2015 Annual Report

Improving wildlife care through
current, relevant, professional, affordable education and training
since 1982

www.NWRAwildlife.org

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

We first came together as a group in 1982—33 years ago. That first conference was amazing and so were all the people there. I met many caring and compassionate people who desperately wanted to learn more and better ways to help injured and orphaned wildlife heal and to be released back into their native habitats with excellent chances of survival. We listened, we talked, we networked, we compared notes, we wished for more.

NWRA was formed and annual conferences began. Since then, thousands of dedicated people have learned more, shared more, taught others, published valuable information, and made wildlife rehabilitation into what it is today—a recognized valuable service to our wildlife and human communities. Along the way, wildlife veterinarians and educators have joined our ranks; indeed, many of us fill more than one niche, being both a rehabilitator and educator, both a veterinarian and educator, etc.

We soon realized that wildlife rehabilitation is a unique interdisciplinary composite of many professions and fields—veterinary medicine, wildlife biology, nursing and healthcare, domestic and livestock animal husbandry, nutrition, exotic wildlife medicine, environmental conservation, and more. Existing techniques and protocols, however, had to be modified to fit rehabilitation needs—raising and/or treating wild animals with the intent of keeping them wild and releasing them healthy. We are doing just that. We use many methods, diets, handling techniques, housing units, and medicines developed for domestic animals and captive wildlife that have improved to work successfully with wild animals.

NWRA Members are—and always have been—very special people. In addition to helping wildlife in need, we involve others, teach others, and help them know and understand new things. Through NWRA symposia and publications, we teach, and we all learn. We make the world a better place.

Elaine Thrune, President

Summary of Significant Accomplishments During 2015

- **Symposium 2015** in Princeton, New Jersey, well attended and highly successful
- **The Wildlife Rehabilitator** newsletter, two issues, winter and summer
- New website launched, better design and more capabilities
- Annual **Membership Directory**
- Twice monthly **Member Emails**
- Member access to an **insurance plan** designed for wildlife rehabilitators
- **Member discounts** on purchases of NWRA books and symposium registrations
- Nine **scholarships** awarded totaling $7,887
- One **national achievement award**
- 8,262 hours of **volunteer time** received from 202 volunteers
- $64,889 in **donations, grants, and symposium sponsorships** received
- New **Conference Manager staff position** advertised, applicants interviewed
- More books and papers in development
Spotlight on -> Symposium 2015

The NWRA annual national Symposium continues to be the largest and most comprehensive professional training and development event in the field. 459 people from 39 states, 4 Canadian provinces, India, and Guam attended the 33rd symposium, hosted by Mercer County Wildlife Center and held in Princeton, NJ. Four-day member general registration was a nominal $125, a remarkably low cost, designed to enable attendance for many members who are self-funded and/or rely on donations. The program lineup offered enough variety to satisfy aspiring, novice, intermediate, and advanced wildlife caregivers, as well as wildlife educators and wildlife veterinarians. Wildlife agency personnel who attend benefit by gaining valuable information, insight, and resources.

Five days of concurrent programming, including a fifth day of targeted 8-hour seminars, offered in excess of 150 hours of education and skills training presented by more than 90 speakers and lab instructors. State veterinary boards and natural resource agencies, as well as federal migratory bird offices, approve Symposium presentations for continuing education credits required of practicing veterinarians, veterinary technicians, and licensed wildlife rehabilitators.

- Three targeted 8-hour seminars on Basic Wildlife Rehabilitation, Clinical Diagnostic Techniques, and Building and Enhancing Your Public Education and Outreach
- 14 hands-on skills development workshops, most preceded by a prerequisite lecture, provide supervised practical experience
- More than 130 hours of individual presentations, roundtable discussions, and a poster session

Success Takes a Village. This theme reminds us there is more to successful wildlife rehabilitation than just releasing an animal—while one may not always think about the many other people involved in that release, success can occur only through the efforts of all. From the individual who cared enough to stop and find help for the wild creature to the rehabilitator who sets the animal free, each plays an important role. Agencies protect wildlife populations by monitoring numbers and health of populations, as well as enforcing laws that protect wildlife. Agencies also oversee rehabilitation regulations, ensuring that those who care for wild animals abide by certain standards. Veterinarians who provide medical assistance for wildlife, volunteers who help feed and care for the animals, suppliers who provide food, donors who support the work, biologists who assist in locating release sites, and other equally important persons are all vital components of success. Even ensuring that personal education is continued and updated year-to-year through events such as this Symposium is vital for providing the best care possible to each wild animal.
Networking, appropriate caging, optimum species-specific nutrition, staff and volunteer training, and fundraising are just a few of the key elements needed to provide successful rehabilitative care for wildlife patients.

