2010 Annual Report

Preserving the Wild in Wildlife
by providing specialized training, information, and resources to wildlife rehabilitators, veterinarians, and educators

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.
National Wildlife Rehabilitators Association (NWRA)

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.

PURPOSE
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.

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Mary Jo Holewa, Office Assistant
Lessie Davis, Publications Manager
Elaine Thrune, Business Manager
Wildlife rehabilitation is unique—there is no other profession providing care and treatment specifically for native/indigenous wildlife with the express purpose of releasing recovered animals back to natural habitats.

Wildlife rehabilitation is a relatively new profession. It requires a multi-disciplinary approach, drawing from many different established professions and fields of study. There are few college-level courses on wildlife rehabilitation and wildlife medicine. Wildlife rehabilitators are primarily self-educated; this is why NWRA publications and training are so important. 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.

As human population growth continues nationwide and our native wildlife comes under ever increasing pressure from this growth, NWRA is committed to encouraging new and aspiring rehabilitators, providing current and multi-level education for new and experienced wildlife rehabilitators, and offering the highest standard of professional support for all working in the field. NWRA provides the best education needed by wildlife rehabilitators to obtain permits and licenses required within state, provincial, and federal wildlife protection laws.

Wildlife rehabilitators fund their work mainly through donations from the public, small grants, and small-scale fundraising endeavors, not through government 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.

NWRA maintains a strong and sound level of member benefits as well as needed services for all rehabilitators while the organization continues striving to be even more effective. Our members provide quality compassionate care for thousands of injured, orphaned, and diseased wild animals annually. NWRA and our members provide information and education to caring citizens and agency staff about wildlife rehabilitation, the challenges faced by our precious wildlife, and how citizens can help.

NWRA’s primary program areas are:

1. Membership Benefits
2. Educational and Training Materials, Publications, Website,
3. Annual Symposium Event
4. Grants, Scholarships, and Professional Recognition Awards
NWRA Programs and Services

Celebrating a 28-year tradition of excellence

The National Wildlife Rehabilitators Association has a proud history of service to the wildlife rehabilitation community and beyond—2010 was no exception. NWRA continues to be the leader in improving care for wildlife in rehabilitation and serving as a voice for the profession.

NWRA was founded and incorporated in 1982 by a small group of far-sighted wildlife rehabilitators, veterinarians, and educators who realized the necessity of an organization to promote and support the activities and needs of a growing and changing profession. The organization has been operating continually since that time for the benefit of all wildlife professionals 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 for individual animals and 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 accredited 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.

Since much of the work with wildlife is funded by voluntary public donations and personal contributions, expense is a primary consideration in resource materials and training. NWRA strives to keep prices affordable for those who dedicate themselves to helping wildlife. Our goal is to ensure that native wildlife remains a part of the ecosystem for future generations to enjoy.

Program Accomplishments During 2010

NWRA’s programs and services reach a range of people across North America and beyond:

- from individual wildlife rehabilitators to staff and volunteers at rehabilitation facilities, clinics, and teaching hospitals,
- from veterinary students to licensed veterinarians, veterinary technicians and assistants,
- from rehabilitators aspiring to become better educators to educators focusing on wildlife issues and challenges in today’s world, and,
- from individuals new to the field to those with many years of experience, some exceeding thirty years.
Membership Benefits

Membership for 2010 was 1724, an increase of 4.4% from 2009 despite the depressed economy. NWRA continued all member benefits with the nominal $45 individual dues.

