

WRNC



Sharing information and knowledge for the benefit of native wildlife.

A Quarterly Newsletter

Issue 39 March 2010

Hail to the (past) chiefs

WRNC has been lucky to have presidents who have devoted uncounted hours to promoting wildlife rehabilitation in North Carolina. Here's to them!

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When to wean

How do you know when Eastern Cottontails are ready to go? Shaina Wirth and Chris Lewis discuss protocols for rehabbers.

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White-nose syndrome

North Carolina teams with the USF&WS to monitor bats.

Page 8

Winter storm dampens Symposium

By Jean Chamberlain

A winter storm that hit the state Jan. 29 kept many people away from the 2010 symposium in Raleigh. About 50 members who arrived in Raleigh ahead of the storm, took part in classes. Those who attended were pleased with the quality of the program, despite the low turnout.

The majority of the board voted to hold the symposium despite the storm because they believed it was not feasible to reschedule. The registration fee was refunded to everyone who couldn't attend because of the weather. While we were disappointed so many couldn't attend, we look forward to seeing you in 2011.

Why was the symposium not postponed?

Several factors prevented us from postponing the symposium.

See SYMPOSIUM, PAGE 2



Photo by Linda Bergman

Susan Jolie of Wildlife Rehab Inc. in Winston-Salem mans a booth at the 2010 Symposium in Raleigh. About 50 people attended the two-day Symposium as a winter storm blanketed the state.

SYMPOSIUM

- Availability of an alternative date

We signed up for the vet school facilities a year in advance. We reserved every room that holds more than 12 people. We used three labs that hold 70 people each, two theaters, large classrooms and two large common areas (one for book and supply sales, the raffle display and give-away items and the other for exhibitors). The only available makeup date in 2010 was one weekend in spring when rehabilitators would be busy with baby season. We did not have access to another facility that could accommodate our program.

- Rescheduling logistics

We would have to locate another venue. If the event was not rescheduled for Raleigh, we would have to make alternate hotel arrangements for rooms and the banquet. It takes seven months of planning to organize the symposium and involves hundreds of hours of work by several people who volunteer their time. There would not have been time to make facility arrangements, coordinate with the speakers and redo the program schedule, all of which would have to be done in a few weeks in order to hold it before baby season. In addition, there was the logistical problems of contacting everyone and changing registrations.

Didn't you postpone one year for bad weather?

Yes, we did in 2005 when it was held in the education building at the N.C. Zoo in Asheboro. That year we had about half the number of people attending, and we used only one room that held 20 people for workshops. We were very fortunate to be able to rebook all the rooms in the education center for a date a month later.

How were people notified the symposium was not postponed?

An e-mail was sent Jan. 28 to everyone who registered. A notice was then posted on the CVM website, with a link to it posted on the WRNC website. A message was left on the CVM answering machine.

Who made the decision to hold it?

The decision was first made by the Board of Directors in an emergency meeting called late Thursday afternoon. The majority of members voted to go ahead with the Symposium. A second vote of the board was taken Friday afternoon at the College, and again the majority voted to hold the conference.

Were many sessions canceled?

Two workshops, cage building and avian biofacts, and two 30-minute sessions were canceled. In some cases instructors filled in for other instructors who couldn't make it.

How many people attended?

50

Did the vet students attend?

For the most part, the vet students who were hoping to attend sessions were unable to do so. One vet student liaison helped with setup on Friday. A couple of vet students were able to help on Saturday and Sunday. The vet student scheduled to teach a lab was able to teach it.

Was the banquet held?

Yes, 49 people attended the banquet.

How did those who attended rate the symposium?

We received many compliments on the programs. On evaluations 72% rated it excellent overall, 21% good and 7% fair or satisfactory. The average rating was 4.61 on a scale from 1 to 5. The facilities, location, program sessions and speakers all received ratings averaging higher than 4.5.

Was the registration fee refunded for those who couldn't attend?

Yes, the registration fee was refunded to everyone who didn't attend.

NOTICES

OUR LOGO: Michael Baine, a graphic artist who lives in Charlotte, donated his time and talent to update WRNC's logo. Look for the updated logo on the front page!

NEW EDITOR: WRNC is looking for a co-editor to help Jean Chamberlain edit and put together our quarterly newsletter. If you love animals and words, contact Jean at jchamberlain1@windstream.net

RVS calls? Send your stats to WRNC

The phone has been quiet for the past couple of months, but it's not long before we start receiving those dreaded phone calls about rabies-vector species animals. "I've found a baby raccoon." "There's a raccoon in my yard every day." "A family of skunks is living under my shed."

The North Carolina Wildlife Resources Commission has no idea of the number of RVS calls handled each year in our state. Some calls go to animal control offices, but many come to wildlife rehabbers, and until now, we haven't compiled those statistics.

In order to show the extent of the problem, we want to start a record of the calls received. We are establishing a place on our website where you can easily log them. Log your RVS calls at www.ncwildliferehab.org/rvs/call_log.cfm.

BE COUNTED

In the fall of 2009 the North Carolina Wildlife Resources Commission rejected WRNC's proposal to establish a special permit to rehabilitate rabies-vector species (RVS). WRNC's committee that is dealing with the issue is considering several actions the organization and individual rehabilitators can take to get this decision reversed.

Compiling statistics to show the extent of the RVS problem in North Carolina is one step that will help build our case for an RVS permit. Other ideas will be explored in the coming issues of this newsletter.

The committee welcomes your ideas and comments. Send them to rvs@ncwildliferehab.org.

2010 WRNC T-shirts available by mail

If you missed the Symposium last month and can't wait until next year to get your stylin' new, Cedar WRNC T-shirt, order by mail! The new Cedar T-shirt is \$12; the remaining Steel Green T-shirts are \$10 each. Shipping and handling is \$3 per T-shirt. (The post office charges by weight). Cedar is available in all sizes (S, M, L, XL and XXL). Steel Green is available in all sizes except small.

Please forward your T-shirt request, including the number of T-shirts, color, size, mailing address and check, payable to WRNC (write T-shirt in the memo line) to:

Linda Bergman, WRNC
130 Aldersgate Road
Jacksonville, NC 28546



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Rough Road Ahead: *Conflicts often sabotage nonprofit boards. Don't worry. This is a problem you can fix.* 21

Humane Solutions: *A wildlife control company in Texas takes rehab to the next level. When Bonnie Bradshaw started seeing baby raccoons orphaned through the actions of pest control companies, she tackled the problem at the root.* 12

Thank You! *Donors give generously to WRNC's annual raffle.* 16-17.

Run, rabbit: *How do you know when to start weaning that litter of cottontails? And when should you release them? Those questions often leave rehabbers scratching their heads.* 8

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Photo illustration by John Althouse

Linda Bergman, 2010 president of WRNC, also served from 2005 to 2006.

PAST PRESIDENTS

Nina Fischesser
2001-2002

Jean Chamberlain
2003-2004

Linda Bergman
2005-2006

Elizabeth Hanrahan
2007-2008

Making the world a better place

WRNC honors past presidents with globes, scholarships

By Beth Knapp-Tyner
2009 WRNC president

WRNC has been fortunate to have hard working volunteers on its board of directors who have kept the organization moving forward by providing quality education, publications and networking for its members, as well as taking care of the organization's general business.

Often we forget there are people contributing hours of work to projects benefiting our members. They attend meetings, brainstorm ideas, keep records and pay bills. They organize symposiums, write articles, edit and design a newsletter and develop and prepare training courses. They handle applications for grants,



Nina Fischesser, director of Blue Ridge Wildlife Institute, served as WRNC's first president.

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PRESIDENTS

take care of general business and look for ways to improve upon what we do. In addition, they keep track of membership and maintain a website among all the other duties that come their way. Most of this happens behind the scenes so the people who generously contribute their time, energy and effort are sometimes taken for granted.

Your board of directors deserves your recognition for all the hard work and tireless hours they contribute. Without them, WRNC would cease to exist. From 2001-2008, four people served two-year terms as president, taking on numerous responsibilities and working on several committees at the same time. All of the past presidents also are active rehabilitators.

As a token of WRNC's appreciation, past presidents were recognized with an inscribed MovaGlobe and grants/scholarship named in their honor. The inscription on the base of the globe includes their name and years of service as president along with "You make the world a better place."

WRNC's Chimney Swift Tower Grant program, developed by Linda Bergman, awards up to four grants of \$300 each every year to North Carolina residents to help build towers on their property. In their honor, three of these grants have been named for Nina Fischesser, Linda Bergman and Elizabeth Hanrahan.

