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

www.NWRAwildlife.org
President’s Message

During 2011, the National Wildlife Rehabilitators Association continued to succeed despite a continued depressed economy. The NWRA staff, Board of Directors, and generous, hard-working members of the organization are to be commended for their continued support and dedication to this nonprofit organization.

The NWRA Board of Directors, as well as two NWRA employees, met for two full days during the 2011 midyear board meeting to discuss future goals of the organization and the steps needed to attain those goals. One of the biggest and toughest questions the board had to discuss was, “Where does NWRA want to be three years from now?” The board realizes that we currently rely on volunteers to do critical work for NWRA and that these people may not be in their current roles in the coming years. What will we do then? We realized that a more formalized succession plan for officers and committee chairs was needed to ensure that the organization does not suffer a setback when one person performing a significant role within the organization is no longer involved with NWRA.

The most recent Member Survey Report was reviewed and discussed. It shows we have a vibrant, hardworking, generous membership that cares about what we are doing and needs the leadership NWRA can provide. Members overall are pleased with the current benefits and publications of NWRA. The highest priority for NWRA members involves NWRA developing public awareness and educational programs.

The NWRA board discussed ways to continue all of our great accomplishments and still be able to develop new programs, materials, and benefits for our members. We are committed to being financially stable so there is money available to do projects, increase outreach programs, build the membership, etc. NWRA wants to continue to bring high quality programs, information, and benefits to members. Utilizing current technology and talents of the members will help disseminate more information to a greater range of people to help wildlife.

The board developed a task list and timeline for the next three years in order to accomplish the goals of their committees. Making smaller incremental goals and having people more clearly accountable for their responsibilities will help move the organization forward. The board will review and update this timeline twice a year to monitor progress and keep goals in the future attainable.

Sandy Woltman, President
National Wildlife Rehabilitators Association
National Wildlife Rehabilitators Association

A trusted source of reliable information and services

The National Wildlife Rehabilitators Association is dedicated to improving and promoting the profession of wildlife rehabilitation and its contributions to preserving natural ecosystems. Through the many programs, projects, publications, and services provided, NWRA constantly works toward improving the care of wildlife in rehabilitation, supporting those involved with wildlife rehabilitation, and serving as a voice for the profession.

NWRA maintains a reputation of providing valued service to the wildlife rehabilitation community and beyond—2011 was no exception. NWRA continues to be the leader in improving care for wildlife in rehabilitation.

With a focus specifically on wildlife rehabilitation and the related veterinary medicine and educational programming, NWRA applies resources where they can be most effective—providing education and building skills in individuals that reach others. Effective teaching results in each individual who learns from NWRA affecting many others, both human and wildlife, with the positive effects continuing to ripple out ever wider.

During 2011, NWRA began planning for 2012 and the celebration of 30 years of service to wildlife and the wildlife rehabilitation community.

Significant Accomplishments During 2011

Membership Benefits

♦ Two issues of the *Wildlife Rehabilitation Bulletin* journal published, with peer-reviewed papers on the value of biodiversity, role and duties of wildlife rehabilitators regarding euthanasia, environmental enrichment, anthropogenic causes of wild bird mortality, human health hazard evaluation of oil spill in the Gulf, FoNS (Formula for nestling songbirds) options, psychological and behavioral aspects of housing and handling raptors, use of hypertonic saline and hetastarch in an American kestrel with traumatic brain injury, working with your board of directors, hand-rearing gray fox, patagium rehabilitation treatment in wild birds following long-term wing immobilization, plus book reviews, recent literature summaries, and current events.

♦ Two issues of *The Wildlife Rehabilitator* newsletter published to inform members of news, happenings, opportunities, upcoming conferences, and discoveries from the field.

♦ Fifteen member emails sent with timely information on NWRA programs, grant application deadlines, breaking news on wildlife disease and zoonoses, symposium updates, availability of scholarships, current relevant news from the US Fish and Wildlife Service and other agencies, and much more.
♦ Annual NWRA Membership Directory published listing nearly a thousand members willing to network, share information, and transfer wildlife patients.

♦ Continued to offer:
  - an arrangement for appropriate and affordable insurance coverage through The Hartford and Christian Baker Company for the valuable and specialized work accomplished by members.
  - discounts on the purchase of NWRA reference, educational, training, and diagnostic aids, as well as on the symposium registration fee.
  - periodic member-only sales on selected publications and merchandise.