Benefits for members include:

1. **Wildlife Rehabilitation Bulletin**—48- to 52-page semi-annual journal with wildlife care, medical articles, and new discoveries, as well as book reviews and current literature review

2. **The Wildlife Rehabilitator**—12- to 16-page semi-annual newsletter with association news and information, availability of scholarships and grants, and notices of continuing education around the country

3. **Member Directory**—annual listing of members used as a resource for networking, assistance among rehabilitators needing information for wildlife care and wildlife patient transfers

4. **Membership Certificate**—personalized, downloadable, printable, suitable for framing, and showing pride and participation in the national organization

5. **Emails to Members**—once or twice monthly communication to convey critical news, such as updates on the Deepwater Horizon oil spill in the Gulf, a new rabies outbreak or the spreading bat White-nose syndrome, new or changes in wildlife rules and regulations, and time-sensitive announcements of benefit to members

6. **Discounts**—available to members on purchases of reference, educational, training, and diagnostic aids and all NWRA publications, as well as on the symposium registration fee

7. **Insurance Coverage**—a members-only opportunity to obtain appropriate and affordable insurance coverage not readily available elsewhere for the valuable, unique, and very specialized work they do

Member benefits are designed to meet the specialized needs of wildlife rehabilitators and our field—information and resources for members to improve wildlife care and release, be better equipped to respond to and educate the public in wildlife situations or encounters, and be knowledgeable about management of time, funds, resources, property, volunteers, and staff.

With a focus specifically on wildlife rehabilitation and the related veterinary medicine and educational programming, NWRA applies resources to be most effective—providing education and building skills in individuals that affect others. Teaching results in the ripple effect as each individual who learns from NWRA affects many others, both human and wild animal.

*Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has.*

—Margaret Mead
Educational and Training Materials, Publications, Website

NWRA is recognized for publishing one-of-a-kind volumes pertinent to the field for wildlife rehabilitators, educators, and veterinarians. We take pride in our standard of excellence regarding the content, accuracy, and usefulness of materials. NWRA maintains nominal pricing to foster and promote self-education, skills development, and building a facility reference library—from $1 to $5 each for a selection of more than 200 article reprints and no more than $75 for in-depth volumes. The NWRA website is constantly 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. Some examples include:

1. **NWRA Wildlife Medicine Course**—a groundbreaking course for veterinary students unlike anything currently available. This training introduces students to wildlife medicine prior to encountering wild animals when in practice. Funded through a three-year grant from the Kenneth A. Scott Charitable Trust, A KeyBank Trust, the course has been presented 20 times by 12 veterinarians from NWRA at 15 veterinary schools: 13 in the US, and 2 in Canada, with the course being taught twice at 5 schools. In 2010, the course was taught at the veterinary schools at the University of Prince Edward Island, University of California Davis, and North Carolina State University.

2. **Principles of Wildlife Rehabilitation, The Essential Guide for Novice and Experienced Rehabilitators**—produced and published by NWRA and the only publication available that encompasses all aspects of wildlife rehabilitation. An excellent training and reference manual, this large volume is widely used by state rehabilitation associations and wildlife centers and clinics in their training classes.

3. **Topics in Wildlife Medicine**—an on-going series addressing a particular aspect of veterinary medicine related to wildlife; editor and chapter authors are experienced veterinarians who work with wildlife. Three volumes continue to be available covering clinical pathology, emergency and critical care, and infectious diseases. The fourth volume, *Ethical Considerations in Wildlife Medicine*, is in progress.

4. **Wildlife Rehabilitation**—published annually with peer-reviewed papers on a variety of topics from each annual symposium dating back to 1983.

5. **Minimum Standards for Wildlife Rehabilitation**—the standard of minimum requirements to provide appropriate care for wildlife and now adopted into permitting regulations by several state agencies and the US Fish & Wildlife Service.

6. **Wildlife in Education, A Guide for the Care and Use of Program Animals** and **Introduction to Wildlife Education Programming, Tips & Techniques for Better Presentations**—both books compiled and published by NWRA and the first publications available with a comprehensive approach to both long-term care of captive wildlife used in educational programming, and developing effective and meaningful educational programs on wildlife preservation and ecosystem awareness.
Annual Symposium Event—Symposium 2010

Preserving the Wild in Wildlife

The 2010 Annual Symposium in Bellevue, WA, the largest and most comprehensive professional training and development event in the field, hosted almost 430 individuals attending from 40 states and the District of Columbia, Belgium, France, India, Sweden, and 4 Canadian provinces. Total attendance is representative of 24% of membership with 18% of those present being new 2010 NWRA members.