The logo is representative of our world and the circle of life, with the many figures enclosed indicating the important linked connection of all creatures. From small moth and fish to large dolphins and bears, survival of each species is dependent upon and intertwined with the survival of other species, as well as with the preservation of habitat. Similarly, successful rehabilitation is dependent upon many components.

Rehabilitators do more than just provide care for orphaned and injured wildlife: we use networking and cooperation with colleagues to help with the animals; we provide public education to protect both wildlife and their habitats; we cooperate with biologists and researchers to learn more about our native species; and, we speak out to help change legislation affecting wildlife.

Rehabilitation efforts save individual animals, but we do so much more by making these connections and teaming with others. Going beyond just intake to release is important for improvement of our future rehabilitation efforts, and sharing new information with others helps them improve wildlife success too. Only by working together can we ensure a safe future for wildlife, from the small moth to the large bear. Each NWRA Symposium is an opportunity to build and strengthen connections with colleagues—to learn from them, to share ideas with them, and to support one another. Together, we can ensure success for wildlife.

Wildlife rehabilitators, educators, and veterinarians make a positive difference for wildlife. We ensure there is a next generation providing care for injured or orphaned wildlife creatures, ensure there are educators following us in interacting and teaching the public, and ensure there are veterinarians interested, trained, and willing to assist wildlife in need. The lectures, workshops, discussion panels, posters, seminars, and networking that occur at the Symposium help us to do that.

The entire program is planned by wildlife rehabilitators for wildlife rehabilitators. The Program Committee assembles topics and speakers to meet the wide range of needs in the field. Each year modifications are made based on feedback attendees have supplied, thus providing what is most useful, most recent, and most informative for symposium participants.

As with other NWRA programs, volunteers play a key role in ensuring each annual Symposium is successful and affordable for attendees. NWRA recorded 134 volunteers working more than 4,000 hours toward the success of Symposium 2015. The volunteer Symposium, Program, and Workshop Coordinators all work year-round to plan and secure the site, hotel, speakers, workshop supplies, field trips, evening Banquet, Icebreaker reception, and everything that occurs during the weeklong event. During the symposium, trained volunteers staff the registration/information desk and the AV Team, and serve as speakers, moderators, workshop instructors, and assistants.

Since 1982, NWRA has produced 33 national symposia in 22 different states; cumulative attendance exceeds 13,300 people. View information on past and future symposia online at www.nwrawildlife.org in the Symposium section and in Annual Reports.
Educational Publications

NWRA provides wildlife rehabilitators with affordable educational and training materials, enabling them to administer optimum skilled and compassionate care to more wild animals in need. NWRA has many publications and educational, reference, and training materials, and always has several in development. Nominal pricing fosters self-education, assists with skills development, and builds reference libraries.

NWRA is recognized for publishing one-of-a-kind, high quality volumes with current, professionally reviewed information pertinent to the field for wildlife rehabilitators, educators, and veterinarians. The primary focus is wildlife care and rehabilitation with the goal of releasing healthy animals into appropriate habitat.

Many wildlife rehabilitators disseminate information to the public and offer educational programs for children and citizen groups; therefore, NWRA publishes books to help members become better educators. Many members are veterinarians, veterinary technicians, and veterinary students working with wildlife; thus, NWRA publishes books with wildlife medicine topics as well.