Publications, Website, Educational, and Training Materials

♦ NWRA website underwent a complete redesign, expansion, and upgrade to better serve both our members and the public. NWRA worked with professional website developers to completely redesign, revamp, and improve the NWRA website. A Member-only section of the site and additional features are under development.

♦ A new publication was born. Wildlife Rehabilitator Resources—a newly designed series responding to member input and request, with each book focusing on and exploring in depth a specific topic in the field.
  - Pharmacology, first in a new book series Wildlife Rehabilitator Resources published, with chapters authored by veterinarians who work with wildlife, addresses drugs used with wildlife, drug classes, mode of activity and effectiveness, cautions with use, and regulations governing use in animals.
  - Squirrels, the second book in the Wildlife Rehabilitator Resources series, well underway for publication early in 2012.

♦ Minimum Standards for Wildlife Rehabilitation, 4th edition completed, with 50 pages of new material plus updates to many sections, a joint project with the International Wildlife Rehabilitation Council, scheduled for publication early in 2012.

♦ Topics in Wildlife Medicine: Veterinary Ethical Considerations, volume 4, under development through gathering and editing of papers by experienced veterinarians who work with wildlife.

Annual Symposium

♦ Another successful Annual Symposium, this one held in Albany, New York, attended by nearly 400 people from 26 states, Brazil, France, Sweden, and six Canadian provinces. Five days of programming offered over 140 hours of high quality educational opportunities and hands-on skills training, plus plenty of time for networking and camaraderie.

♦ Planning continued at a faster pace for Symposium 2012 in Baton Rouge, LA.
Grants, Scholarships, and Professional Recognition Awards

♦ Eight scholarships awarded totaling $6,725 for symposium attendance, purchasing publications, and building or renovating rehabilitation cages.
  ▪ The first Debra L. Chandler Memorial Scholarship in the amount of $500 was presented to attend Symposium 2011.

♦ Two grants awarded totaling $6,000 for studies concerning Alternative Piscivore Gavage Diet and Opioid Receptor Distribution in Red-tailed Hawks.

♦ The coveted NWRA Lifetime Achievement Award given to one deserving individual, the prestigious NWRA Significant Achievement Award to two individuals, the Marlys Bulander Working Together for Wildlife Award to four amazing organizations, and the NWRA Board of Directors Award to a loyal hard-working volunteer.

Special Note

Advancing the Profession—Wildlife Rehabilitation Recognized

In a posting related to distemper in wildlife, the International Society for Infectious Disease (ISID) mentioned several wildlife facilities; it is the wildlife rehabilitation field detecting the rise in disease and sharing this information. Such recognition is something that did not happen as recently as only ten years ago. The ISID sends notifications related to disease to tens of thousands of members and subscribers worldwide on a daily basis. Most postings are edited to be concise, and wildlife rehabilitation-related information basically has been nonexistent—until now.

Programs and Services

The National Wildlife Rehabilitators Association (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 continues to maintain a strong and sound level of member benefits as well as needed services for all rehabilitators while striving to be even more effective. Our members are providing quality compassionate care for thousands of injured, orphaned, and diseased wild animals annually. NWRA and our members and volunteers are providing information and education to caring citizens and agency staff about the wildlife rehabilitation profession, the challenges faced by our precious wildlife, and how citizens can help.
NWRA Programs and Services

Membership Benefits

Membership for 2011 was 1,697, down 27 members from 2010 reflecting a continued depressed economy. NWRA maintained all member benefits with the nominal $45 individual dues.

Member benefits are designed to meet the needs of wildlife rehabilitators and the 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. Also included are notices of continuing education around the country, book and current literature reviews, availability of scholarships and grants, and other useful information.

Member emails communicate critical news, such as a new rabies outbreak, recalls, warnings and cautions, new or changes in wildlife rules and regulations, and time-sensitive announcements of benefit to members.

Publications, Website, Educational, and Training Materials

NWRA publishes unique volumes pertinent to the field for wildlife rehabilitators, educators, and veterinarians. We take pride in achieving a high 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 reference library. Our website is designed to function as a resource, not only for members, but also for the public or casual browsers seeking information on NWRA, the profession, or assistance with injured wildlife.