WRNC's Symposium Scholarship program covers the Symposium fee and the cost of hotel accommodations for two members with financial need every year. One of these scholarships has been named to honor Jean Chamberlain.

It gives me pleasure, as one of my last duties during my term as president, to present these wonderful women with these awards on behalf of WRNC's board and members.

Past President Jean Chamberlain (top) also maintains WRNC's website and organizes the annual Symposium.

Elizabeth Hanrahan (right) operates Wildlife Rehab in Edenton. She served as president from 2007 to 2008.



BEGINNER BASICS

Physical exam: Take it from the top

By Jean Chamberlain

Before starting a physical exam, you should treat any life threatening or other serious conditions such as heavy loss of blood, shock and extreme dehydration (see 'Initial assessment' in the September 2009 issue). Once the animal is stable, continue with a full exam. Work in a systematic manner and record your findings as you proceed. Most rehabbers examine the animal from head to toe.

Look at the eyes. Is there any blood or discharge? Does the animal track your movements? Are the eyes dilated appropriately for the amount of light present? Using a penlight or similar light source, shine a light into each eye, and observe whether there is a consensual response.

Check the ears for bleeding or discharge. Also check for parasites.

Being careful not to be bitten, check the mouth. Are the gums and palate normal color (pink for most animals) and moist? Check capillary refill time (see 'Getting plenty of fluids' in the August 2006 issue). Are there any lesions, plaques, parasites, abscesses, excessive salivation or froth? Are there any mouth odors or vomiting? Examine the teeth. Are any broken, loose or missing? Is the hinge joint of the jaw working and aligned properly?

Check the nares for discharge, bleeding, infection, sores, growths and parasites. Listen for air movement sounds. Is the animal breathing freely and regularly? Is there any gurgling or wheezing?



Photo by Jean Chamberlain

Consensual response: When a light is shone into one eye, the pupil constricts. In mammals, the pupil of the other eye will normally also constrict though not necessarily as much.

The next Beginner Basics article, the last in the Intake and Physical Exam series, will cover examining the rest of the body.

Test your diagnostic skills

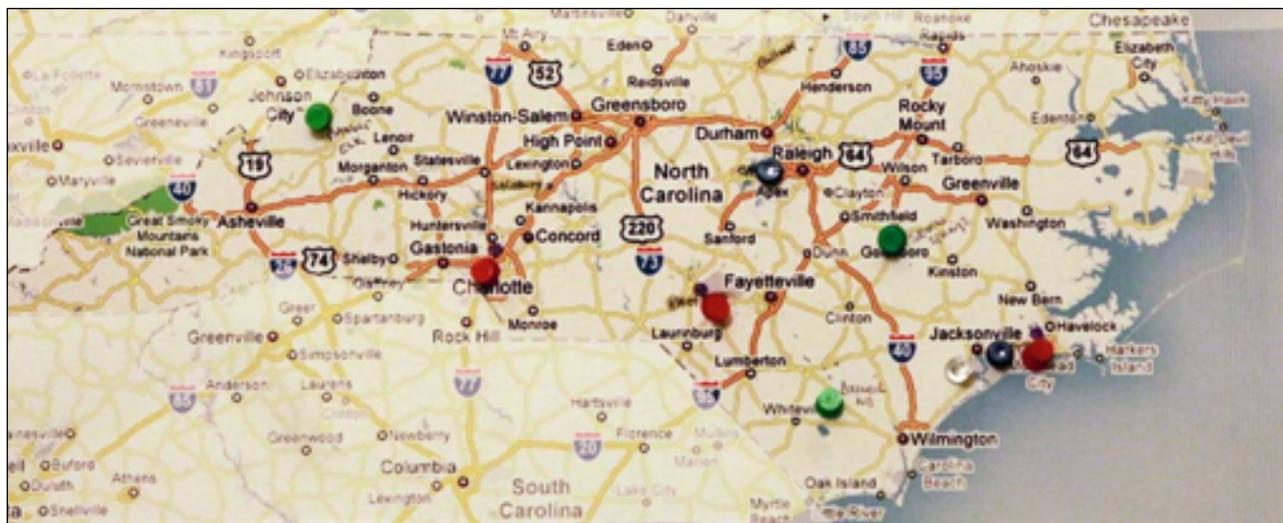
Mom, is that you?

Your neighbor brings you a juvenile Virginia opossum the dog brought home. A complete physical reveals the opossum is in good health and should do well in rehabilitation. So, you begin to care for this singleton.

Questions for the Case:

1. What would be in the animal's best interest?
2. What is one of the first things you should do after making the animal comfortable?
3. What is the likelihood of successful release of the opossum?
4. What are the behavioral considerations of this case?
5. What are the risks associated with this lone orphan?

Answer on Page 19



- ✱ 2008 grants
- ✱ 2009 grants
- ✱ 2010 grants

Chimney Swift Tower grants make a mark

Congratulations Nancy and Pamela!

Nancy Henneke of Hubert and Pamela Bayne of Chapel Hill were each recently approved by the Board of Directors for Wildlife Rehabilitators of North Carolina to receive a 2010 WRNC Chimney Swift Tower Grant.

Nancy will be building an 8- to 12-foot tower abutted to her shed. Pamela plans to build a freestanding tower on land adjacent the Chestnut Oak Forest. The towers will be built before spring to provide alternative habitat for Chimney Swifts, migratory birds that help decrease our pesky insect population.

Nancy and Pamela recognized a need and benefit to wildlife and the communities they support. Their monetary awards of \$300 each and copies of “Chimney Swift Towers, New Habitat for America’s Mysterious Birds,” have been delivered.

We encourage others to apply for a 2011 Chimney Swift Tower grant to increase the presence of Chimney Swifts in our state. Refer to the application information on our website, www.ncwildliferehab.org, to ensure your proposed location meets the needs and requirements for returning Chimney Swifts and their habitat. Once again, congratulations to the grant awardees! Let the building begin!

*Linda Bergman,
WRNC Board Member
Chimney Swift Tower Grant Committee Chair*

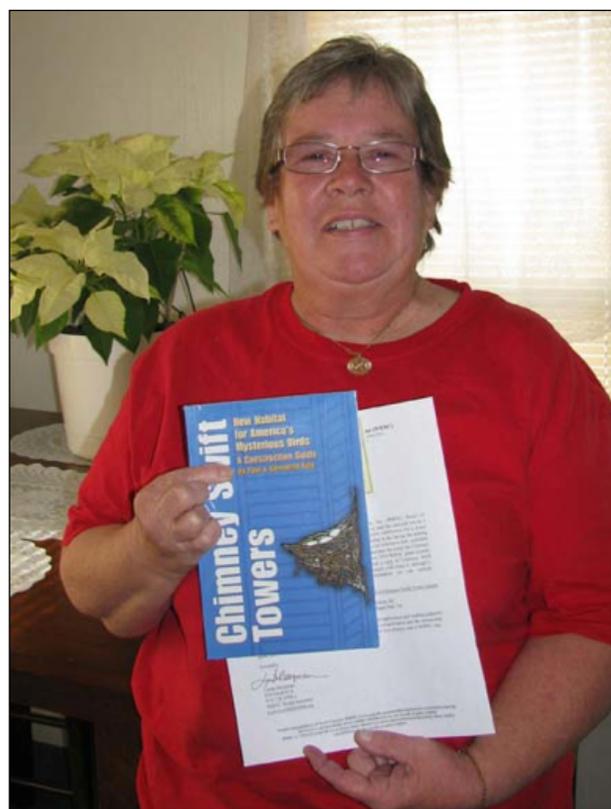


Photo by Linda Bergman

Nancy Henneke will be building an 8- to 12-foot tower abutted to a shed on her property in Hubert.



Swifts nest in a tower built by Krista Hansen last year.

USF&WS, N.C., monitor bats

White-nose syndrome takes toll on bats in the Northeast



Photo by Marvin Moriarty/USFWS

Little brown bat at Greeley Mine, Vt., with white-nose syndrome.

North Carolina wildlife biologists are working with the U.S. Fish & Wildlife Service to monitor bats for white-nose syndrome (WNS).

WNS, first reported in eastern New York in the winter of 2006-2007, has rapidly spread throughout the northeast. It also has been found in Southern Virginia, near the North Carolina line.