Examples of NWRA publications and educational and training materials include:

- **Principles of Wildlife Rehabilitation, The Essential Guide for Novice and Experienced Rehabilitators**
- **Minimum Standards for Wildlife Rehabilitation**, joint NWRA/IWRC publication
- **NWRA Quick Reference**
- **Topics in Wildlife Medicine—Pathology**
- **Topics in Wildlife Medicine—Emergency and Critical Care**
- **Topics in Wildlife Medicine—Infectious Disease**
- **Songbird Diet Index: A Guide to the Natural Food Habits of Ohio Songbirds and Substitute Diets for Use in Wildlife Rehabilitation Facilities**
- **Answering the Call of the Wild, A Hotline Operator’s Guide to Helping People and Wildlife**
- **Wildlife in Education, A Guide for the Care and Use of Program Animals**
- **Introduction to Wildlife Education Programming, Tips & Techniques for Better Presentations**
- **Wildlife Rehabilitation**, volumes of papers presented at earlier symposia
- **Pharmacology** and **Squirrels**, books focusing on particular topics
- Hundreds of individual paper reprints, a wide variety of topics
- Selected books published by others with information useful to members

Production of most NWRA publications occurs with qualified volunteer editors, authors, contributors, artists, reviewers, proofreaders, design and layout persons, and graphic submissions. Dozens of skilled and knowledgeable individuals donate hundreds of hours of volunteer time annually to bring high quality publications to print and available for purchase.

NWRA seeks grant support to help produce and print educational materials. Publications are available through the Marketplace at www.NWRAwildlife.org.
Membership Benefits

NWRA provides updated resources to sustain efforts of dedicated wildlife rehabilitators and veterinarians who care for injured wild animals, and those who educate concerned citizens about wildlife behavior and survival. Member benefits focus on the association’s mission of improving and promoting the profession of wildlife rehabilitation and its contributions to preserving natural ecosystems. Information and resources help members improve wildlife care and release, more timely and effectively respond and educate the public in wildlife situations or encounters, and better manage time, funds, resources, volunteers, and staff.

Membership during 2015 remained around 1500. It is important to remember that wildlife rehabilitation is limited to those persons willing and able to comply with state and federal regulations and requirements for possessing native wildlife, including tests, facility inspections, annual reports, continuing education, and skills training. Although there are more than 5,000 licensed wildlife rehabilitators in North America, thousands more people are staff, interns, and volunteers who work with them and learn from them.

Some members have years of experience in wildlife rehabilitation, medicine, and/or education. Others are just beginning the journey into the unique world of compassionate and skilled wildlife care. NWRA values teamwork and cooperation, shared knowledge, continuing improvement, and professionalism in the sense of having great skill and high standards. To maintain these values, we provide opportunities and encourage working together—teaching and learning from each other, helping others find answers, and making valuable connections.

Membership benefits include:

- **The Wildlife Rehabilitator**, 12 to 16 page semiannual newsletter
- **Membership Directory**, annual listing of members for networking and referrals
- **Wildlife Rehabilitation Bulletin**, 48 to 52 page semiannual, peer-reviewed journal
- **Members-only** section of the NWRA website
- Downloadable and printable **membership certificate**
- Access to an **insurance plan** designed to cover wildlife rehabilitators
- Twice monthly **Member Emails** to convey opportunities and critical news
- **Discounts** for all members on purchases and symposium registration fees
- Periodic **member only** and **online only sales** on publications and merchandise

NWRA employs a part-time editor for membership benefit publications and member emails, but all author manuscripts and other content, reviewing, proofreading, and layout of publications are accomplished by skilled volunteers contributing hundreds of hours annually.
New Website

In 2015, NWRA launched a new website with the potential to greatly expand content and accessibility, and to better serve anyone wishing to learn more about wildlife rescue, rehabilitation, and release. The site, www.NWRAwildlife.org, is designed and maintained 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. The website continues to gain content to serve both members and the public. Funding is provided by a donation from The Barkley Fund.

The Board of Directors committed funding and resources to redesigning the website to better serve members. Work continues on the new site to have a Members only section to enable
- joining and renewing membership online,
- updating and expanding Membership Directory listings,
- accessing specialized information, and
- purchasing educational materials at discounted prices.

Online Symposium registration is planned as the next step. Plans also are underway to expand the public education section to assist concerned citizens in assessing their individual encounters with wildlife, determining the best way to help a wild animal, and finding a wildlife rehabilitator to assist with advice and/or treatment of the animal.