NWRA has many publications and educational and training materials, and always has several in the process of being developed. The 2011 order form lists 35 books, 3 charts, 194 individual reprints, and a variety of shirts, note cards, decals, mugs, and other fun items to meet the discriminating needs of wildlife rehabilitators.

Principles of Wildlife Rehabilitation, the Essential Guide for Novice and Experienced Rehabilitators continues to be popular. Produced and published by NWRA, this over 600-page volume is the only publication available that encompasses all aspects of wildlife rehabilitation. This large volume is an excellent training and reference manual, and continues to be used by state rehabilitation associations and wildlife centers and clinics in their training classes. This book is being purchased by an increasing number of colleges as the text for introductory level wildlife rehabilitation classes and by community and technical colleges as a course text for students in the veterinary technology programs.

The NWRA Wildlife Medicine Course continues to be available to veterinary schools to provide students with an introduction to wildlife medicine prior to encountering wild animals when in practice. Trained instructors are veterinarians experienced in the medical treatment of wildlife. Courses are funded through grants and donations.
Annual Symposium Event—Symposium 2011

Sharing the World with Wildlife

NWRA and North Country Wild Care collaborated to produce NWRA Symposium 2011 in Albany, NY. The largest and most comprehensive professional training and development event in the field was attended by nearly 400 people from 26 states, six Canadian provinces, Brazil, France, and Sweden. Five days of educational classes allowed plenty of time for networking, camaraderie, and one-on-one learning.

Five days of concurrent programming offered over 140 hours of learning 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 natural resource agencies 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.

Twenty-five percent of NWRA members attended Symposium 2011. Twelve percent of those present were new members.

Symposium 2011 attendees relayed the highlights of their experiences:

*Was everything I was looking for—in general, I learned a lot, met a number of people to network with in the future, opened new doors to explore in the future.*

*The whole symposium, but if I had to narrow it down, then I most enjoyed the turtle session...the vet sessions and the aquatic bird presentations.*

*I think all six workshops that I went to were world class. Every time I thought the workshop I had attended was the best, the next one topped it! The creativity and thought that was involved in the preparing of the workshop format was evident in each.*

*Visiting old friends, camaraderie and commiseration, learning, learning, and more learning.*

*It was all done so well it is difficult to name one thing. Opening was great, lectures and workshops very good. Thought all the speakers were also very good. Having students in lectures for workshops was motivating.*

*Many presenters included short videos in their presentations and I found this very helpful.*

*As a beginner in wildlife rehab, I found the workshops to be very beneficial. Having the opportunity to dissect mammals and birds helped increase my knowledge in regards to fractures, diseases, and placement of organs. The vets did an excellent job presenting lectures designed to teach both beginner and novice rehabbers.*

*...Reassurance that we generally are doing things right. Our protocols/procedures are falling in line with most information given here...*

*Evaluation and Stabilization Seminar—excellent instructors, good help during hands-on. Thanks for having so many animals. It was a wonderful opportunity to practice necropsy on a species that is less common at home and to not have to share one animal among many people. Someone went to a lot of trouble and it was very much appreciated.*

*Loved the grant writing speaker.*
Grants, Scholarships, and Professional Recognition Awards

Grants

As the leader in our field, NWRA provides financial support and deserved recognition to those dedicated to quality wildlife care and release; recipients need not be NWRA members. The NWRA grant program is unique in awarding up to $6,000 annually specifically to those who work with wildlife. NWRA requests that recipients share their research findings through a symposium presentation and publish a paper to benefit those who work in the field. Since 1984, NWRA has provided $94,287 to improve the field and care for wildlife. NWRA funds grants directly; a list of recipients is posted online at www.NWRAwildlife.org.

Grants awarded in 2011:

1. Stephanie Herman, PAWS Wildlife Center (WA). $3,000 for Alternative Piscivore Gavage Diet.
2. Florina Tseng, DVM, Tufts Wildlife Clinic (MA). $3,000 for Opioid Receptor Distribution in Red-tailed Hawks.