A newly identified fungus, *Geomyces destructans*, which thrives in cold and humid conditions found in caves and mines, could be behind the outbreak. A white fungus is evident on the muzzles and wings of affected bats.

The mortality rate in bats that have the syndrome is between 90 and 100 percent.

So far, the endangered Virginia big-eared bat has exhibited no signs of WNS, though it is being closely monitored.

North Carolina is home to 17 species of bats, including three on the federal endangered species list: the Indiana bat, the gray bat and the Virginia big-eared bat. The state Wildlife Resources Commission has made significant strides in

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SIGNS OF POSSIBLE WNS:

- White fungus, especially on the bat's nose, but also on the wings, ears or tail
- Damaged wings, including holes in the wing tissue
- Bats flying outside during the day in temperatures at or below freezing
- Bats clustered near the entrance of hibernation sites
- Dead or dying bats on the ground or on buildings, trees or other structures.



Photo by Wil Orndorff/Va. Dept. of Conservation and Recreation

Likely WNS symptoms at Breathing Cave, Bath County, Virginia, in late February 2009.

BATS



*Photo by Ryan von Linden
NY Department of Environmental Conservation*

protecting bats by acquiring conservation easements, working with the Nature Conservancy to protect habitat and putting gates on mines to prevent people from disturbing bats during hibernation.

State and federal biologists are in contact with local cave users and owners, including the Flittermouse Grotto organization of cavers, National Park Service, U.S. Forest Service, Grandfather Mountain and Linville Caverns. The Wildlife Resources Commission recently completed its WNS response plan in anticipation of the affliction's arrival and is prepared to respond to reports of possible WNS cases. The Wildlife Resources Commission has long monitored state bat populations and will continue to do so, keeping an eye out for the arrival of WNS.

WHAT TO DO IF YOU SUSPECT WNS

Contact the North Carolina Wildlife Resources Commission (Gabrielle Graeter gabrielle.graeter@ncwildlife.org, 828-273-9097) or the U.S. Fish & Wildlife Service (Susan Cameron, susan_cameron@fws.gov, 828-258-3939, ext. 224). The U.S. Fish & Wildlife Service has also set up an e-mail address to accept reports from across the nation, WhiteNoseBats@fws.gov.

- If possible, photograph the potentially affected bats (including close-up shots if possible) and send the photograph to one of the contacts above.
- If you need to dispose of a dead bat found on your property, pick it up with a plastic bag over your hand or use disposable gloves. Place both the bat and the bag into another plastic bag, spray with disinfectant, close the bag securely, and dispose of it with your garbage.
- Thoroughly wash your hands and any clothing that comes into contact with the bat.
- If you see a band on the wing or a small device with an antenna on the back of a bat (living or dead), contact the NC Wildlife Resources Commission or U.S. Fish & Wildlife Service at the numbers above.

TRAINING

IWRC Wound Management online course. May 8. \$89 for members; \$109 for nonmembers. The course is designed to give wildlife care professionals a working knowledge of the vocabulary and concepts underlying the modern approach to pain management in mammalian and avian species. For more information: <http://www.iwrc-online.org/training/catalog.html>

Cougar Verification Ecology and Behavior, Elon University. April 29 and 30. The two-day workshop features Dr. Jim Halfpenny, wildlife tracking expert and carnivore ecologist. Class size limited to 40. Cost: \$100. For more information: http://www.elon.edu/e-web/academics/elon_college/environmental_studies/center.shtml



We must be going

How do you know when it's time for a cottontail to go?

BY SHAINA WIRTH AND CHRIS LEWIS

Many questions arise when it comes to weaning and releasing cottontails. When do I wean? How do I wean? Do I raise cottontails alone or in groups? When and how am I supposed to release my cottontails?

These questions are often at the top of the list for discussion among rehabbers, who sometimes complain they have no clear cut, definite answer. We would like to share with you our standard protocols and when and how we deviate from those protocols for that one cottontail that didn't "read the book."

While feeding formula, you should begin to add in solids to your feeding schedule. Hay should be made available at all times but leafy greens should be added in slowly. Ideally, your cottontails should begin to at least take interest in the new food between the feedings you already provide. Once you witness your cottontails start to nibble on the greens/solids, it's time to back off the formula...SLOWLY!!!! We tend to continue providing our standard amount of formula for the next 24-48 hours after witnessing solid ingestion. When starting to reduce the formula amount you want to do so by 0.5cc per 24 hours. If the cottontails become shaky, weak or lethargic or are not nibbling on the greens, maintain the amount you are



Photo by Kristen Beck

feeding at that time but increase your frequency of feedings per day. It's better to increase the frequency with cottontails, not necessarily the amount. When you reach the last 0.5 cc of formula you want to start backing off on the frequency of your feedings. For example, if you are feeding three times a day, decrease to two times a day then once a day until you are done. It's important not to

change fast, as we have discussed in our previous articles.

So you get one cottontail that refuses to take any formula all of a sudden and puts up quite a fight when you try to feed him. We've all had a cottontail like this. It's best not to force any cottontail to eat. If it absolutely refuses food, leave it alone. They are more than likely eating on their own at this point and forcing them to eat formula and handling them is only going to cause stress. Continue feeding greens, and add a probiotic such as Bene-Bac and mix in a fat supplement. Lightly wet the greens; the powdered formula will stick well to them when mixed together.

Secondly, cottontails are best raised in groups. They provide each other with companionship and mental stimulation. They learn certain behaviors and tend to stay more timid of humans. If you have a single

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RABBITS

cottontail, it would be in its best interest to be placed in a group; however, it is not critical.

Thirdly, releasing can be a challenge. Some rehabbers focus on weight, while others tend to focus on the cottontail themselves. We tend to pay attention to the cottontail. When our rabbits are completely off formula and are charging about the cages or acting destructive, we know it's time for them to go.

Again, we try to release in groups; however, if you have one strong-willed, high powered cottontail, it's best to release it before it causes harm, even if it's a single release. Our weight and age criteria to release depends entirely on the presentations of the individual or group.

Release as close to dawn or dusk as possible. You want to give enough daylight for your cottontail to find shelter before the heat of the day or the dark of the night. A grassy or wooded area, similar to a park is an ideal place for release. They have lots of hiding spaces from predators, they are away from major highways and the green grass is an immediate food source upon release. But make sure you get permission from park officials first.



Photo by Rhonda Woods

About the authors

Shaina Wirth and Chris Lewis are members of Rocky Mount Wildlife Rehabbers. Wirth is a rehabber and veterinary assistant; Lewis is a physical therapy assistant. Both have experience with cottontails as well as domestic rabbits.



For Herons, danger lurks in icy ponds

By Jennifer Gordon

Carolina Waterfowl Rescue received several Great Blue Herons suffering from the cold weather over the winter. Problems arise when lakes or ponds start freezing. Herons stuck in ice are unable to get to nighttime roosting areas and can be injured by predators. In some cases, they land near the water edge and slide on the ice and land on their backs. They can struggle to right themselves or to free themselves from frozen water for hours before suffering from exertional myopathy.

Ninety percent of these birds are juveniles who are already struggling to establish new territories. They haven't found good food sources or built up reserves yet before cold weather hits. Great Blue Herons, like most wading birds, don't carry a lot of extra weight, so they become dehydrated and/or emaciated quickly. Mortality is high, and many starve to death or suffer from refeeding syndrome during rehab. Refeeding syndrome occurs when a malnourished bird is reintroduced to food and the sudden load of calories shocks the system.

Squirrels *in the* Attic

At a wildlife control company, rehab starts with prevention

By **Bonnie Bradshaw**
Certified wildlife rehabilitator

A paradigm shift is occurring in cities throughout the United States – wildlife rehabilitators are becoming wildlife control operators. Because of their experiences and attitudes toward animals, rehabilitators solve urban wildlife problems using techniques that are completely different from the methods used by traditional wildlife control operators.

Why would a rehabilitator want to become a wildlife control operator?

1. To prevent animals from being killed, injured or orphaned
2. To educate a segment of the general public who otherwise wouldn't receive information on humane solutions for wildlife problems
3. To raise money for wildlife rehabilitation

My husband and I began rehabilitating orphan raccoons in 2002. Our initiation was a litter of seven. They were pulled from a fireplace by a chimney sweep.

Like most raccoon rehabilitators, by our second year we were receiving almost daily calls during the birthing season from chimney sweeps and pest control operators looking for someone to take orphaned raccoons.

