volunteers, and ‘old hands’ who wanted to brush up on techniques, build their networks, or expand their horizons. Among the many topics: fluid therapy, radiograph interpretation, and fracture immobilization techniques for wildlife.

Comments from attendees about Symposium 2005:
“A friendly atmosphere – the best learning environment”
“Very good speakers, with NEW topics and NEW speakers”
“Everyone very positive and friendly”
“Lots of new faces”
“I enjoyed the discussion groups as well as the many lectures”
“Heart of the Beast Theatre very moving”
“I haven’t heard ANY negative comments”
“Well organized and well run – we appreciate it”

Publications, Website, Educational, and Training Materials

NWRA is recognized for publishing one-of-a-kind volumes. Publications are not only produced in an environmentally friendly way in keeping with the organization’s mission, but also in a manner that holds costs, and thus pricing, down so that more can afford purchase. Since much of the work with wildlife is funded by voluntary public donations and personal contributions, expense is a primary consideration in resource materials. NWRA carries a selection of wildlife rehabilitation, training, and education products available at nominal prices to foster self-education and skill development in individuals and encourage development of reference libraries. There is diversity in both products and prices to allow more people to find something within their financial means – from article reprints at only $1 to $3 each to comprehensive volumes for $70 or more.

The NWRA website has been carefully designed to function as an educational resource, not only for members of the organization, but also members of the public or casual browsers seeking information on the profession, direction for help with a wild animal, or specifics on NWRA itself. The site is constantly updated with current and pertinent information with pages on issues like West Nile virus when first recognized in the US, Hurricane Katrina and its effects on wildlife, habitat, and rehabilitators, and more recently, current data on highly pathogenic avian influenza with links to scientific and health sites covering detailed specifics.

New publications in 2005.
Topics in Wildlife Medicine: Clinical Pathology, Volume 1, is an introduction to diagnostic testing for wildlife; comparative hematology; interpreting biochemical tests; cytological
sample analysis and interpretation; parasite sample collection and interpretation; bacterial testing and interpretation; and viral testing and interpretation. Written for NWRA by veterinarians who specialize in wildlife medicine, this book provides in-depth instruction and explanation to assist wildlife rehabilitators and their veterinarians to make informed and appropriate decisions for optimal wildlife care. This first volume was partially funded by a grant from the Kenneth A. Scott Charitable Trust, a KeyBank Trust.

*Wildlife Rehabilitation, Volume 23,* contains selected papers presented at Symposium 2005. The 200 pages are filled with current peer-reviewed information including natural history and care of bird, mammal, and reptile species; veterinary issues such as managing wound care, antibiotic use in wildlife, radiology, and pathology; educational program resources like working with props, using live animals in programs, and humane animal training; and administration and management essentials including volunteer management and training, working effectively with staff, regulation updates, and managing stress appropriately. As not all practitioners can attend the symposium each year, this volume allows access to the incredible mass of information offered at the event in a peer-reviewed publication for an affordable price. Eighty copies were sold in the first 30 days after printing.

**New developments concerning Minimum Standards for Wildlife Rehabilitation.** With approval and permission, Japan is in the process of translating the third edition for use by authorities and rehabilitators within the country. Such international endorsement and replication underscores the importance and value of this publication and its contents. NWRA began work with the International Wildlife Rehabilitation Council (IWRC) to produce an updated fourth edition, planned for publication in 2008.

**Website improvements in 2005.**
1. The addition of PayPal provides opportunities to purchase from the sales section through secure transactions.
2. Prior to Board of Directors elections, candidate biographies and two questions and answers from their applications were first posted to enable members to learn more about candidates.
3. Symposium topics, speaker information, schedules, and updates are posted.
4. Training opportunities and internship listings from all over the continent are continually updated as information is received.

**Grants, Scholarships, and Professional Recognition Awards**

Unique among funding sources because it is specifically offered only to those working with wildlife, is the NWRA grant program. The grant and scholarship program is a direct reflection of NWRA actively promoting the mission to improve the profession and encourage dissemination of knowledge. NWRA funds grants directly, but also uses contributions received from donors for additional awards and scholarships. An established application process, defined selection criteria, and responsible disbursement procedure govern all grants.

Additionally, NWRA has an award program that recognizes those who have made outstanding contributions to the profession with a *Lifetime Achievement* and a *Significant Achievement* designation, and the *Marlys Bulander Award* recognizing collaborative
coalitions among rehabilitators, regulatory agencies, and other groups working in a combined effort for the benefit of wildlife. NWRA also recognizes a person who has done something significant specifically for the organization with the Board of Directors Award.

Grants.
NWRA directly funds and awards qualified individuals or organizations up to $5000 for research, education, or studies that will contribute to the foundation of knowledge or protocols affecting care and treatment of wildlife. Each recipient must, within two years of grant award, present findings and results of the project either through a paper in an NWRA publication or presentation at an NWRA symposium.