NWRA Wildlife Medicine Course

In 2015 the Kenneth A. Scott Charitable Trust demonstrated ongoing support by granting $22,205 for NWRA to teach this course nine times over the next three years.

Since 1999, the **NWRA Wildlife Medicine Course** has been taught at veterinary schools across the US and Canada, proactively exposing veterinary students to the concept of humane and appropriate care for native wildlife species and basic approaches to wildlife stabilization, medical treatment, and captive management. Veterinary students are provided with intense didactic and hands-on training by experienced wildlife veterinarians in a variety of practical topics, including special modifications necessary for many wildlife species if they are to survive and be released.

Extensive curriculum for this groundbreaking course was developed in 1999 to meet a recognized need in veterinary training, as most traditional veterinary curricula exclude or minimize instruction in wildlife medicine. This is in contrast to the substantial interest of students to learn more about this specialized field. In addition to hands-on skills, the training provided by this course also prepares students to work better with wildlife rehabilitators once they become practicing veterinarians, resulting in optimal medical management during the rehabilitation process.

Course developers and instructors are nationally recognized licensed veterinarians from the NWRA Veterinary Committee with extensive experience treating wildlife patients. The two-day course has been presented 24 times at 16 different veterinary schools, and has served an estimated 1,069 veterinary students.
Scholarships

NWRA is pleased to receive donor contributions for all scholarships awarded. Nine scholarships totaling $7,887 were awarded in 2015.

- **Eric Sticht Memorial Scholarship** of $600 to Sarah Mildren, MA, to attend Symposium 2015
- **James J. Wolf CARE for Wildlife Education Scholarship** of $500 to Taylor Thompson, UT, to attend Symposium 2015
- **Alma Natura Trust North American Scholarship** of $750 to Jamie Ray, MO, to attend Symposium 2015
- **Alma Natura Trust International Scholarship** of $1,750 to Nadeem Shehzad, New Delhi, India, to attend Symposium 2015
- **Debra L. Chandler Memorial Scholarship** of $500 to Deborah Sykes, TN, to attend Symposium 2015
- **NWRA Cage Building Scholarship** of $3,000 to Suzanne Shoemaker, MD, to help build an enclosed raptor rehabilitation building
- **Rachel Fischoff Education Scholarship** of $650 to Wendi Arndt, CT, for symposium registration, membership, and/or publications
- **William Jessen Memorial Scholarship** to symposium speakers Peggy Hentz, PA, and Marina Langland, Ontario, Canada, to help defray expenses of presenting at Symposium 2015

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

Research Grants

The NWRA grant program is unique in awarding small grants specifically to those who work with wildlife. Recipients present results of their work through NWRA publications or presentations at annual symposia so others in the field can benefit from their studies and findings. NWRA did not award grants in 2015.

Since 1984, NWRA has provided $106,887 to improve the field and care of wildlife. A list of recipients and projects is posted online at www.NWRAwildlife.org.

Professional Recognition Awards

The 2015 **NWRA Lifetime Achievement Award** was presented to **Stuart L. Porter, VMD**, VA, for teaching thousands of veterinarians, veterinary students, technicians, and rehabilitators about wildlife rehabilitation by lecturing at more than 20 NWRA Symposia, as well as veterinary and rehabilitation conferences in more than 25 states and at least 3 countries. Dr. Porter pioneered research for the benefit of native wildlife, helped develop and teach the NWRA Wildlife Medicine Course, served on the NWRA board of directors, and produced the first tutorial and reference CD available through NWRA, “Wildlife Under the Microscope.”
Letters from Scholarship Recipients

Eric Sticht Memorial Scholarship Recipient

Having been awarded the Eric Sticht Memorial Scholarship I was able to attend The NWRA 2015 Symposium for the full week, including a pre-symposium workshop. This would not have been possible had I not received this funding. I am grateful to have received the scholarship because I was able to gain much needed knowledge during each workshop that I attended. I made great use of my time, and attended workshops from early morning to late evening. During the times in which workshops were not available, I spent my time networking with fellow rehabilitators. Everyone was so willing to share their knowledge and experiences with me as I start my journey in the rehabilitation world.