Scholarships

NWRA is pleased that members contribute funds to support scholarships. Eight scholarships totaling $6,725 were given in 2011 to assist symposium attendance, purchase needed publications, and build or renovate caging used for rehabilitating wildlife. Since 1993, NWRA has awarded $38,665 to 92 individuals. Lists of scholarship recipients in past years are posted online at www.NWRAwildlife.org.

1. NEW in 2011: The Debra L. Chandler Memorial Scholarship was presented to Elise Wolf (OR) in the amount of $500 to attend Symposium 2011.
2. The James J. Wolf CARE for Wildlife Education Scholarship in the amount of $500 was presented to Jennifer Cunningham (IN) to attend Symposium 2011.
3. The Ed Hiestand Memorial Veterinary Student Scholarship was presented to Anne E. Rivas, second–year student at the University of Illinois (IL.) The $500 helps defray costs of attending Symposium 2011 to present her paper entitled The Use of Hypertonic Saline and Hetastarch in an American Kestrel (Falco sparverius) with Traumatic Brain Injury.
4. The Eric Sticht Memorial Scholarship in the amount of $525 was awarded to Monica Kovacs (Alberta, Canada) to attend Symposium 2011.
5. The Eric Orendorff Memorial Scholarship was presented to Zhong Huang (NH). The $200 certificate helps purchase publications to build a reference library.
6. The Alma Natura Trust Scholarship (North America) in the amount of $750 was presented to Laurin Huse (OR) to attend Symposium 2011.
7. The Alma Natura Trust International Scholarship was presented to Vanessa Tavares Kanaan (Florianopolis SC, Brazil) in the amount of $1,750 to attend Symposium 2011.

8. The NWRA Cage Building Scholarship was presented to Staci Gatzke (TX) in the amount of $2,000 to build a larger and more efficient facility for fawns.

**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. Those working in the field are encouraged to nominate deserving individuals. Since 1984, NWRA is proud to have honored more than 52 deserving individuals and 5 organizations that have made major advances in our field for the benefit of many rehabilitators and countless wild animals. Lists of award recipients are posted online at www.NWRAwildlife.org.

2011 awards are as follows:

1. The prestigious *NWRA 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 2011 award was given to Louise Shimmel, founder of Cascades Raptor Center (OR), for 25 years of treating injured raptors, designing and delivering educational programs, training volunteers, and providing invaluable consultation and expertise to wildlife professionals across the US. She has made major contributions to the profession throughout her career.

2. The *NWRA Significant Achievement Award* is given to a person who has made a major contribution to the field within the last two years. Both Carmen Simonton and Resee Collins, US Fish & Wildlife Service Migratory Bird Office (GA), were chosen for recognizing that emergency response plans during the Deepwater Horizon Oil Spill lacked a means to effectively integrate wildlife rehabilitators. They were key in defining the role for rehabilitators and implementing and overseeing the system to identify, qualify, activate, document, support, and pay those responding for oiled wildlife. They were critical in facilitating the effective use of local wildlife rehabilitators in the multi-state response and in setting a precedent for future oil spill responses.

3. Four organizations who joined forces for a common goal were recipients of the *NWRA Marlys Bulander Working Together for Wildlife Award*. This group built, organized, and ran two oiled bird rehabilitation centers and three oiled wildlife stabilization centers to handle wildlife impacted by the Deepwater Horizon Oil Spill. Tri-State Bird Rescue & Research, Inc. (DE), Louisiana State Animal Response Team, Louisiana State University School of Veterinary Medicine, and International Bird Rescue Research Center (CA) each received this award.

4. The *NWRA Board of Directors Award* is given in recognition of an individual's outstanding contribution specifically to the NWRA organization. Steve Thrune (MN) received the 2011 award for ensuring the safe transport of NWRA equipment and materials to eleven of the last twelve national symposia, ensuring proper loading of the rental truck, and driving to all corners of the US.
NWRA Financial Position

NWRA, similar to many other nonprofit organizations, found 2011 to be a year of continuing challenges. The economy, unemployment, political events, natural disasters, and increasing competition for donations all impacted our ability to raise money to maintain and grow our services and programs. NWRA faces a constant challenge to balance providing services to meet the growing needs of wildlife rehabilitation and our members with the need for organizational stability and financial reserves.