Patiently at first, but later with increasing levels of frustration, we tried to explain to the chimney sweeps and pest control operators that they could use a different method that keeps the family intact by allowing the mother raccoon to relocate her babies.



Photo by Carolyn Seelen

SEE PREVENTION, PAGE 13

PREVENTION

One pest control operator angrily responded, "Don't tell me how to run my business. Do you want these raccoons or not?"

Soon afterward, I learned the Humane Society of the United States had created a business plan for rehabilitators interested in generating revenue and at the same time, preventing animals from being orphaned.

Because it can begin as a home-based business with a two-person staff (an office manager and one technician), a wildlife control service has minimal overhead and start-up costs. The technician just needs a truck, simple tools and basic home repair skills. The office manager just needs a phone, computer, Internet access and basic computer skills.

Using the HSUS business plan, I launched 911 Wildlife in 2006 as the first wildlife control company in Texas owned and operated by a wildlife rehabilitator. 911 Wildlife currently serves the Dallas-Fort Worth area and soon will open offices in Austin, Houston and San Antonio.

Thanks to the HSUS business plan, there now are wildlife control services operated by rehabilitators in California, Colorado, Connecticut, Indiana, Ohio, Wisconsin and the District of Columbia.

Rehabilitators are discovering that **"If we want wildlife control done right, we need to do it ourselves!"**

The rehabilitator's top priorities as a wildlife control operator are:

1. To solve the wildlife problem without injuring the animal.
2. To allow the animal to relocate itself within its home territory, instead of transporting it to an unfamiliar area. Instead of trapping and relocating animals, we use humane, proven effective eviction and exclusion techniques.
3. To keep the family unit intact if there is an adult animal with offspring.
4. To help the customer develop a positive attitude toward wildlife by allaying unwarranted fears and providing accurate natural history information. When someone is experiencing a problem with wildlife, it can be a priceless teachable moment.

To receive a copy of the business plan and more information, call me at 972-743-7737 or HSUS urban wildlife director John Hadidian at 301-258-3144.

Need wildlife rehabbers? Host a class for beginners

WRNC is offering to bring weekend Beginner Wildlife Rehabilitation classes to areas throughout the state. We try to identify areas where a wildlife rehabilitation class is not currently available and where we can help build the local network of rehabilitators.

What is expected of the host?

The host is expected to locate a meeting room where the class can be held for free or for a very minimal charge. The room must be available from 9 a.m. to 4 p.m. on both Saturday and Sunday. We have held classes in libraries, at parks and in community centers.

The host must be willing to be the contact for people interested in signing up for the class. We require at least 12 people to hold a class. The host advertises the class, usually by posting notices in public places such as the library, businesses selling pet supplies and the post office. They also are encouraged to contact local animal-friendly organizations. Sometimes an ad is placed in the local newspaper. The host is also responsible for collecting the registration fee of \$30 per person.

To host a class in your area, contact Jean Chamberlain at jean@ncwildliferehab.org.



Center launches program to help home rehabbers

By Gail Abrams

Piedmont Wildlife Center (PWC) of Durham is developing a network of local veterinarians and home rehabilitators to ensure sick and injured wildlife get to the nearest rehabilitators as soon as possible. Knowing what species each veterinarian will treat and how many and what kind of animals each rehabilitator can care for will help PWC spread the workload throughout the Triangle and get quick assistance to wildlife.

Because PWC is no longer operating a wildlife hospital, it is focusing its efforts on promoting the care of sick and injured native wildlife. Much of the rehabilitation work in the area is being done by home rehabilitators using their own resources. PWC is able to support these efforts through donations of food and supplies, volunteer assistance, money for additional training, donations of cages and other equipment, as well as assistance from area veterinarians when their services are needed. As a nonprofit organization, PWC can solicit donations and support from a large, established base of members and donors and to bring the labors of rehabilitators and veterinarians to the public eye. The more people see of the extensive effort involved in wildlife rehabilitation, the more they are likely to support it.

Rehabilitators who sign up for the wildlife care network (WildNet) can receive:

- donations of food
- donations of supplies and equipment such as scales, incubators, syringes, heating pads, aquariums, cages, etc.
- funds to attend wildlife rehabilitation training sessions
- funds to purchase books and publications through WRNC, NWRA and IWRC



- volunteer assistance in cleaning cages, building cages, feeding animals, etc.
- trained volunteers to cover when rehabilitators have family emergencies, etc.
- assistance from veterinarians when services are needed
 - assistance with transportation of wildlife to rehabilitator

In return, PWC asks rehabilitators to participate actively in our wildlife database to keep us up to date on the animals being cared for, how many more animals you can take, what level of care you can provide and to inform PWC when you need volunteer assistance. PWC would like to hear about the more interesting accounts of rescue and rehab to feature you in regular newsletters. PWC will support your efforts in any way it can, through in-kind donations, cash grants, as well as connections to veterinarians and more experienced rehabilitators. In addition, those who can meet record keeping and study criteria may be able to participate in grant opportunities, with a commensurate distribution of funding.

PWC has a wildlife telephone line available for the public and refers callers to the nearest wildlife caregiver. The best care for the animals will be achieved with the fastest response, and a wildlife care network takes advantage of a broad and decentralized community of caregivers and veterinarians. Additionally, there is no competition, no exclusivity – rehabilitators can work where and with whomever they desire.

Piedmont Wildlife Center already has support from its membership for WildNet, which means some bonus materials available. All new registrants for the WildNet program between now and April 30 will be automatically entered into a drawing to receive one of several raffle items, including:

Traffic Casualty

I received a call from Forsyth Animal Control on Feb. 21. A woman driving from Boone the night before, had hit an owl. She thought it had flown off. The next morning, she discovered it had flown into the grille of her SUV. She took the vehicle to a garage in Kernersville and waited for me to remove the owl.

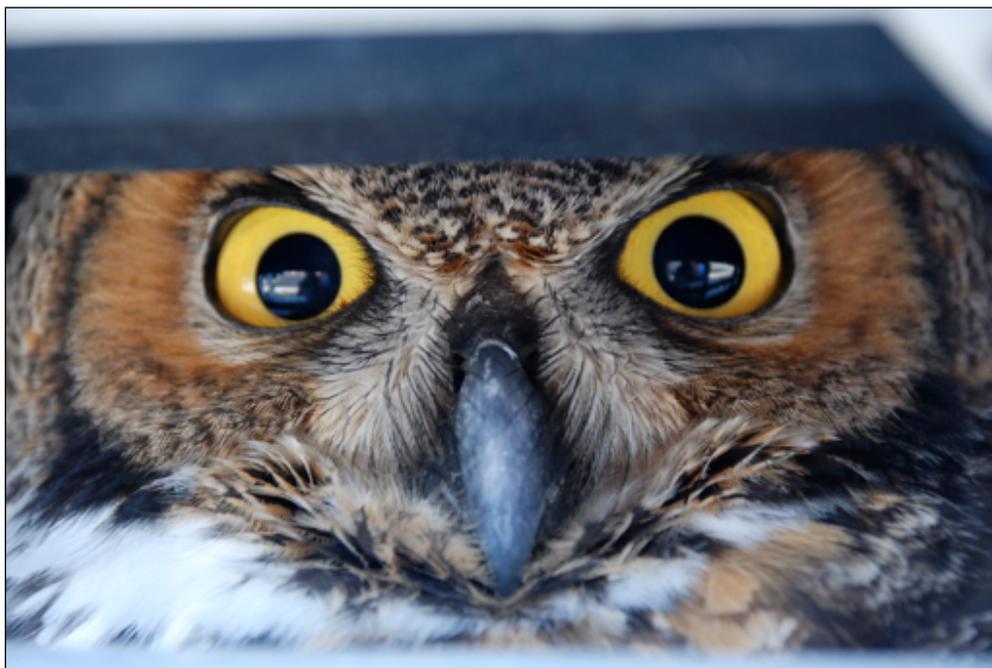
I thought it must be a Screech Owl. When I arrived and looked into the cracked grille, a pair of big yellow eyes stared back at me. A Great-Horned Owl. I have removed Screech Owls from grilles. My husband, Robert, has removed a Red-shouldered Hawk from the grille of an ambulance, but never a Great-Horned Owl.

The mechanic removed the grille, and I reached in and grabbed hold of its legs. This was a female and a large one. She weighed in at 2,000 grams (about 4.4 pounds).

From the position of the left wing, it was obvious it was fractured.