I have been studying rehabilitation for the past two years by studying rehabilitation as my “college major” at Hampshire College in Amherst, Massachusetts. I learned through self-guided study and research, hands on training with local rehabilitators, and taking animal behavior and physiology classes. I have also attended a few conferences in New England. The knowledge I gained at the NWRA Symposium was incredibly helpful in filling in the gaps in my education. I find conferences to be such a rich learning environment because you are surrounded by and learning from your peers. There is no better education than that! Since I have returned home I have started accepting wild patients, and have found myself referring to resources and information that I learned at the Symposium.

Thank you so much for the opportunity, and I hope to see you all at next year’s Symposium!

Sarah Mildren

Cage Building Scholarship Recipient

Owl Moon Raptor Center is thrilled to be the recipient of the 2015 NWRA Cage Building Scholarship. This year’s unprecedented $3000 award will greatly benefit the raptors we rehabilitate by allowing us to move them through the recovery/ reconditioning/ release process faster, and reduce our reliance on other facilities to complete the process. Owl Moon Raptor Center is the only rehabilitation facility in the state of Maryland exclusively focused on raptors, and our caseload has grown rapidly over the past 5 years. We admitted 127 raptors in 2014, and continue to grow. We have managed to keep pace with our indoor “restricted activity” caging, which can comfortably accommodate over a dozen raptors. However, our current “limited activity” housing consists of only two outdoor mews and an indoor room.

The NWRA Cage Building Scholarship will enable Owl Moon to build two additional 10’ x 12’ x 10’ high outdoor mews, with a vestibule/workspace between. Doubling our mews capacity will have a tremendous impact by significantly reducing the “bottleneck” with birds being held in restricted activity indoors until space opens up, even though they have progressed to being ready for limited activity outdoors. It will eliminate the occasional need to begin creance flying birds directly from indoor restricted activity cages. Increasing our capacity will reduce the need to transfer birds to larger facilities when they are ready to transition to limited activity housing; and allow us to accept more birds in need of rehabilitation from the public and other Maryland rehabilitators. It is a win-win-win for Maryland raptors and regional wildlife rehabilitators.

Suzanne Shoemaker and the Board of Directors, volunteers, and partners of Owl Moon Raptor Center
**Significant Financial Gifts**

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

The **Barkley Fund** presented NWRA with a generous gift of $25,000 to support general purposes, enabling website improvement, partially funding new staff positions, and providing needed services for rehabilitators.

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

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

**One NWRA member** who wishes to remain anonymous contributed in memory of Walter Crawford, funding a scholarship and sponsoring the Raptor Session.

The **Minnesota Wildlife Assistance Cooperative** contributed the balance in their treasury upon dissolving the organization.

A total of 45 **individuals, organizations, centers, and businesses** from around the country contributed $18,934 in financial support for Symposium 2015 in Princeton, New Jersey. Donations ranging from $3 to $5,000 helped defray expenses, enabling NWRA to keep symposium registration fees affordable for those dedicated to helping wildlife. Special thanks to **Avian Power Line Interaction Committee** for their $5,000 sponsorship, **Judi and Bruce Goodman** for sponsoring five sessions and workshops, and to **Jorgensen Laboratories** for their generous donation of workshop supplies.

**Donated Volunteer Time**

NWRA gratefully acknowledges **202 volunteers** donating more than **8,262 hours** of time to program services, organizational management, and fundraising efforts. Volunteers allowed NWRA to save thousands of dollars by not paying for certain operating expenses, and their expertise and energy significantly enriched the organization.

The total time donation of 8,262 hours included:

1. board members, 2,033 hours for board business;
2. board members, 2,719 hours for program activities; and,
3. nonboard member volunteers, over 3,510 hours for program support.

NWRA extends sincere gratitude to volunteers who served on committees and the board; produced high quality publications; worked on Symposium 2015 and 2016; helped with administrative work; selected scholarship, award, and grant recipients; and much more. Thank you also goes to local Retired and Senior Volunteer Program participants (RSVP) who prepared NWRA mailings.
Effective Staff and New Position

NWRA realizes the tremendous value of staff members who take pride in doing their jobs well. During 2015, NWRA employed the full-time equivalent of 3.5 paid staff; the Central Office Manager and Bookkeeper/Accounting Clerk in full-time positions; the Publications Manager and two Office Assistants in part-time positions; and, a part-time volunteer Business Manager. These individuals provided necessary leadership and support for NWRA programs and services, general administration, and fundraising.