Significant Financial Gifts

NWRA is seeking more revenue through individual, foundation, and corporate donations and through grants. In addition, the opportunity to sponsor printing of a new book or new edition of a previously-published book is now available. These revenue sources are essential for NWRA to continue high quality programs and services.

NWRA is sincerely grateful to these donors:

   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. The Barkley donation is partially funding a new full-time staff position and partially funding the website upgrade.

   Howell Conference and Nature Center (MI) generously gave $5,000 at the Symposium Sponsor level for Symposium 2011 in Albany, NY.

   The Elaine Conroy Moore Foundation granted $3,750 to teach one session of the NWRA Wildlife Medicine Course during 2012.

   Dr. Barry Chandler and the Chandler family endowed the Debra Chandler Memorial Scholarship to assist one wildlife rehabilitator each year with $500 to attend the annual NWRA Symposium.

   Wildlife rehabilitators and friends kindly established the Mary Anna Cook-Babcock Memorial Scholarship given through NWRA to assist with expenses for wildlife rehabilitators, educators, and veterinarians presenting at NWRA Symposium 2011.

   Thirty-eight donors contributed a total of $14,456 to help sponsor Symposium 2011 in Albany, NY. These donations, ranging from $10 to $5,000, helped defray expenses to enable NWRA to keep symposium registration fees affordable for those dedicated to helping wildlife.
Value of Donated Volunteer Time

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.

In 2011, over 175 volunteers reported donating more than 8,708 hours of time to NWRA organizational management, program services, and fundraising efforts. According to The Independent Sector (<http://independentsector.org/volunteer_time>), the value of donated time during 2011 is $21.79 per hour. Using this figure, NWRA benefited by volunteer time equaling an amazing value of $189,747. 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.

The total time donation of 8,708 hours included:
1. board members, over 3,162 hours for board level business;
2. board members, over 2,218 for program activities; and,
3. volunteers who are not board members, over 3,328 hours for program support.

NWRA extends sincere gratitude to volunteers who:

♦ Worked on the new website format and contents. No less than 19 people teamed up to invest hundreds of hours to make it happen—members of the NWRA Information Management Committee and additional board members and staff.

♦ Worked on NWRA publications. The NWRA staff editor is responsible for the new *Wildlife Rehabilitator Resources* books, but everyone else from authors to layout is a volunteer. Production of the other NWRA publications is completed with volunteer editors, authors, contributors, reviewers, proofreaders, layout persons, artists, and graphic submissions. More than 30 skilled and knowledgeable individuals donated thousands of hours of supervised volunteer time in order to bring high quality publications to print.

♦ Worked to make the annual Symposium a success. Volunteers play a key role in ensuring the large and complicated annual symposium event is successful and affordable for attendees. The Symposium, Program, and Workshop Coordinators all work as volunteers year-round securing the site, hotel, speakers, workshop supplies, field trips, evening banquet, reception, and everything that occurs during the week-long event. At the symposium, four volunteers staff the registration/information desk, the four- to five-person AV team is all volunteer, the 80 to 90 speakers, moderators, and workshop instructors, as well as many other local area assistants are volunteers.

♦ Worked to prepare our member mailings. Local Retired and Senior Volunteer Program participants good-naturedly folded, stuffed, labeled, and stamped items for mailings.
Value of Effective Staff

NWRA realizes the tremendous value of staff who are qualified for the jobs they do, are well-trained and effectively supervised, and do their jobs well. During 2011, NWRA employed the full-time equivalent of 3.5 staff, 2 in full-time positions, and 3 in part-time positions.

**Deb Dohrmann**, Central Office Manager, began working for NWRA in September 1996. In 2005, the duties and responsibilities, along with the wage level, of this position were upgraded. This full-time position is key to the functioning of NWRA. Responsibility and authority for the day-to-day management of the Central Office includes membership, sales, publications, website, communications, bookkeeping, record keeping, staffing, legal reporting, budget monitoring and approving payments, administrative and management tasks, keeping track of things that need to be done in a timely manner, and support for executive staff, board of directors, and committees.

**Deb Mortenson**, Bookkeeper/Accounting Clerk, has been employed by NWRA since October 2009 when this full-time position was created. Deb works with key functions ensuring accuracy, timeliness, and compliance. The job requires accuracy in detail-oriented tasks such as processing symposium registrations and deposits, assisting with preparation of reports for the annual audit, managing the donor database and sending thank-you letters, processing deposits for membership and sales revenue, and registering NWRA in various states for fundraising solicitation compliance. She also works at the Symposium registration table.