The X-rays revealed the wing was fractured in more than one place, with one of the fractures at the joint. Sadly, the bird had to be euthanized.

— Jean Chamberlain



John Owensby, a photographer with the Kernersville News, shot a photo of the owl while it was still in the grille of the vehicle, and while Jean Chamberlain removed it.

PROGRAM

- **Tabletop gram scale** (for everything from food to red-tailed hawks!)
- **Registration fees** for any rehabilitation or information course over the next year (up to \$100)
 - **\$50 worth of books** from WRNC, NWRA or IWRC
 - **Ten person-hours** of able-bodied assistance (for cage building, alterations, site cleanup, etc.)
 - **Heating pad** with auto shut off and “always on” features

- **Incubator** with temp control, thermometer and humidity tray

For more information or to register for WildNet go to <http://piedmontwildlifecenter.org/wildnet>. You will find more details about the WildNet wildlife care network and links to download an application. Once you have applied for the network, you will be entered into the drawing and PWC staff will give you a call to get more detailed information. Call PWC at 919-489-0900 if you would like to speak to staff about WildNet.

Thank you

WRNC's annual raffle, held at the Symposium, raised \$454 for its Cage Grants and Chimney Swift Tower program

John Althouse

Jacksonville

Framed photograph

Jason and Carrie, Backyard Wild

Matthews

Canvas gardener set; two visors; book markers; signed copy of "Swamp Drifter;"

three glass sun catchers; seven glass butterfly ornaments; canvas tote bag

Linda Bergman-Althouse

Jacksonville

Wildlife Rehabber Fun Basket

BoviDr Laboratories

Scottsbluff, Neb.

Goat/Sheep Nutri-Drench (deer);

Poultry Nutri-Drench for all types of fowl, wild birds and domestic birds;

Rabbit Nutri-Drops; Pet Nutri-Drops; brochures

Chris's Squirrels & More Store

Somers, Conn.

Two \$25 gift certificates

Christina's Collectibles

Cedar Point, N.C.

Two gift bags of Tosti Italian Bracato Wine

Diane Deal, Cornett-Deal Christmas Tree Farm

Sugar Grove, N.C.

Two-night stay at a cabin

Cracker Barrel Old Country Store, Inc

Lebanon, Tenn.

\$25 meal card

Drs. Foster and Smith

Rhineland, Wis.

\$25 gift certificate

Fox Valley Animal Nutrition, Inc.

Sun City, Ariz.

50 product brochures; 200-gram packet Day One Dia Stat; 200-gram packet Day One LA 200; 200-gram packet Day One Electro Stat; 1-lb.

packet Day Formula 32/45; 1-lb. packet Day One Ultraboost; three 1-lb.

packets Day One Formula 40/25; three 1-lb. packets Day One Formula 25/30;

three 1-lb. packets Day One Formula 32/40; three 1-lb. packets Day One Formula 20/50

Golden Corral

Midway Park, N.C.

Gift certificate for dinner for two

Grubco Inc.

Hamilton, Ohio

Five gift certificates for 1,000 mealworms; brochures

Golden Sands Beach Resort

Carolina Beach, N.C.

Gift certificate for a weekend for two, after September only

Mike DuPuy, Hawk Food

Middleburg, Pa.

Gift certificate for half case of 400 frozen day old cockerels; post cards

Carrie and Bob Kiger

Fayetteville

Large metal squirrel cage with pad and hammock accessories

Lab Safety Supply, Inc.

Janesville, Wis.

Metal animal trap

Kathy Lillard

Charlotte

Four fleece blankets; two small

Thinsulate coolers; two tile trivets;

Disney figure business card holder;

goldfinch figurine; owl flag; chickadee flag; three vinyl tote bags; T-shirt; four small baskets; two ladies sport watches; am/fm radio with ear buds; golf pack; glass tray; two tube feeders; stepping stone

Lone Star Safety and Supply

Dallas, Texas

Four pairs of leather welders gloves;

two pairs hot mill gloves; two packs of string knit gloves (19 pairs); 15 pairs of MaxiFlex Plus gloves (mediums and

large)

Maria and Luis Luques, All About Pets

Fayetteville

Small critter cage

MiceDirect

Cleveland, Ga.

\$50 gift certificate

Misty/Squirrel Store

misty@squirrelstore.com or

mistyww@charter.net

Four \$25 gift certificates

NWRA

Two T-shirts; CD; sticker and window decal; NWRA note cards; wildlife

rehabilitation selected papers; "Topics in Wildlife Medicine – Infectious

Diseases;" "NWRA Principles of Wildlife Rehabilitation;" brochures

and publication order sheets

Nature's Way

Ross, Ohio

Three gift certificates for 5,000 medium mealworms, plus shipping

SEE DONORS, PAGE 17

DONORS

Outback Steakhouse*Fayetteville*

Gift certificate for \$45

Outdoor Bird Co.*Raleigh*

12-piece melamine tableware set

Pet Warehouse*Jacksonville*

Kennel Cab; two litter pans with scoopers; two water bottles; snake transport bag

Roz Porter

Mens' shirt; bolo tie

The Pumpkin Patch*Jacksonville*

Goody bag containing woven mat; candle; reindeer; and flower calendar

Rodentpro.com*Inglefield, Ind.*

\$50 gift certificate, brochures

Ryan's Buffet*Fayetteville*

Six lunch certificates, worth \$90

S&H Feed & Garden Supply*Hubert*

Three tube bird feeders

Shelly's Critters-N-Things, Shelly Rouhotas*Brawley, Calif.*

Four \$50 gift certificates and business cards

Sherefe Mediterranean Grill*Fayetteville*

Dinner for two, not including alcohol or gratuity

Staples*Jacksonville*

Three Dry Erase/Magnetic Docking Stations

Joseph Thigpin*Fayetteville*

Large umbrella; several buckets; cardboard statue of Dale Earnhardt Jr.

Valerie H. Schindler Wildlife Rehabilitation Center*N.C. Zoo Society**Asheboro*

Squirrels for Peace T-shirt; Advice from a Hummingbird baseball hat; butterfly picture frame in a woven hemp bag

Walmart*Jacksonville*

\$25 gift card

Wildbirds Unlimited, Ron Kitchen*Charlotte*

Bluebird house

Wildlife Rescue Center*Sanford*

Portrait of an education owl

**Zoo-Med Laboratories**

Four aquatic turtles posters; 15 watts Reptisun fluorescent lamp bulb; 18 watts Reptisun fluorescent 5.0 UVB reptile lamp bulb; catalogs; two Bug Buddy Humane Live Insect Catch and Release Traps; aquatic turtles starter kit; 50-watt Turtle Tuff Splashproof halogen lamp bulb; 75-watt Turtle Tuff Splashproof halogen lamp bulb; 15-watt 11.5' Repti Heat Cable; 25 Giant ZooMed gift bags; 42 assorted ZooMed decals; three 20-oz. containers of box turtle food; six 15-oz. containers of Forest Tortoise Food; six 15-oz. containers of Grassland Tortoise Food; nine 13-oz. containers of Aquatic Turtle Food; six 1.2-oz. cans of Jumbo

Size Can O' Grasshoppers; six 1.2-oz. cans of Extra Large Can O' Superworms; 12 bearded dragon instruction booklets; 12 water turtles instruction booklets; 12 beginners guides to reptile care; 12 box turtles instruction booklets; 12 leopard geckos instruction booklets; 12 hermit crabs instruction booklets; 25 reptile lighting facts information cards; six 4.25-oz. Reptisafe Instant Terrarium Water Conditioner; six 1.6-oz. containers of Aquatic Turtle Food – Hatchling Formula; two 8-oz. containers of Reptivite Reptile Vitamins with D3; six 3-oz. containers of Repti Calcium with D3; six 3-oz. containers of Repti Calcium without D3; 12-oz. container of Repti Calcium with D3; 12-oz. container of Repti Calcium without D3; six 4.25-oz. bottles of Wipe Out! Terrarium and Small Animal Cage Disinfectant; two 8.75-oz. bottles of Wipe Out! Terrarium and Small Animal Cage Disinfectant; 501 filter hanger; 501 easy-priming external filter; 75-watt Repti halogen lamp bulb; mini-size floating aquarium dock; floating turtle log; small ReptiBreeze Open-Air Black Aluminum Screen Cage

EXHIBITORS FOR 2010 SYMPOSIUM**American Wildlife Refuge***Steve Stone**Raleigh*awrefuge@aol.com**Carolina Waterfowl Rescue***Jennifer Gordon, Catie Gordon*waterfowlrescue@aol.com**Poosumwood Acres Wildlife Sanctuary***Roz Porter*<http://poosumwoodacres.org/>**WAAZM***Jenessa Gjeltema***WRI***Susan Jolie, Lynn Mastin*<http://www.wildliferehabinc.org/>

In the spotlight

Name: Sue Fields

Organization: Piedmont Wildlife Rehab Inc.

