

WASHINGTON
WILDLIFE
REHABILITATION
ASSOCIATION



2019
ANNUAL
REPORT

www.wrawildlife.org



Contents

Message from the President	3
Committee Achievements	4
Membership Overview	7
Board of Directors	10
Financial Statement	11
Mission and Guiding Principles	12



WWRA's mission is to act as a collective voice dedicated to advancing professional wildlife rehabilitation in Washington State through education and community-building.

Message from the President

On behalf of the Washington Wildlife Rehabilitation Association's (WWRA) Board of Directors, we are pleased to share the WWRA 2019 Annual Report.

Since 2003, WWRA has been working on behalf of wildlife rehabilitators. This member-directed organization was created to support the science and profession of wildlife rehabilitation and its practitioners. It is a labor of love by a group of busy, dedicated wildlife rehabilitators who believe that a state-wide network focused on wildlife rehabilitation offers a unique opportunity for all of us. Through conferences, trainings and social media, WWRA promotes our abilities to teach and learn from each other, to share our experiences and to connect with others working with wildlife throughout the state.

2019 was another year of growth for WWRA. The Board engaged in two days of strategic planning and training focused on non-profit board management and communication to ensure a strong foundation for WWRA into the future. As part of this process, three new committees were established; a Board Development Committee, Finance and Development Committee, and a Wildlife Care Committee. The association held a two-day conference with local and national speakers and offered a rehabilitation professional development internship funded with grant support from Partners for Wildlife.

We are pleased with the opportunities WWRA had to engage with our members and conference attendees and look forward to 2020.

Jenny Schlieps, WWRA Board President [2019]

Committee Achievements

BOARD DEVELOPMENT COMMITTEE

- The Board held two strategic planning sessions with consultant Lauren Glickman from Foray Consulting to identify organizational needs and goals, revise organizational structure, mission, and guiding principles, establish committees and committee charters, and develop an action item list and communications matrix.
- As part of the strategic planning process, the Nominating Committee transitioned into the Board Development Committee.
- The Committee circulated a Board skills matrix to identify skills to strengthen the Board and assist with recruiting new Board members.
- The Committee revised the Board Manual, By-laws, and Standing Rules, and reviewed committee charters to ensure consistent language between the charters and By-laws.
- The Board welcomed Tigger Birch, Lauren Caruso, Alysha Evans, and Suzanne West as new Board members in January 2019.
- The Committee led the nominating process for the 2020 Board of Directors election.

EDUCATION COMMITTEE

- WWRA hosted its third two-day conference in 2019. The speakers included WDFW personnel, wildlife veterinarians and rehabilitators, including four speakers from out of state.

- The conference was attended by 60 people, including 14 speakers. The conference offered 11 talks, two workshops, and one roundtable discussion. Topics were wide ranging and included effective use of antibiotics, adult learning theory, recognizing and reducing stress during rehabilitation, re-nesting raptors, bat rehabilitation, and methods for rehabilitators to develop relationships with veterinarians.
- Each attendee was able to earn up to 11.75 hours of continuing education credit when attending both days of the conference.

FINANCE AND DEVELOPMENT COMMITTEE

- The Finance and Development Committee was established in 2019 to ensure the association had a solid financial structure.
- The Committee revised financial procedures and met with a non-profit accountant to discuss best practices in non-profit accounting.

MEMBERSHIP COMMITTEE

- The Cornell Lab of Ornithology's Birds of North America was offered as a new WWRA member-only benefit. Members are provided access to a Birds of North America portal when signing in to their WWRA member accounts on the WWRA website. The Birds of North America online portal contains invaluable species information and life histories for all North American avian species.
- Membership Works, a membership and event registration platform, was integrated into the WWRA website to more efficiently serve members.
- The membership year was changed from a calendar year system to a rolling system, allowing members to join at any point during the year and receive member benefits for a full year from the membership start date.