**Lessie Davis**, NWRA Publications Manager, began this half-time position with NWRA in April of 2009. Lessie is responsible for the production of membership publications: two issues per year of both the *Wildlife Rehabilitation Bulletin* journal and *The Wildlife Rehabilitator* newsletter. Her job includes producing booklets in the *Wildlife Rehabilitator Resources* series, working with others to write and edit material for the NWRA website, reviewing items in member emails and on the NWRA Facebook page, and editing other NWRA documents and mailings. Lessie works with a volunteer team of authors, copyeditors, proofreaders, and layout.

**Tracy Hunt**, part-time Office Assistant, has been with NWRA since May 2011 when she was hired to fill a vacancy. Her job involves answering the phone to assist members and others, answering emails to the organization with referral to the best person to provide assistance, opening and sorting mail, updating member records in the database, mailing new member packets, and many other duties. Tracy works on details involved with compiling the annual *Member Directory*. She also works at the NWRA Sales Table during the Symposium.

**Mary Jo Holewa**, part-time Office Assistant, has worked for NWRA since February 2010. She handles the Sales Department, filling orders for books and other NWRA items, arranging the best shipping options, keeping accurate records, filling large orders to schools and book vendors, record keeping, and other associated tasks. She works with advertisers for the newsletter and journal. Mary Jo is responsible for packing and inventorying all the books, shirts, and other NWRA items shipped to and from the Symposium, and she works at the NWRA Sales Table during the Symposium.
Financial Report

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 2011:

<table>
<thead>
<tr>
<th>Expense Category</th>
<th>2011</th>
<th>% of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Services</td>
<td>$208,565</td>
<td>85%</td>
</tr>
<tr>
<td>Management and General</td>
<td>31,868</td>
<td>13%</td>
</tr>
<tr>
<td>Fundraising</td>
<td>4,093</td>
<td>2%</td>
</tr>
</tbody>
</table>

NATIONAL WILDLIFE REHABILITATORS ASSOCIATION

STATEMENTS OF FINANCIAL POSITION

DECEMBER 31, 2011 AND 2010

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>2011</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>CURRENT ASSETS</td>
<td></td>
</tr>
<tr>
<td>Cash</td>
<td>$ 220,560</td>
<td>$ 195,041</td>
</tr>
<tr>
<td>Designated Cash</td>
<td>150,000</td>
<td>150,000</td>
</tr>
<tr>
<td>Certificates of Deposit</td>
<td>3,870</td>
<td>89,680</td>
</tr>
<tr>
<td>Accounts Receivable</td>
<td>1,030</td>
<td>55</td>
</tr>
<tr>
<td>Prepaid Expenses</td>
<td>7,541</td>
<td>7,927</td>
</tr>
<tr>
<td>Inventory</td>
<td>52,007</td>
<td>62,657</td>
</tr>
<tr>
<td>Other Current Assets</td>
<td>802</td>
<td>802</td>
</tr>
<tr>
<td>Total Current Assets</td>
<td>435,810</td>
<td>506,162</td>
</tr>
<tr>
<td></td>
<td>PROPERTY AND EQUIPMENT</td>
<td></td>
</tr>
<tr>
<td>Furniture and Equipment</td>
<td>22,975</td>
<td>23,958</td>
</tr>
<tr>
<td>Computer Equipment</td>
<td>18,755</td>
<td>20,096</td>
</tr>
<tr>
<td>Total Property and Equipment</td>
<td>41,730</td>
<td>44,054</td>
</tr>
<tr>
<td>Less: Accumulated Depreciation</td>
<td>33,999</td>
<td>32,725</td>
</tr>
<tr>
<td>Net Property and Equipment</td>
<td>7,731</td>
<td>11,329</td>
</tr>
<tr>
<td></td>
<td>OTHER ASSETS</td>
<td></td>
</tr>
<tr>
<td>Certificates of Deposit</td>
<td>358,222</td>
<td>272,716</td>
</tr>
<tr>
<td>Restricted Cash</td>
<td>10,000</td>
<td>10,000</td>
</tr>
<tr>
<td>Total Other Assets</td>
<td>368,222</td>
<td>282,716</td>
</tr>
<tr>
<td>Total Assets</td>
<td>$ 811,763</td>
<td>$ 800,207</td>
</tr>
</tbody>
</table>