How did you get started rehabbing?: I grew up on a farm in Guilford County, and I've had a love for animals as long as I can remember. There were always baby animals that needed special care. I have bottle-fed farm animals and cared for the sick and weak. My parents taught me to love and respect nature and the responsibility for caring for animals.

How long have you been rehabbing?: I got my N.C. wildlife rehab permit in 2001. I have been very busy rehabbing since then.

Who was your mentor or who is someone you admire?

I admire any one who has the courage to stand up and speak out on anything they think is wrong, especially wildlife issues, the environment and the destruction of land.

What animals do you work with? I rehab squirrels, opossums, flying squirrels, chipmunks, rabbits, groundhogs and mice. My favorite are the squirrels, especially the pinkies. I love to watch them grow. I like knowing I have given that little squirrel a second chance at life, and it can live in the wild, as it should.

What type of setup do you have? I do my rehabbing from my home with the support of my husband, Tim. He works hard so I can stay home and work with wildlife. Tim also helps with pick-ups and can swing a hammer to help build cages and nest boxes.

Any pets? I have several house cats, all rescues. I believe cats should be kept indoors for their own safety as well as to protect wildlife. My cats and my dog live in harmony with two cockatiels.

Any non-animal family members? I have three grown children and seven grandchildren. My grandchildren spend a lot of time with me, so I have the opportunity to teach them at an early age that they have a responsibility to preserve and protect wildlife and the environment.

What are your hobbies? I spend so much time with wildlife, I don't have much free time. I love being outdoors, and I enjoy gardening. I like to walk in the woods with my grandchildren and teach them to love and care for the environment. My sister and I go on day trips to antique stores whenever possible.

Tell us about an accomplishment of which you're proud: In my dealings with the public, I try to educate them about animal behavior so they can learn to live peacefully with the world around them.

If you could have dinner with one person alive or no longer living, who would it be? A land developer. I would love to convince one developer to stop the destruction of the forests and have him see the impact it has on animals.

What do you like about being a part of WRNC? Being a member of WRNC enables me to have contact with people who have the same interests and to share information.



Diagnostic skills: Were you right?

1. **What would be in the animal's best interest?**

It would be in the best interest of the animal to find placement with another litter.

2. **What is one of the first things you should do after making the animal comfortable?**

Call fellow rehabilitators to see if they have a litter of babies of that approximate age, and arrange for transfer.



3. **What is the likelihood of successful release of the opossum?**

Animals must recognize their own kind and know how to interact. They must recognize predators and humans as enemies. Releasing a singleton habituated to humans sets them up for disaster. Once their eyes open, keep handling to a minimum. Raising with conspecifics promotes development of normal behavior. The thing that separates you from the general public is you have the knowledge and ability to consider the animal's needs. The best thing to do is to get it with another.

4. **What are the behavioral considerations of this case?**

Successful release is dependent on both normal physical and behavioral characteristics. They must have the ability to interact with their species and find food and shelter.

5. **What are the risks associated with this lone orphan?**

Habituation and lack of species appropriate survival and social skills.

Pearls of Wisdom

Burn barrels, often common in rural areas, make the perfect container to hold a potentially dangerous animal until a wildlife rehabilitator can remove it. Make sure the barrel is clean and cool and does not contain hot embers.

Do you have a tip that makes your job easier? Send your favorites to Toni O'Neil at oneil9734@yahoo.com



WRNC offers grants for cages

Two \$300 grants will be awarded to help defray costs for two current (dues paid) WRNC members to use for cage building.

WRNC recommends these cages be built to meet the IWRC/NWRA "Minimum Standards Guidelines."

Information and details are found on the WRNC web site.

Applications are due by May 1.

The selection for the two grant recipients will be made by the Board of Directors by June 1. The recipients notified immediately following that decision.

Book Corner

For the love of deer

At the heart of the book is the question: To feed, or not to feed?

The Hidden Life of Deer
By Elizabeth Marshall Thomas
HarperCollins
224 pages

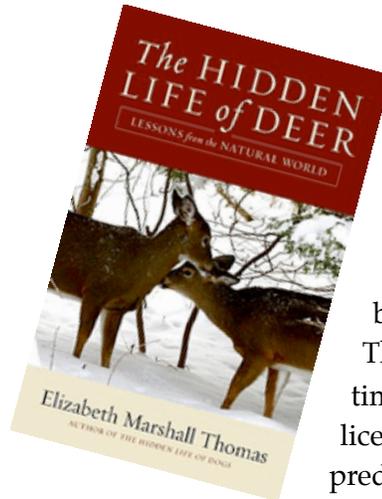
By Brenda Hiles

Elizabeth Marshall Thomas knows she shouldn't feed the whitetail deer that visit her yard in New Hampshire even though the winter is a harsh one, and food is scarce.

Thomas, whose previous books include "Tribe of the Tiger," and the "Hidden Life of Dogs," is aware of the damage that can be done by feeding wild animals. She quotes extensively from a pamphlet published by the New Hampshire Division of Wildlife explaining the danger feeding poses to the very animals she claims to respect. The food — in this case hundreds of pounds of corn — may cause deer to travel long distances, expending precious calories in winter and possibly hastening their death. Food can bring too many deer together in one place, increasing the risk of aggressive behavior or the spread of illness such as chronic wasting disease. She also ignores the fact that corn and grain aren't the primary diet of deer. Their digestive system is poorly adapted for high-carb foods, leaving them susceptible to a condition called lactic acidosis that can cause discomfort or possibly death.

But in a year when the acorn crop comes up short, Thomas puts food out for deer and wild turkey anyway, using her observations as the basis for "The Hidden Life of Deer."

She devotes a whole chapter to justifying her actions but her argument can be boiled down to this: Everyone else is doing it, and after all, she just wants the deer to live.



Sometimes as many as 17 deer gather on her property. Thomas reports that by luck, none of her deer is diseased. Some of the deer exhibit aggressive behavior — they stomp their feet, they stare at rivals, relegating the weak to the edge of the woods where they wait hungry — but in Thomas' view this behavior is not overly aggressive.

Thomas, an anthropologist by training, takes time out from observing deer to get her hunting license so she can understand what it's like to be a predator. License in hand, she accompanies a neighbor who is an accomplished hunter. When he shoots a small deer he considers inconsequential, Thomas lies to the game warden, claiming the deer is hers so her neighbor can exceed his limit. He does, eventually bagging a 6-point buck whose head he hangs on his wall. "Hunting with a camera or noninvasive wildlife viewing is nothing like hunting at all," Thomas writes.

At times, Thomas' arrogance is staggering, as evidenced in this passage:

"The philosopher Ludwig Wittgenstein has famously said that if a lion could talk we wouldn't understand him, meaning that the minds of animals are beyond our reach. This was probably true for Wittgenstein, but it wasn't true for me. As far as I'm concerned, compared to many other life-forms, deer and people are practically the same thing."

The next fall, acorns are abundant, but the deer show up in Thomas' yard anyway, looking for a handout.

She wrestles with the dilemma before buying 200 pounds of corn, the first such purchase of the season. Deer, she writes, are not opposed to being fed.

Thomas may have failed to convince readers of the virtue of her actions but sadly, she seems to have convinced herself she knows what is best for the deer.