- A new member packet and new member letter were developed. The letter is automatically distributed by Membership Works upon registration.
- A membership directory was established on the website for member only access.
- An automated membership renewal notification system was developed using Membership Works.
- The WWRA Facebook group was changed to a members' only group and a new WWRA business page was developed. This member only group is another member-only benefit added in 2019.

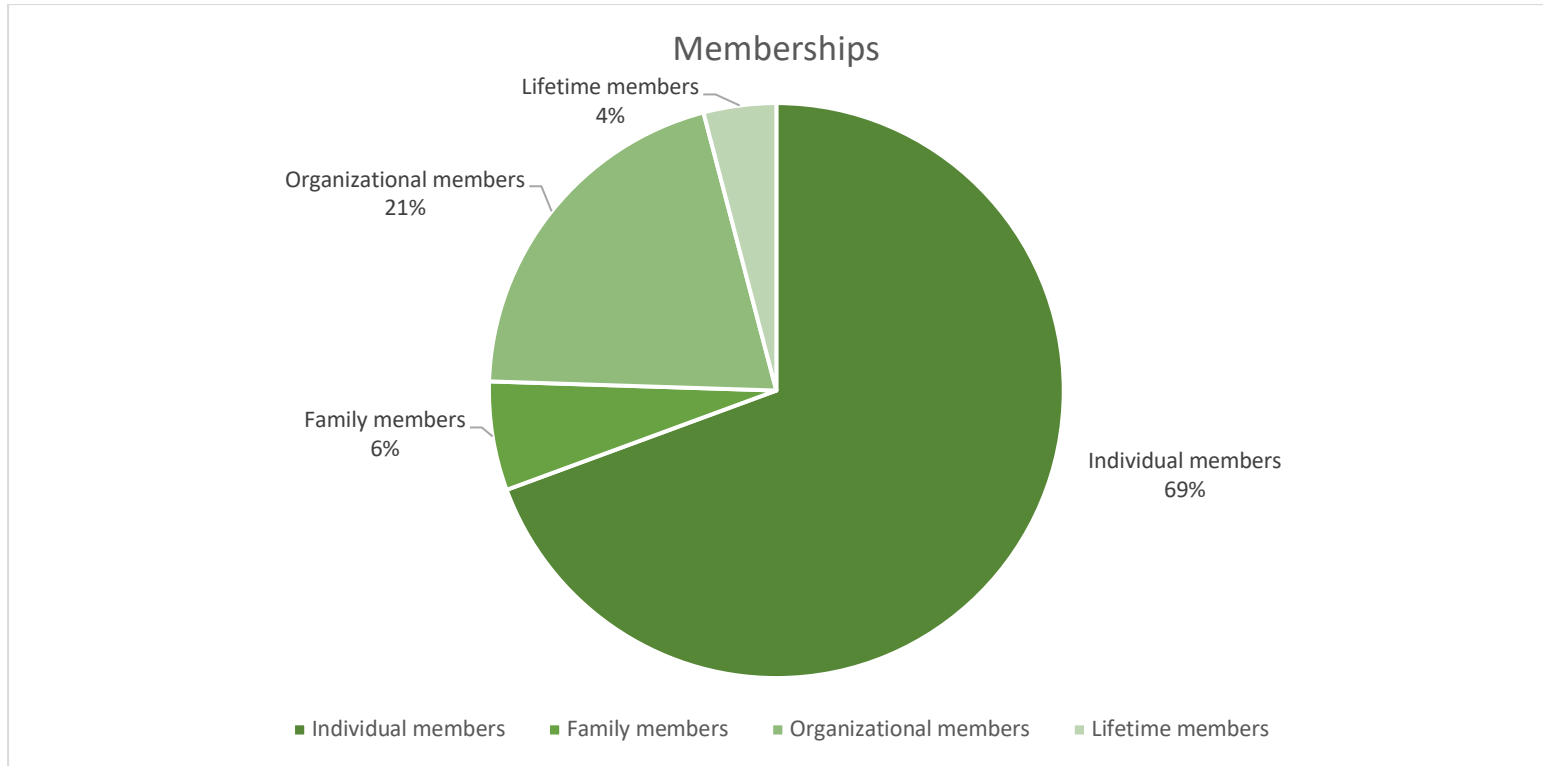
WILDLIFE CARE COMMITTEE

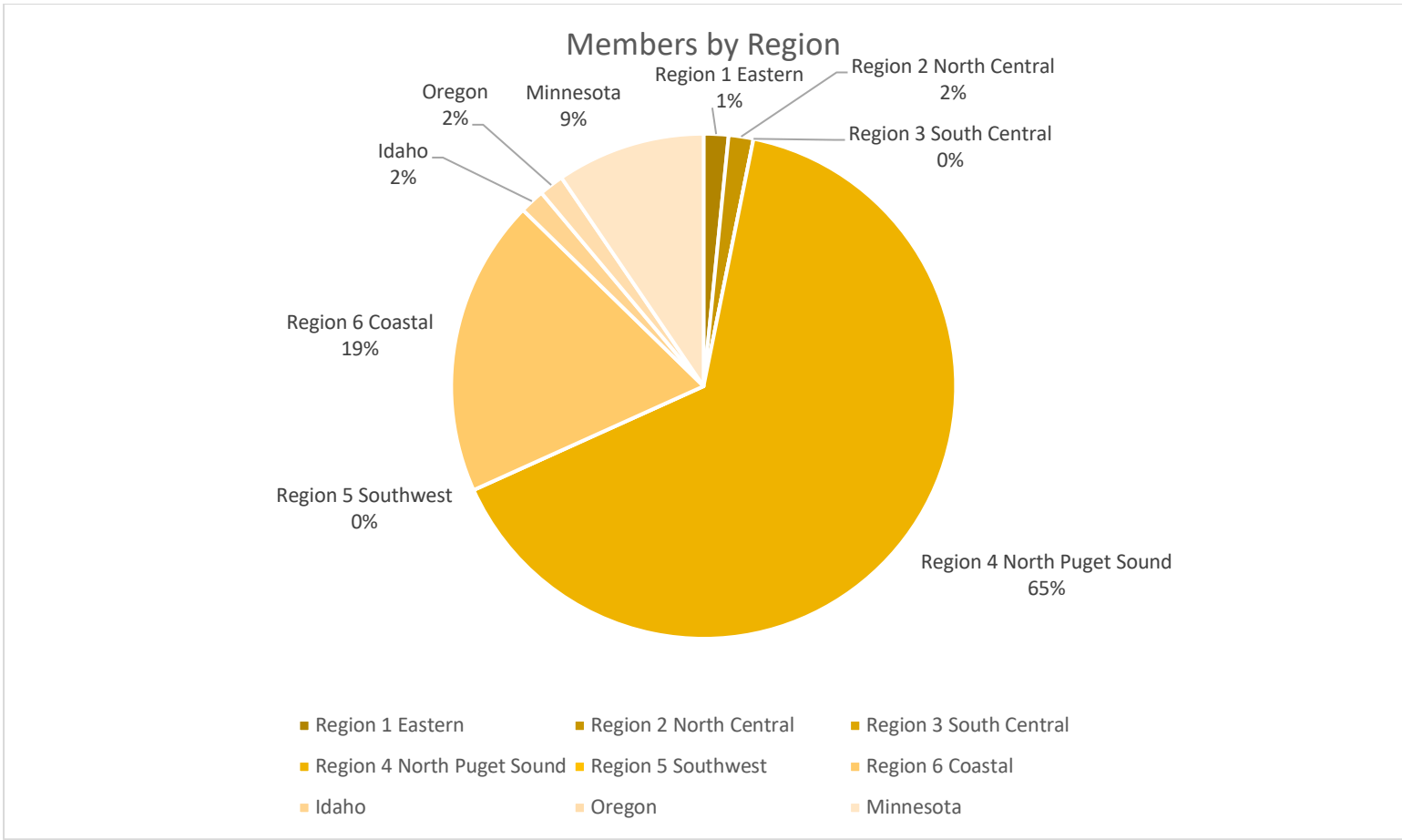
- The Wildlife Care Committee was established in 2019 to develop training and educational resources for rehabilitators and veterinarians in conjunction with the Education Committee. The committee focuses on identifying concerns and resource needs in the rehabilitation community and providing resources and training to address them.
- The committee charter and goals were developed.
- The Committee successfully applied for grant funding to provide professional development training for rehabilitators and veterinarians working with wildlife.
- The committee developed and implemented initial stages of a one-year, grant funded Rehabilitation Professional Development internship. The internship organizes and funds membership to WWRA and the National Wildlife Rehabilitators Association (NWRA); conference registration, travel and lodging to attend the WWRA 2019 conference (Tacoma, WA) and NWRA Symposium (in 2020, South Padre Island, TX); and lodging, transportation and facility stipend for a three to five week internship at a rehabilitation facility providing high quality wildlife care.