LIABILITIES AND NET ASSETS

| CURRENT LIABILITIES       | 2011       | 2010       |
| Accounts Payable          | $ 1,098    | $ 2,604    |
| Accrued Expenses          | 6,562      | 7,499      |
| Deferred Revenue          | 76,227     | 81,670     |
| Total Current Liabilities | 83,887     | 91,773     |

NET ASSETS

| Unrestricted              | 212,210    | 213,682    |
| Designated               | 436,618    | 433,989    |
| Undesignated             | 69,048     | 50,763     |
| Temporarily Restricted   | 10,000     | 10,000     |
| Permanently Restricted   | 727,876    | 708,434    |
| Total Net Assets         | $ 811,763  | $ 800,207  |
| Total Liabilities and Net Assets | $ 811,763 | $ 800,207 |
NATIONAL WILDLIFE REHABILITATORS ASSOCIATION
STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS
YEAR ENDED DECEMBER 31, 2011

<table>
<thead>
<tr>
<th>SUPPORT AND REVENUE</th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Membership Revenue</td>
<td>$ 69,856</td>
<td>$ -</td>
<td>$ -</td>
<td>$ 69,856</td>
</tr>
<tr>
<td>Conference</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sales</td>
<td>57,922</td>
<td></td>
<td></td>
<td>57,922</td>
</tr>
<tr>
<td>Less: Cost of Goods Sold</td>
<td>(27,190)</td>
<td></td>
<td></td>
<td>(27,190)</td>
</tr>
<tr>
<td>Net Sales</td>
<td>30,732</td>
<td></td>
<td></td>
<td>30,732</td>
</tr>
<tr>
<td>Contributions and Grants</td>
<td>29,314</td>
<td>40,674</td>
<td></td>
<td>69,988</td>
</tr>
<tr>
<td>Interest Income</td>
<td>11,619</td>
<td>293</td>
<td></td>
<td>11,912</td>
</tr>
<tr>
<td>Advertising</td>
<td>5,688</td>
<td></td>
<td></td>
<td>5,688</td>
</tr>
<tr>
<td>Miscellaneous Revenue</td>
<td>8,657</td>
<td></td>
<td></td>
<td>8,657</td>
</tr>
<tr>
<td>Net Assets Released from Restrictions</td>
<td>22,682</td>
<td>(22,682)</td>
<td></td>
<td>-</td>
</tr>
<tr>
<td>Total Support and Revenue</td>
<td>245,683</td>
<td>18,285</td>
<td></td>
<td>263,968</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>EXPENSES</th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries and Benefits</td>
<td>112,554</td>
<td></td>
<td></td>
<td>112,554</td>
</tr>
<tr>
<td>Occupancy</td>
<td>10,800</td>
<td></td>
<td></td>
<td>10,800</td>
</tr>
<tr>
<td>Supplies</td>
<td>2,554</td>
<td></td>
<td></td>
<td>2,554</td>
</tr>
<tr>
<td>Publication and Printing</td>
<td>18,584</td>
<td></td>
<td></td>
<td>18,584</td>
</tr>
<tr>
<td>Postage and Shipping</td>
<td>17,063</td>
<td></td>
<td></td>
<td>17,063</td>
</tr>
<tr>
<td>Events</td>
<td>18,036</td>
<td></td>
<td></td>
<td>18,036</td>
</tr>
<tr>
<td>Grants and Scholarships</td>
<td>13,225</td>
<td></td>
<td></td>
<td>13,225</td>
</tr>
<tr>
<td>Insurance</td>
<td>2,506</td>
<td></td>
<td></td>
<td>2,506</td>
</tr>
<tr>
<td>Equipment Rental</td>
<td>840</td>
<td></td>
<td></td>
<td>840</td>
</tr>
<tr>
<td>Travel</td>
<td>8,555</td>
<td></td>
<td></td>
<td>8,555</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>6,599</td>
<td></td>
<td></td>
<td>6,599</td>
</tr>
<tr>
<td>Telephone</td>
<td>2,593</td>
<td></td>
<td></td>
<td>2,593</td>
</tr>
<tr>
<td>Contract Services</td>
<td>17,925</td>
<td></td>
<td></td>
<td>17,925</td>
</tr>
<tr>
<td>Training</td>
<td>125</td>
<td></td>
<td></td>
<td>125</td>
</tr>
<tr>
<td>Taxes</td>
<td>363</td>
<td></td>
<td></td>
<td>363</td>
</tr>
<tr>
<td>Professional Fees</td>
<td>8,188</td>
<td></td>
<td></td>
<td>8,188</td>
</tr>
<tr>
<td>Depreciation</td>
<td>4,016</td>
<td></td>
<td></td>
<td>4,016</td>
</tr>
<tr>
<td>Total Expenses</td>
<td>244,526</td>
<td></td>
<td></td>
<td>244,526</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>CHANGE IN NET ASSETS</th>
<th>1,157</th>
<th>18,285</th>
<th>-</th>
<th>19,442</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net Assets - Beginning of Year</td>
<td>647,671</td>
<td>50,763</td>
<td>10,000</td>
<td>708,434</td>
</tr>
<tr>
<td>NET ASSETS - END OF YEAR</td>
<td>$ 648,828</td>
<td>$ 69,048</td>
<td>$ 10,000</td>
<td>$ 727,876</td>
</tr>
</tbody>
</table>