2005 grant recipients.
Five grant proposals were received and reviewed by the NWRA Awards and Grants Committee. A total of $14,478.96 was requested by all the proposals. The committee awarded three grants to support the following research and education/outreach projects:

1. Establishing a baseline health index for midwest urban/suburban Virginia opossums (Didelphis virginiana). Ohio Wildlife Center, Powell, Ohio. $2,520.
2. Conservation officer outreach packet with information, educational materials, and resources for field officers. Minnesota Wildlife Assistance Cooperative. $1,339.

Scholarships.
James J. Wolf CARE for Wildlife Education Scholarship. This $500 scholarship is awarded annually to a wildlife rehabilitator with demonstrated need for financial assistance in order to attend the NWRA symposia. These funds defray the expenses of airfare, hotel lodging, and symposium registration fees to facilitate continuing education for the individual.

Ed Hiestand Memorial Veterinary Student Scholarship. The NWRA Veterinary Committee reviews papers and awards this $500 scholarship to the author of the best-written and most informative paper. The applicants are veterinary students who have submitted papers on wildlife case studies, new treatment protocols, or similar medical findings related specifically to wildlife. The award funds the student’s attendance to present results of their work at the NWRA symposium and allows them to attend symposium functions and training opportunities.

Eric Orendorff Memorial Scholarship. This $200 scholarship is awarded annually to a wildlife rehabilitator with demonstrated need for financial assistance in purchasing NWRA printed materials to enhance their knowledge and enlarge their reference library.

2. Ed Hiestand Memorial Veterinary Student Scholarship. Rebecca Duerr (UC-Davis, CA) for her paper entitled “The predictive value of easily measured parameters for survival of common murres (Uria aalge) during the Luckenbach oil spill, northern CA, 2001-2002.”
3. Eric Orendorff Memorial Scholarships. Jodi Baiers (SD) and Crystal Henson (IA).
Annual Recognition Awards.
The *Lifetime Achievement Award* is given to a person whose primary identification is with the field of wildlife rehabilitation and who has made significant contributions for many years.

The *Significant Achievement Award* is given to a person who has made a major contribution to the field of wildlife rehabilitation within the last two years.

The *Marlys Bulander Working Together for Wildlife Award* is given to a person or group who has brought together individuals, organizations, rehabilitation facilities, agencies, industries, businesses, and/or academia in a cooperative effort to make a difference for wildlife.

The *NWRA Board of Directors Award* is given in recognition of an individual’s outstanding contribution to the organization.

2005 award recipients.

*Lifetime Achievement Award.* Bea Orendorff, an individual with over 20 years of experience in wild bird rehabilitation, has made an enormous impact on the field of wildlife rehabilitation. For more than a decade, her efforts increased the published professional literature that helped to build and strengthen the credibility of the wildlife rehabilitation profession. She became a project manager extraordinaire to benefit NWRA members. The positive effects of her efforts extend well beyond NWRA and will continue to reach people and improve wildlife rehabilitation well into the future.

*Significant Achievement Award.* Kip Parker has more than ten years experience in the field of wildlife rehabilitation. He is truly a bridge builder and collaborator. With vision, persistence, and commitment, one goal toward professionalizing the field of wildlife rehabilitation was realized in 2004. He was key in creating the Washington Wildlife Rehabilitation Association and he is one of 12 on the founding board of directors. He supports clear communication, knowledge and information sharing, and excellence in wildlife rehabilitation.

*Marlys J. Bulander Working Together for Wildlife Award.* The first recipient of this new award is the Minnesota Wildlife Assistance Cooperative, a statewide organization that has been active in wildlife rehabilitation for over 23 years. This group created a task force of many individuals to write new regulations pertaining to wildlife rehabilitation in their state. Since they went into effect in 1996, the regulations, systems, and tools developed continue to benefit wildlife and wildlife rehabilitation, and serve as a model for wildlife agencies nationwide. This organization has an ongoing commitment to offer instruction and study groups, assist state agency personnel with on-site inspections, and provide regular opportunities for initial and continuing education through seminars, conferences, and classes.

*NWRA Board of Directors Award.* John Frink has been a supporter of NWRA in one way or another since our beginning. He has volunteered hours, days, and weeks of both time and expertise to a range of the services NWRA brings to its members as well as other rehabilitators throughout the world. His work is often unnoticed but critical to us all. He is the NWRA web master, a longtime member of the symposium audio-visual team, and critical to the layout of numerous publications.
Happenings and Notes of Interest in 2005

**Office move.** NWRA moved its office functions to a new building with easier access and space that could be more efficiently used. During March, right after the symposium, Central Office Manager Deb Duffy supervised a cadre of volunteers, and a parade of vans and trailers, to relocate all NWRA membership functions, office furniture and equipment, publications sales department, and archived records.