STAYING ON TRACK

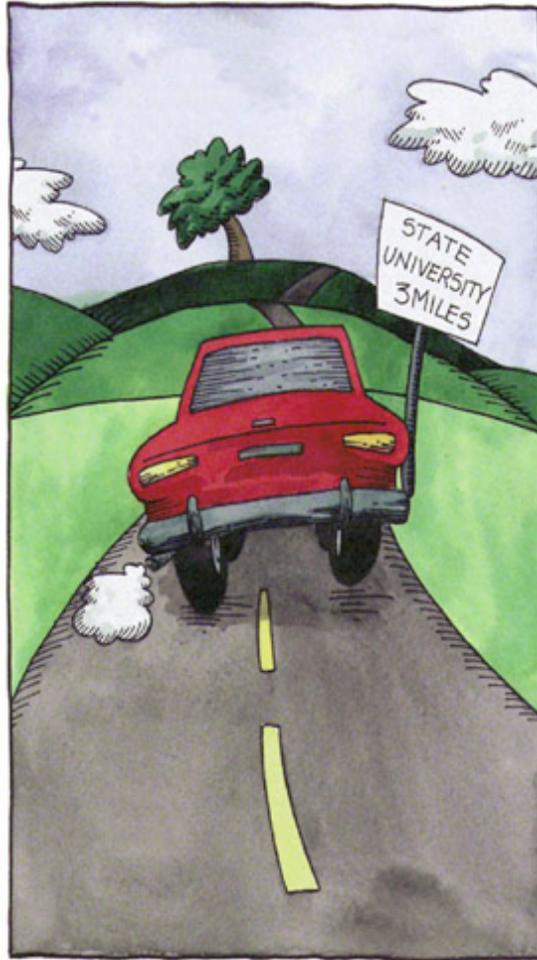
Conflict can make or break a board. The key is communication.

By George Ewing

Serving as a member of the board of directors for a nonprofit organization can be a worthwhile, exciting and enjoyable experience. It may also be one of the most important and available ways for citizens to participate in democracy and civil society. Volunteer boards offer an engaging and intimate experience of public life that uses our expertise, our intellect and our hearts. A dynamic board of directors is filled with individuals who have myriad perspectives, experiences, passions and strong convictions. Managing these differences is crucial to determining if the board of directors for your organization will be a successful and innovative one, or if the collective wisdom and work of the group will be lost as the board becomes mired in conflict and controversy.

Conflict can be constructive, and if managed properly, conflict can move the board and the volunteer organization to an entirely new level of growth, prosperity and service. On the other hand, if conflict is managed poorly, it can be a destructive force that damages relationships, hurts feelings and can literally tear an organization apart. "Conflict, whether out in the open or submerged, is one of the leading reasons for board member and executive director resignations because boards tend to":

- Be diverse in their membership (gender, ethnicity, age, race, culture, education, etc.)



- Involve passionate and caring people
- Struggle with being unified and focused in terms of mission and goals in the face of many important demands and issues
- Be an expression of alternative democratic structures and processes: non-authoritarian, non-hierarchical, and inclusive
- Require shared leadership by a volunteer board and an executive director
- Operate in a dynamic, frequently adversarial, and political context (MacDonald, 2006).

How can you ensure as a board member, an executive director, a staff member or as a member in good standing of a nonprofit organization that your time and effort and the mission of the organization

will not be derailed or destroyed by a bitter or protracted conflict? Unfortunately, you can't. Every year, nonprofit volunteer organizations suffer the loss of exceptional members, intellectual capital, important experience and dynamic leaders because the board and the organization were not able to properly manage conflict. Do not let your volunteer board or membership become a victim of unresolved conflicts. Here are a few "best practices" that should be used and instituted by your board and the group's leadership to ensure the growth and prosperity of your organization.

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CONFLICT

Best Practices in Managing Conflict

1. *Practice good interpersonal communication.*

There is no amount of written policy that can substitute for regular attention to good communication practices in board meetings, committee meetings and e-mail communications. Boards and staff members need to have open and frank conversations about communication styles and practices on a regular basis. "Ground rules" for meetings are a great way to build a foundation for excellent communication. Boards should also devote some time annually during retreats, orientations or major conferences to reflect on and discuss good communication practices. "On an individual level this includes balancing inquiry (asking questions of one another) and advocacy (stating your own viewpoint), being aware of our assumptions and being more intentional in listening to one another" (Sector Leadership Program, Dalhousie University). Board members will be more effective if each person practices the principle that one should 'seek first to understand, and then to be understood.'

2. *Operate with an agreed upon strategic plan.*

The existence of a strategic plan with total board participation in the strategic planning process helps to articulate objectives, goals and outcomes. The development of a strategic plan can be of great value in reducing the potential for conflicts regarding the meaning of the organization's and the board's mission, any strategic choices and overall priorities.

3. *Clarify roles and responsibilities.*

Boards must strive to clarify the roles and responsibilities of individual directors, officers, committees and the board's role with the organization's staff. An annual board orientation session is a logical and appropriate place for such a discussion. Job descriptions (outlining duties and responsibilities) can be helpful, but are seldom sufficient for clarifying all aspects of the individual roles on their own. Where board and staff responsibilities overlap, such as in determining and working on strategic objectives, the potential for

conflict exists and determining specific roles and responsibilities becomes crucial.

4. *Help develop a skilled chairperson or board president.*

An effective board chair or president of your board of directors is critical to managing conflict. The effectiveness of the chair comes from clarity about the role of the president or chairperson, their personal integrity, an understanding of the importance of process and the liberal use of proven conflict resolution and group facilitation techniques. The chairperson needs the board's support in taking an active role in managing and leading the board and helping the board to become a remarkable steward of the organization and its goals.

5. *Learn about conflict resolution processes.*

Boards and executive directors can truly benefit from learning and using negotiation and conflict resolution processes. Some understanding of these techniques will help the organization determine the appropriate mechanism to use for a particular situation, including when outside assistance or expertise might be appropriate. Conflict resolution is regarded as a core skill-area for today's leaders and managers. It is a topic that should be introduced as part of comprehensive board education and it should be added to the list of professional development goals for staff members and the executive director.

6. *Establish a code of conduct for directors.*

Develop a written code of conduct for board members that sets standards and rules for their relationship with one another, with the executive director, and with the organization's staff. A code of conduct should focus on setting rules on issues such as confidentiality, conflicts of interests, lobbying of fellow board members and speaking with the community and other organizations with "one voice."

7. *Encourage performance evaluation.*

Formal evaluation processes for the board and executive director are important mechanisms for assessing and ensuring direct communication and creating actions that can improve working relationships. Boards should evaluate themselves (with the executive director having an opportunity to

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CONFLICT

provide an assessment) and they should also regularly evaluate the executive director according to pre-determined criteria. Also, regular evaluation of the nonprofit staff by the executive director, if constructively and properly administered, will help avoid staff conflicts.

8. *Implement a formal grievance procedure.*

Volunteer organizations that employ staff (or regularly use volunteers) should have a written internal grievance procedure that is known and available to everyone. Such a procedure will outline the steps to making a complaint, which decision makers will be involved in resolving the dispute, and any follow-up or appeal processes that exist. Normally, such a procedure will include both informal (verbal) and formal (written) steps, an explanation of who will be involved in the grievance procedure and time frames. In most cases, such a procedure will designate the board of directors as the final decision-maker.

9. *Celebrate agreements, successes and new understandings.*

Both boards and staff can do more to acknowledge the hard work that is involved in expressing and working through tough issues and situations. We can all show genuine appreciation for openness and risk-taking. A round of "appreciation," a celebratory dinner or a group outing can be useful ways of drawing attention to a success in managing conflict and build a stronger and more cohesive team.

10. *Look to gender and cultural differences as a way out of conflict.*

People of different genders, cultures and traditions bring different perspectives and skills to managing a conflict. If a conflict suffers from an ingrained gender or cultural pattern, boards should look for some alternative way to approach the situation. Other opportunities and techniques can sometimes come from sources that are closer and more approachable than we might have thought. When it comes to conflict, use all the assistance you can from your board members, membership and your organization's sphere of influence.

What if your board institutes all of these "Best Practices," and works diligently to solve protracted conflicts, but the conflicts won't go away?

I am frequently brought in specifically to deal with boards that find themselves in the tug-of-war between personalities and the perceptions members have of one another. Because the call to serve on a board is a personal one and individuals choose to dedicate themselves to a cause, questioning a fellow board member's motives and agenda can lead to a monumental conflict. If you find yourself doing this, remember: Ethically, you have a duty to yourself, your family and your sanity above and beyond any responsibility to the board, the organization or a cause.

If you have tried to practice good conflict resolution techniques, asked for outside intervention and done an adequate amount of soul searching, sometimes the best option is to find another organization that needs your help. You may also realize you can do more good for the organization as a volunteer or a fundraiser than as a board member. If your organization experiences a change in purpose or mood, do the right thing: either embrace the change and help move the organization along, or find a new outlet for your expertise, time and passion.