Copies of full audited financial statements are available from the NWRA Office upon request.
More About How NWRA Works

A Unique Niche

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. The goal is to ensure that native wildlife remains a part of the ecosystem for future generations to enjoy.

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.

Basic Concepts

NWRA plans, implements, and evaluates programs and services under a few basic concepts.

1. 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 symposium fees and publication prices affordable to those who dedicate themselves to helping wildlife.

2. Wildlife rehabilitation requires a multi-disciplinary approach, drawing from many different established professions and fields of study. NWRA finds speakers, authors, and resources in a variety of fields to add to our knowledge base.

3. People from many different walks of life are involved with wildlife rehabilitation, education, and medicine. NWRA programs are available not only to rehabilitators but also to veterinarians, veterinary students and technicians, educators, administrators, and volunteers no matter their background.

4. Wildlife rehabilitation is a relatively new profession. 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.

5. 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 and multi-level education for
new and experienced wildlife rehabilitators, and offering the highest standard of professional support for all working in the field.

6. Building a strong foundation of reliable and trusted information is essential for wildlife rehabilitation to grow and flourish. NWRA is constantly providing new publications and updated editions of our well-respected reference books.

**Audience for Programs and Services**

NWRA’s programs and publications are designed to reach a range of people across North America and beyond:

- from individual wildlife rehabilitators to staff and volunteers at rehabilitation facilities and clinics,
- from veterinary students to licensed veterinarians,
- 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.

NWRA’s newest goal is to create a new program for a new audience—to develop and post on our website wildlife information for citizens across the nation who find themselves concerned about an individual wild animal that may be in distress. Guidance is needed for what to watch for, what to do, what NOT to do, and who to call.

**NWRA Leadership**

Fourteen leaders from 11 states served on the Board of Directors in 2011 to keep the organization moving forward and on the road to fulfilling our mission. The board conducted two business meetings—February in Albany, NY, and November in Baton Rouge, LA. The fall four-day meeting included committee planning meetings and a variety of project discussions as NWRA moves forward in response to member needs. The board also conducts business via telephone conference calls and email.

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. Individual board members serve as project leaders and managers and as publications editors. They contribute to the field with published research and protocols, teach the signature NWRA Wildlife Medicine Course, and present papers at NWRA symposiums and other conferences. Their diversity of expertise, skills, and knowledge is a resource both for the organization and for those working with wildlife worldwide.

Directors generally serve one to three four-year terms. Elections are held annually to maintain a rotation for healthy turnover. NWRA members are encouraged to become active on a committee or project and consider a board position and to nominate colleagues.
NWRA Board of Directors 2011

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

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

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

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

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

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

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

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

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, Louisiana 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

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 individuals retired from the board in February, 2011. NWRA is grateful for their years of service.

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

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