Five days of concurrent programming offered a wide variety of educational opportunities, including two targeted 8-hour seminars on *Introduction to Wildlife Rehabilitation* and *Patient Evaluation and Stabilization*, and 14 hands-on skills development workshops, each preceded by a pre-requisite lecture. State veterinary boards and department of natural resources as well as federal migratory bird offices approve the annual NWRA symposia as qualifying for continuing education credits required of practicing veterinarians, veterinary technicians, and licensed wildlife rehabilitators.

Presentations addressed a wide variety of topics, including wildlife nutrition, educational bird training and management, administrative management skills, and the rehabilitation care of species ranging from marine mammals, squirrels, opossums, and bear cubs to turtles, pelicans, eagles, passerines, and bats. Hands-on workshop topics include fluid therapy, wound management, critical care, comparative anatomy, and specialized aquatic bird care. The foremost veterinarians, biologists, educators, and wildlife rehabilitators in the profession give approximately 110 presentations.

The intensive program offered a total of 134 hours of continuing education choices, giving attendees both the choice and opportunity to fulfill requirements in the areas of personal and professional interest and need. Each person could achieve 39 hours of education in five days! Attendance certificates are provided upon request as proof of participation in the seminars and hands-on workshops. Attendees leave not only with new skills and resources, but also with a renewed sense of purpose and dedication. Networking contacts and friendships are forged leading to an exchange of ideas and experiences for ongoing benefit to wildlife in care.

When asked about the highlights of their Symposium 2010 experience, attendees said:

“The education, enrichment, and overall experience were priceless.”

“Anyone who has attended a NWRA Symposium understands that the lectures are only one aspect of the overall conference experience. Gathering with other wildlife rehabilitators is incredibly important to keep one’s sanity. Sharing experiences, venting frustrations, getting advice, and laughing at things only another rehabilitator would understand was invited and expected.”

“The class selection and speakers exceeded my expectations. Animal topics ranged from sea otters and one-horned rhinos to songbirds and reptiles.”

“Realizing how I can improve our rehab at home due to the excellent classes on anatomy, parasitology, bacteriology, wound management and esp. the workshops.”

“What a fantastic way to learn, network, and create consistency in practice. Not just between fellow rehabbers, but also with experts in the medical field. There are no barriers, we are an incredibly diverse group with a common goal, there are no stupid questions and a plethora of amazing answers. I am very proud to be a member of such a strong organization.”
Grants, Scholarships, and Professional Recognition Awards

Grants

As the leader in our field, NWRA provides financial support and deserved recognition to NWRA members and others dedicated to quality wildlife care and release.

The NWRA grant program is unique in awarding up to $6,000 annually specifically to those who work with wildlife. Since 1984, NWRA has provided $88,287 to improve the field and care for wildlife. NWRA funds grants directly; application information and a list of recipients are posted at www.NWRAwildlife.org.

Grants awarded in 2010:

1. Tri-State Bird Rescue and Research, Inc. (DE). $4,800 for their project: Pharmacokinetics of Injectable Meloxicam Dosed Orally and Determination of pH of the Proventriculi of Native Wild Birds.


Scholarships

NWRA is pleased to provide scholarships funded by donor contributions. Two $500 scholarships, one $525 scholarship, one $750 scholarship, and one international $1,750 scholarship assisted attendees coming to the annual symposium, including one for veterinary students only. One $250 scholarship was awarded to assist in purchasing publications and resource materials. A new $2,000 NWRA member-supported Cage Building scholarship was initiated in 2010 for building, repairing, or renovating caging used exclusively for the rehabilitation of wildlife.

A total of $6,275 was given in 2010:

1. The James J. Wolf CARE for Wildlife Education Scholarship in the amount of $500 was presented to Meghann Cant (BC, Canada) to attend Symposium 2010.