**New brochure.** The office move and resulting change of address and phone number inspired our Membership Chair, Sandy Woltman, and several volunteers to work on revising the text and graphics of the membership brochure. Therese Davis (IL) donated considerable time and talent to produce a beautiful layout.

**Staff leadership.** With the resignation of the Executive Director, NWRA took immediate steps to continue functioning effectively until the position could be filled. The Human Resources Committee recommended an interim plan to the board. The board approved a job description and appointed an Interim Business Manager to temporarily cover ED duties, including day-to-day administrative, financial, and supervisory activities necessary to carry out NWRA’s policies and goals. The board also approved an advancement with additional responsibilities and corresponding increase in wages for the office manager.

**Volunteers.** NWRA has a dedicated and committed board of directors that view their positions in the organization responsibly and are not compensated for their board duties. Individual board members serve as project leaders and managers, act as editors for publications, contribute to the field with published research and protocols, and present papers as speakers at the NWRA symposium and other conferences. Collectively in 2005, NWRA board members donated over 7,000 hours of their time for board and program activities. They are active and engaged through much of the year and their diversity of expertise, skills, and knowledge is a resource for both the organization and those working with wildlife around the world.

NWRA also proudly acknowledges a large pool of individuals who volunteer countless thousands of hours annually. As many as half of these volunteers do not work with wildlife directly, but firmly support the mission and programs of NWRA and wish to assist. The symposium event, publications production, large mailings from the Central Office, website upgrades, art and design work name only a few areas where NWRA program and project managers successfully guide key volunteers to fulfill the organization’s mission.

**Board of Directors meetings.** The board of directors conducted two business meetings during 2005. Gathering from across the country, they met in March in Minneapolis, Minnesota, and in November in Costa Mesa, California. In addition, the board met for a weekend during October to focus on strategic planning for staffing needs. The planning meeting in Minnesota was led by an experienced facilitator who generously donated her time and services.
Board of Directors 2005

Curtiss J. Clumpner, President --- Northwest Regional Representative, International Bird Rescue Research Center; Founder, PAWS Wildlife Center. Astoria, OR

Erica A. Miller, DVM, Past President --- Oil Spill and Clinical Veterinarian, Tri-State Bird Rescue and Research, Inc. Newark, DE

Lessie Davis, President Elect --- Piedmont Wildlife Center; Past board member, Wildlife Rehabilitationists of North Carolina. Denver, NC

Di Conger, Vice President --- Founder and Director, Last Chance Wildlife Center; Co-founder and President, Maryland Wildlife Rehabilitators Association. Thurmont, MD

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

Diane Nickerson, Vice President --- Director, Mercer County Wildlife Center; Board member, New Jersey Association of Wildlife Rehabilitators. Titusville, NJ

Sandy Woltman, Secretary --- Wildlife Specialist, Willowbrook Wildlife Center; Founding board member, past Secretary, and past Treasurer, Illinois Wildlife Rehabilitators Association. Glen Ellyn, IL

Barbara Suto, Treasurer --- Wildlife Biologist and Hospital Supervisor, Suncoast Seabird Sanctuary. Indian Shores, FL

Wendy Fox --- Director, Pelican Harbor Seabird Station; Advisory board, Florida Wildlife Rehabilitators Association. Miami, FL

Lee Hiestand --- Naturalist, educator, rehabilitator, and volunteer; Former NMFS biotech with Marine Mammal Stranding Network and Network for Endangered Sea Turtles. Former home-based wildlife rehabilitator as well as nature center rehabilitator. Wilton, CT

Cheryl Hoggard, DVM --- Hospital Director and staff veterinarian, Piedmont Wildlife Center. Durham, NC

Melissa Horton --- Director and founder, Wildlife Experiences, Inc; More than 20 years in raptor rehabilitation and wildlife education; Board member, International Association of Avian Trainers and Educators (IAATE). Rapid City, SD

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

Tracy Leaver --- Founder and Director, Woodlands Wildlife Refuge; Past President, New Jersey Association of Wildlife Rehabilitators. Pittstown, NJ

Jeannie Lord --- Director and Founder, Pine View Wildlife Rehabilitation and Education Center; Past President, Wisconsin Wildlife Rehabilitators Association. Independent, at home facility for over 20 years. Fredonia, WI

Knox Martin --- Coordinator, Raptor Rehabilitation Program, Exotic Animal Rescue League; Founder and Director, Mid-South Raptor Center. Memphis, TN

Anne G. Miller --- Founder and Director, The Wildlife Center, Oak Mountain State Park. Pelham, AL

Elaine M. Thrune --- NWRA founding board member and past president; Coordinator, WILD AGAIN Wildlife Rehabilitation Program, St. Cloud State University; Founding board member and past president Minnesota Wildlife Assistance Cooperative. St. Cloud, MN