Membership Overview

WWRA had 49 memberships representing 76 members in 2019. Four of the six Washington Department of Fish and Wildlife (WDFW) regions are represented by the membership. Home-based rehabilitators and rehabilitators from large centers form a vital part of WWRA's memberships.

- Organizational memberships
 - 34 members representing 10 organizations
- Family memberships
 - 3 family members, 6 individuals
- Lifetime memberships
 - 2 Lifetime memberships
- Individual memberships
 - 34 individuals
- WDFW Regions represented
 - Regions 1, 4, 5, and 6





Board of Directors

WWRA Board members are fully committed to and engaged with the organization. Board members attended monthly board meetings (by conference call) and the annual conference. Board members volunteer their time as committee chairs and members for all aspects of the organization. WWRA had a total of eight board members in 2019.

2019 BOARD OF DIRECTORS

President

Wildlife Care Committee Co-Chair

Website

- Jenny Schlieps, Focus Wildlife

Vice President

Board Development Committee Co-Chair

- John Huckabee, DVM, PAWS Wildlife Center

Treasurer

Finance and Development Committee Chair

- Emily Meredith, PAWS Wildlife Center

Secretary

Board Development Committee Co-chair

- Stephanie Estrella, Raindancer Wild Bird Rescue

Education Committee Chair

- Lauren Caruso, PAWS Wildlife Center

Membership Committee Co-Chairs

- Suzanne West, Sarvey Wildlife Center
- Mathew 'Tigger' Birch, Featherhaven

Wildlife Care Committee Co-Chair

- Alysha Evans, Whatcom Humane Wildlife Rehabilitation Center

Financial Statement

2019 STATEMENT OF FINANCIAL POSITION

Designated cash	\$7,535.23
Restricted cash	\$1,786.61
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Total Assets	\$9,321.84

WWRA Board members donated over 1,300 hours of their time in Board service in 2019

Washington Wildlife Rehabilitation Association

WWRA MISSION

The Washington Wildlife Rehabilitation Association was founded in 2003 to act as a collective voice dedicated to advancing professional wildlife rehabilitation in Washington State through education and community-building.

GUIDING PRINCIPLES

The Washington Wildlife Rehabilitation Association supports the science and profession of wildlife rehabilitation and its practitioners through:

- Fostering continued improvement of wildlife rehabilitation.
- Disseminating knowledge through meetings, reports, publications, symposia, and other means.
- Promoting educational programs, teaching natural history, and explaining the kinship among all living things.
- Promoting cooperation between professional and governmental agencies, wildlife rehabilitators, and the public at large.
- Providing support to its members through networking and mentoring.