2. The Eric Sticht Memorial Scholarship in the amount of $525 was presented to Tonya Dodson (MO) to attend Symposium 2010. Tonya wrote to NWRA:

   “It is overwhelming how much helpful information is collaborated and presented all in one week! Every lecture and workshop I attended was very informative. It is so important for us as rehabilitators to respect the fact that we are dealing with wild animals and that we need to continually strive to keep them wild throughout the rehabilitation process. The whole experience was so very rewarding and I am extremely grateful to have been given the opportunity to attend, because without the Scholarship I would have missed out on this amazing experience.”

3. The Eric Orendorff Memorial Scholarship was presented to CASA Avian Support (Belize). The $250 certificate helps purchase publications to build a reference library.
4. The **Ed Hiestand Memorial Veterinary Student Scholarship** was presented to Eileen Seage, second–year student at University of Pennsylvania (PA.) The $500 helps defray costs of attending Symposium 2010 to present her paper entitled *Feeding Trial Evaluating Mazuri® Nestling Meal Against FoNS® as a Diet for Nestling and Fledgling Passerines in a Rehabilitation Setting.*

5. The **Alma Natura Trust Scholarship** (North America) in the amount of $750 was presented to Jon Bockman (IL) to attend Symposium 2010. Jon wrote to NWRA:

   “Wildlife rehabilitation is not just about providing quality care for wildlife before releasing them into the wild. Interacting with the public, giving presentations, keeping donations flowing, creating internships, managing a staff, and taking some time for yourself all play a factor in sustainable rehabilitation. Diversifying my education at a NWRA symposium allows me to initiate change for the benefit of wildlife, the environment, and humanity. Thank you so very much for allowing me this opportunity.”

6. The **Alma Natura International Scholarship** was presented to Claude Velter (Belgium) in the amount of $1,750 to attend Symposium 2010.

7. The **new Cage Building Scholarship** was presented to Bonnie Gulas-Wroblewski (TX) in the amount of $430 and to Regina Whitman (AZ) in the amount of $1,570.

### Annual Recognition Awards

NWRA seeks nominations annually for awards to recognize and honor outstanding colleagues in the field of wildlife rehabilitation, medicine, and/or education. Since 1983, NWRA is proud to have honored more than 50 deserving individuals who have made major advances in our field for the benefit of many rehabilitators and countless wild animals.

2010 awards are as follows:

1. The prestigious **NWRA Lifetime Achievement Award** was given to **Curtiss J. Clumpner** (OR) in recognition of his 28 years of dedication to wildlife and wildlife rehabilitation, including founding a wildlife care center, working with oil spill response across six continents, planning conferences, and serving on the board of directors for both the NWRA and the International Wildlife Rehabilitation Council.

2. The **NWRA Significant Achievement Award** was given to **Kathy Konishi**, formerly with the Colorado Division of Wildlife, for her strong support for wildlife rehabilitators in Colorado including encouraging recruitment of new individuals to the field, improving relationships among rehabilitators, and revising regulations, which raised the rehabilitation standards and quality of care for wildlife.

3. The **NWRA Board of Directors Award** is given in recognition of an individual’s outstanding contribution specifically to the NWRA organization. **Carolyn Suto** (OH) received the 2010 award for exceptional dedication to successful symposiums through work on the master mailing list, on-site registration, and special assistance to the symposium coordinator.
NWRA Financial Position

Similar to many other nonprofits, NWRA found 2010 to be another year of continuing challenges. The economy, political events, natural disasters, and increasing competition for donations all impacted our services and programs. NWRA faces a constant challenge to balance the growing needs of wildlife rehabilitation and our members with the need for stability, quality, and financial reserves.

Value of Donated Volunteer Hours

In 2010, more than 211 volunteers donated more than 11,072 hours of time to NWRA organizational management, program services, and fundraising efforts. According to The Nonprofit Sector (http://nonprofitsector.org/volunteer_time), the average value of donated time in the United States in 2010 was $21.36 per hour. NWRA received generously donated volunteer time equaling an amazing value of $236,498. This not only means that NWRA was able to avoid paying for certain operating expenses, but also that a significant amount of expertise and energy enriched the organization.