During 2015, NWRA moved forward with one new part-time staff position:

**Conference Manager.** The board appointed part of the Human Resources Committee as a Search Committee to fill this new position according to the approved business plan. Transitioning the planning and management responsibility of the NWRA annual symposium from a volunteer position to a paid staff position is a major investment for NWRA. The symposium, typically attended by 400 to 500 people annually, is not only a major source of income for the organization, but also it is what many members love most about being part of NWRA. The Symposium is an essential element in improving the profession. By the end of 2015, the field of applicants was narrowed to finalists and the position was filled in January of 2016.

NWRA Board Leadership

Thirteen leaders from 10 states and 1 Canadian province served on the Board of Directors during 2015 to keep the organization healthy and moving forward to fulfill its mission. The board conducted two in-person full-day business meetings along with planning and strategy meetings—March in Princeton, New Jersey, and October in Norman, Oklahoma. Business also was conducted via conference calls and email.

The NWRA Board of Directors is 100% invested in the organization; every board member made a financial contribution during 2015. In addition, board members solicited donations and symposium sponsorships totaling more than $17,000.

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

The NWRA board strives to balance providing services to meet the growing needs of our members and the field of wildlife rehabilitation with the need for organizational stability and financial reserves. Board and staff work hard to maintain NWRA as an effective nonprofit organization, working within our means while responsibly continuing to develop and provide valuable and meaningful services, products, and opportunities.
NWRA Board of Directors 2015

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

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

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

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

Richard Grant, President Elect, Executive Director, Howell Nature Center. MI

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

Dave McRuer, MSc, DVM, DACVPM, Director of Veterinary Services, Wildlife Center of Virginia; co-developer of WILD-ONe patient management program. VA

Jenny Schlieps, Program Manager and Rehabilitation Manager, Focus Wildlife; founding member, Washington Wildlife Rehabilitation Association. WA

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

Lisa Smith, Vice President, Executive Director, Tri-State Bird Rescue & Research, Inc.; past board member and senior clinic supervisor at Tri-State. DE

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

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

Elaine M. Thrune, President, 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
Financial Report

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

NWRA works with a reputable CPA firm to accomplish annual audited financial statements. Staff and volunteers take advantage of trainings to learn and to stay current with best practices.

### 2015 Expenses:

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<th>Category</th>
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<th>Percentage</th>
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<td>Annual Symposium</td>
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<td>Publications, information</td>
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<td>Grants, scholarships</td>
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<td>Management and General</td>
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<td>Fundraising</td>
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### 2015 Revenue Sources:

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<td>Other (ads)</td>
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<td><strong>Total Revenue</strong></td>
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Fundraising for NWRA Programs and Services

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

Contributions are gratefully accepted and carefully stewarded to enhance programs and services. NWRA honors donor expectation that their contributions are used to provide unique and specialized educational materials and training, enabling wildlife rehabilitators to give optimum professional and compassionate care to more wild animals in need. Donor-restricted dollars are carefully and purposely used for intended purposes.

NWRA is continuing solicitation registration and annual reporting in multiple states to enable fundraising efforts to grow. Membership in the Association of Fundraising Professionals provides information, training, and resources; NWRA follows the AFP Code of Ethical Standards.
National Wildlife Rehabilitators Association (NWRA)

Improving wildlife care by providing specialized training, information, and resources to wildlife rehabilitators, veterinarians, and educators since 1982

Mission

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

Core Values

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

Vision

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

Contact Information

National Wildlife Rehabilitators Association
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St. Cloud, MN, 56301 USA
Telephone 320–230–9920
Email NWRA@NWRAwildlife.org
Website www.NWRAwildlife.org

2015 Staff

Debra Dohrmann, Office Manager
Kelly Alonso-Heath, Bookkeeper/Accounting Clerk
Mary Jo Holewa, Office Assistant
Tracy Hunt, Office Assistant
Lessie Davis, Publications Manager
Elaine Thrune, Business Manager