Significant Gifts

The Barkley Fund presented NWRA with a generous gift of $25,000, which is helping NWRA maintain a strong and sound level of member benefits as well as needed services for all rehabilitators. This donation is partially funding the new full-time Bookkeeper/Accounting Clerk staff position to strengthen NWRA in several areas such as record keeping, public education, and financial reporting.

The Kenneth A. Scott Charitable Trust, a KeyBank Trust, provided $6,105 as the third year installment of a grant to further develop and improve the NWRA Wildlife Medicine Course materials and to conduct the course.

The Howell Nature Center generously donated $5,000 as a Symposium 2010 Sponsor.

NWRA’s New Staff Increases Effectiveness

2010 was the first full year of having a new position in place, and NWRA is pleased with the results. After assessing needs of the organization now and in the near future, NWRA created a new full-time staff position of Bookkeeper/Accounting Clerk to work with key functions to ensure accuracy, timeliness, and compliance. The job is carefully designed to include tasks such as processing symposium registrations and deposits, assisting with preparation of reports for the annual audit, managing the donor database, and processing deposits for membership and sales revenue.

Symposium Sponsorships and Donations

Twenty-two donors contributed a total of $14,475 to help sponsor Symposium 2010. These donations, ranging from $25 to $5,000, helped defray expenses that allowed NWRA to maintain symposium registration fees at an affordable level for those who are dedicated to helping wildlife. A new donor category called Friends of Symposium 2010 attracted several new donors.
NWRA Takes Pride in Fiscal Responsibility

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. Most fundraising efforts were accomplished by volunteers, thereby minimizing expenses in this area. The following two pages are from the Audited Financial Statements.

Functional expenses for 2010:

<table>
<thead>
<tr>
<th>Description</th>
<th>2010</th>
<th>% of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Services</td>
<td>$215,659</td>
<td>83%</td>
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<tr>
<td>Management and General</td>
<td>42,980</td>
<td>16%</td>
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<tr>
<td>Fundraising</td>
<td>1,421</td>
<td>1%</td>
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</table>

NATIONAL WILDLIFE REHABILITATORS ASSOCIATION
STATEMENTS OF FINANCIAL POSITION
DECEMBER 31, 2010 AND 2009

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>2010</th>
<th>2009</th>
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<tbody>
<tr>
<td>CURRENT ASSETS</td>
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<tr>
<td>Cash</td>
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<td>Designated Cash</td>
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<td>Certificates of Deposit</td>
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<td>Accounts Receivable</td>
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<td>Prepaid Expenses</td>
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<td>Inventory</td>
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<td>Other Current Assets</td>
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<td>802</td>
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<td>Total Current Assets</td>
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<td>PROPERTY AND EQUIPMENT</td>
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<td>Furniture and Equipment</td>
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<td>Computer Equipment</td>
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<td>Total Property and Equipment</td>
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<td>Less: Accumulated Depreciation</td>
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<td>Net Property and Equipment</td>
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<td>16,193</td>
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<td>OTHER ASSETS</td>
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<td>Certificates of Deposit</td>
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<td>Restricted Cash</td>
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<td>Total Non-Current Assets</td>
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<td>Total Assets</td>
<td>$800,207</td>
<td>$802,851</td>
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LIABILITIES AND NET ASSETS

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<tr>
<th>CURRENT LIABILITIES</th>
<th>2010</th>
<th>2009</th>
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<tbody>
<tr>
<td>Accounts Payable</td>
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<td>Accrued Expenses</td>
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<td>Deferred Revenue</td>
<td>81,670</td>
<td>70,750</td>
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<td>Total Current Liabilities</td>
<td>91,773</td>
<td>81,532</td>
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<table>
<thead>
<tr>
<th>NET ASSETS</th>
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<tbody>
<tr>
<td>Unrestricted</td>
<td>213,682</td>
<td>217,465</td>
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<td>Designated</td>
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<td>Undesignated</td>
<td>41,645</td>
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<td>Temporarily Restricted</td>
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<td>Permanently Restricted</td>
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<td>Total Net Assets</td>
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<td>721,319</td>
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<td>Total Liabilities and Net Assets</td>
<td>$800,207</td>
<td>$802,851</td>
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</table>
# NATIONAL WILDLIFE REHABILITATORS ASSOCIATION

## STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS

YEAR ENDED DECEMBER 31, 2010

<table>
<thead>
<tr>
<th>2010</th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>Total</th>
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### SUPPORT AND REVENUE

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<th>Description</th>
<th>Amount (Temporarily)</th>
<th>Amount (Permanently)</th>
<th>Total Amount</th>
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<tr>
<td>Membership Revenue</td>
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<td>Sales</td>
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<td>55,188</td>
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<td>(31,185)</td>
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<td>Contributions and Grants</td>
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<td>14,868</td>
<td>329</td>
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<td>Advertising</td>
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<td>Miscellaneous Revenue</td>
<td>7,638</td>
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<td>Net Assets Released from Restrictions</td>
<td>28,882</td>
<td>0</td>
<td>(28,882)</td>
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<td><strong>Total Support and Revenue</strong></td>
<td><strong>248,057</strong></td>
<td><strong>(882)</strong></td>
<td><strong>247,175</strong></td>
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### EXPENSES

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<th>Amount (Temporarily)</th>
<th>Amount (Permanently)</th>
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<td>Salaries and Benefits</td>
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<td>Events</td>
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<td>Grants and Scholarships</td>
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<tr>
<td>Equipment Rental</td>
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<td>Travel</td>
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<td>Telephone</td>
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<td>Contract Services</td>
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<td>Training</td>
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<td>Taxes</td>
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<td>Professional Fees</td>
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<td>Depreciation</td>
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<td><strong>Total Expenses</strong></td>
<td><strong>260,060</strong></td>
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### CHANGE IN NET ASSETS

<table>
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<tr>
<th>Description</th>
<th>Amount (Temporarily)</th>
<th>Amount (Permanently)</th>
<th>Total Amount</th>
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<tbody>
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<td><strong>Net Assets - Beginning of Year</strong></td>
<td>659,674</td>
<td>51,645</td>
<td>10,000</td>
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<tr>
<td><strong>NET ASSETS - END OF YEAR</strong></td>
<td><strong>$ 647,671</strong></td>
<td><strong>$ 50,763</strong></td>
<td><strong>$ 10,000</strong></td>
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Copies of full audited financial statements are available from the NWRA Office upon request.
Happenings and Notes of Interest in 2010

NWRA Embarks on a New Publications Venture

After careful consideration, the Board of Directors approved a proposal to discontinue production of the annual symposium proceedings and to begin production of a booklet series, each with a more narrow focus on a certain aspect of the field. The booklet series was developed in response to members' needs and requests. Many rehabilitators specialize in certain species or families and many prefer to have reference materials organized by topic.

The mission of the *Wildlife Rehabilitator Resources* booklets is to publish, in an affordable size and format, selected papers that address a common topic. The editor works with authors to develop edited and peer-reviewed manuscripts that add to the foundation of knowledge in the field. The first booklet—*Pharmacology*—is scheduled for publication early in 2011. Future topics include squirrels and zoonotic diseases.

Symposium 2010 Logo and Theme Inspired by the Wild Pacific Northwest

*Preserving the Wild in Wildlife* should be foremost in everyone’s mind—rehabilitator, educator, and veterinarian—and usually is an important goal for wildlife rehabilitators. But just what does this entail? It is much more than merely placing two young ones of like species together. Preserving the wild part of each animal should be a daily endeavor. With each wild creature a promise should be made that it will receive the best of everything both short-term and long-term. If we cannot offer the best, we are failing in our responsibility to the animal.

Preserving the wild is a cooperative effort.

For the **rehabilitator** it entails an honest and accurate assessment from an ethical, medical, equipment, natural history, resources, caging, nutritional requirements, financial position, and personal skills level view.

For the **educator** it entails a long-term commitment in caging, nutritional requirements, maintaining health, plus the shorter-term and ever-changing commitment to program content and presentation, appropriate animal handling, and ensuring the desired public perception and message.

For the **veterinarian** it entails knowledge of the individual species and how a specific animal has to function in the wild, medical techniques and drugs appropriate for wildlife, the laws and regulations in place, and the difference in goals for wildlife patients versus goals for domestic animals.

**Careers and Job Opportunities**

A less well known service offered by NWRA is the searchable online list of current job openings and internships. At any one time, nearly 100 opportunities are listed with locations all over North America and abroad. On-the-job training is essential in our field.
Loyal Volunteers Provide Valuable Services to NWRA

NWRA 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. NWRA project managers successfully guide key volunteers to fulfill the organization’s mission through contributing skills and talents in areas such as:

- working at the symposium (audio-visual and technical support, registration table, hands-on workshop instruction, set up and clean up of workshop rooms, etc.)
- creating and producing publications (writing, editing, proofreading, layout, etc.)
- preparing mailings to members, symposium attendees, and others
- creating original artwork for the journal cover and annual symposium logos.

Time donations totaling 11,072 hours include:

- board members, over 4,506 hours for board level business
- board members, over 3,338 for program activities
- volunteers who are not board members, over 3,228 hours for program support.

NWRA Leadership

Seventeen leaders from 13 states served on the Board of Directors to keep the organization moving forward and on the road to fulfilling our mission. The board conducted two business meetings during 2010—March in Bellevue, Washington and again November in Albany, New York. The meetings included budget and finance discussions, committee planning meetings, and a variety of project discussions as NWRA moves forward in response to member needs. Board members and staff are committed to responsible organizational management and wise fiscal management.

NWRA has a dedicated and committed volunteer Board of Directors that view their positions in the organization responsibly and are not compensated for their board duties. Their diversity of expertise, skills, and knowledge is a resource both for the organization and for those working with wildlife worldwide.

Individual board members (past and present) contribute extensive time to the organization and to the profession. A sampling of the things they do:

- serve as chief editors, project leaders, and project managers for NWRA activities
- raise funds and find grants and sponsors to support NWRA projects
- author papers for publication through NWRA and other professional journals
- assist with publications by professionally reviewing manuscripts
- contribute to the field with published research and protocols
- present papers as speakers at the NWRA symposium and other conferences
- teach the signature NWRA Wildlife Medicine Course
- teach hands-on skills workshops with pre-requisite lectures
- moderate sessions and discussions during the annual symposium
- advise and consult with members, agencies, and professionals in other fields.
NWRA Board of Directors 2010

Wendy Fox, President, Executive Director, Pelican Harbor Seabird Station; board member, Florida Wildlife Rehabilitators Association. FL

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

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

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

Frances Feeney, Vice President, President, Wildlife Rehabilitators’ Association of Massachusetts; at-home independent rehabilitator for over ten years. MA

Karen Shenoy, DVM, Secretary, Staff Veterinarian, Wildlife Rehabilitation Center of Minnesota. MN

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

January O. Bill, Wildlife Rehabilitator/Volunteer Coordinator, Oiled Wildlife Care Network, Wildlife Health Center, UC Davis. CA

Michele Goodman, founder and Director, Webbed Foot Wildlife Rehabilitation Clinic. CT

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

Lorrie Hale-Mitchell, DVM, Relief Veterinarian; past-President, LA Wildlife Rehabilitators Association; board member for the development of Georgia Rehabilitation of Wildlife. IL

Cheryl Hoggard, DVM, Veterinarian, ASPCA, Houston; former Hospital Director, Piedmont Wildlife Center. TX

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

Diane Nickerson, Director, Mercer County Wildlife Center; board member, New Jersey Association of Wildlife Rehabilitators. NJ

Martha Pokras, Executive Director, Planning and Administration, Tufts University; active rehabilitator from 1972 to 1984; served in various not-for-profit management and board roles since then. MA

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

The following individual retired from the board in March, 2010:

John Frink, founding board member, Tri-State Bird Rescue & Research, Inc. DE