If you are a member of an organization that has a board that works, count yourself lucky. If you are presently experiencing frustrations as a board member, as a volunteer or staff member of a nonprofit, or as a member in good standing in an organization, the good news is your Board or Directors can be fixed. A commitment to use these "Best Practices" in managing the communication techniques and conflicts experienced in your organization can improve the efficiency, productivity and mood of your leadership team, your members and your diligent volunteers. By listening to its members, staff and volunteers, communicating well with the executive director and each other and using best practices, all boards can become boards that work.

George Ewing is a PhD. candidate in Conflict Analysis in Resolution at Nova Southeastern University in Fort Lauderdale, Fla.

References

MacDonald, E.G. (2006). "Managing Conflict: A Guide for Board Volunteers,"

Sector Leadership Program, Dalhousie University.

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About Us

This is a quarterly newsletter produced by Wildlife Rehabilitators of North Carolina (WRNC). WRNC was organized in 1999 with a mission to share information and knowledge about wildlife rehabilitation.

The opinions, techniques and recommendations expressed in the articles of this newsletter are those of the authors and do not imply endorsement by WRNC.

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ABOUT YOUR NEWSLETTER

This newsletter is your tool for reaching everyone in WRNC. Submit comments, corrections and announcements to Jean Chamberlain at jchamberlain1@windstream.net

NEWSLETTER COMMITTEE

JEAN CHAMBERLAIN
 LINDA BERGMAN
 CARLA JOHNSON, PROOFREADER



Join us online!

WRNC has set up a listgroup on Yahoo! for members to share information, ask questions, network and get to know each other. To join, go to:

<http://groups.yahoo.com/group/WRNC/> or send an email to: WRNC-subscribe@yahoogroups.com.

Case Studies

Deciding right from wrong

Case 13

It's that time of the year: baby season! The clinic is full of 39 baby songbirds, opossums and bunnies. The wildlife rehabilitator also receives a baby least tern into rehab.

"Terns are precocial; I'll put down a mirror and some mealworms for it," the rehabber thinks.

"Gads! I have so much to do: write case studies and a presentation for the symposium; prepare presentations for the Rotary Club — they make great donations — do a Bible School program for some kids, a program for the Preservation Society and an oil contamination presentation next week!"

"I'll get up early and clean. Or I'll clean at night and rely on volunteers to do the feeding so I can work. This stuff has to get done."

Two days later when she returns to the center from the Bible School presentation, the tern is dead, the cages are filthy, and the birds don't look well.

❖ How does this relate to the Wildlife Rehabilitator's Code of Ethics?

❖ Which Code (s) might apply?

The Wildlife Rehabilitators Code of Ethics is available in the IWRC's Minimum Standards, which can be found at: <http://www.iwrc-online.org/documents/MSWR.pdf> on Page 7.

Answers to previous ethics cases

Case 12

A wildlife rehabilitator is giving an "Introduction to Wildlife Rehab" program for a local civic group. During the presentation she openly criticizes another wildlife rehabilitator who uses "outdated methods." In the same presentation she states that she rarely uses any of the local veterinarians because "they don't know squat about wildlife or wildlife rehabilitation."

Which code(s) might apply?

Code 6: Respect other rehabilitators and persons in related fields, sharing skills and knowledge in the spirit of cooperation for the welfare of the animals.

Worth Repeating

"If a single species of mosquito were to disappear, its loss would have adverse, perhaps even disastrous, consequences for dozens of other species. Yet if humankind were to suddenly become extinct from the earth, no wild creature would have cause to regret our passing."

— Len McDougall
The Encyclopedia of Tracks & Scats

Creature Feature**Eastern Bluebirds, *Sialia Sialis***

Description: Eastern Bluebirds measure 6 - 8 inches in length. The male has brilliant royal blue upperparts, warm, red-brown breast and white belly. The female has a buffy throat and breast, grayish-blue head and back with light blue tinges on the wings and tail. They have large eyes, round heads and slender, short bills, which are wide at the base.

Weight range: 28-30 grams, which is 1 ounce.

Range: Throughout eastern North America through Canada, as far west as Saskatchewan and the Great Plains states, south to eastern New Mexico. They winter in the southern part of their breeding range and south as far as Mexico and Nicaragua.

Natural History: When the first settlers arrived from England, Bluebirds were probably as common as the American Robin, but they suffered a major decline from the 1920s to the 1970s. Theories about why Bluebirds declined include severe weather, the post-World War II housing boom, forest defragmentation, cats, an increase in natural predators and the possibility the species is subject to periodic crashes. In the 1980s, many people younger than 40 had never seen a Bluebird. Even today, there are still many people who have yet to encounter one.

Cultural Significance: The bluebird is a common symbol of happiness and optimism in many parts of the world, especially the United States. As Judy Garland sang: "If happy little bluebirds fly above the rainbow, why, oh why, can't I?" Known for their sweet, melodious whistling sounds; *chir -wi or chur-lee.*



Photo by Brenda Hiles

Habitat: Bluebirds are cavity nesters, (similar to many species of Woodpecker) which make them ideal candidates for a bird house. In fact, if there was ever a bird in need of our help in providing nest boxes, it is the Eastern Bluebird. Older Bluebirds are more likely than

younger ones to nest in a nest box. Visit the North American Bluebird Society website: www.nabluebirdsociety.org for construction and/or mounting instructions. A Bluebird builds its nest neatly with fine grasses or pine needles, about 3 - 4 inches deep. You can find Eastern Bluebirds in open country with patchy vegetation and large trees or nest boxes. Meadows, old fields and golf courses are good places. Bluebirds typically sit in the open on power lines or along fences, with an alert, vertical posture. When they drop to the ground after an insect, they make a show of it, with fluttering wings and a fairly slow approach, followed by a quick return to the perch. They enjoy open or semi-open grassland habitat with an open canopy and little or no understory, sparse ground cover / low grass; also, orchards, mowed meadows, large lawns, cemeteries, orchards and areas with scattered trees and short ground cover. Clear-cut forests, burned tracts of pine woods, swampy habitats near urban areas are also inviting. For hunting and nest guarding, Bluebirds prefer fence, telephone lines and medium-size trees for perching spots.

Adult Diet: Bluebirds eat large amounts of flying insects, cutworms, grasshoppers and spiders. Bluebirds are very fond of mealworms, so they are can

be presented alive, in a tray feeder. In addition to insects, these birds eat berries and fruits off small trees and shrubs.

Nestlings: The Eastern Bluebird lays an average of three to five clear blue eggs (though sometimes they are white). The eggs hatch in two weeks. Nestlings eat a variety of soft insects, insect larvae, grubs and spiders. As they grow, their parents will bring them larger winged insects and grasshoppers. They eat about every 20 minutes from sun up to sun down. By fall, the mated pair will have raised two or three broods and may migrate south if their food supply runs out or it gets too cold.

Fledglings: A baby Bluebird fledges or leaves the nest after hatching in 15 to 20 days when they are ready to fly. At times, parents will stop feeding and start calling to them, encouraging them to leave the nest box. Usually all the young leave the nest within an hour or two on the same day.

Although out of the nest, the parents will tend to their fledglings for about five weeks. The fledgling's feathers have turned mottled brown with gray-blue hues. A yellow tinge edges the beak.

Juveniles: Once fledgling Bluebirds can gather food on their own, they are termed juvenile birds. These juvenile birds are similar in appearance to the adult female except they have brown/gray spots and streaks on the breast. Already the males can be identified by their brighter blue wing feathers and tail. By the next breeding season they will be sexually mature adults and ready to start their own family.

Adults: Typically, Bluebirds begin breeding at one year of age. Like many songbirds, the lifespan of the Bluebird is typically 2 years. A fortunate Bluebird may live 5 years or more.

Rehabilitation Notes: Nestlings eat meal worms and fruit. Rehabilitators

should provide juveniles insects on the ground in an outside transition enclosure to encourage foraging before release. Long-term rehabilitation requires a calcium supplement such as Necton-S.

Common Problems: Predators of young Bluebirds in the nests can include snakes, cats, raccoons, fire ants, squirrels and in some areas, black bear. Also, birds competing for nesting location (house sparrows (very aggressive and vicious), English sparrow, wrens, starlings, woodpeckers), will commonly kill chicks or shove them out the nest hole and leave them to die on the ground. Also, parasitic blowflies, which prefer cavity nesting birds, can lay eggs, and the hatching larvae attaches to nestlings to suck their blood.

*Creature Feature provided by
Linda Bergman
WRNC president*

BRIEFS

Calif. judge halts TNR program for cats

A judge in California ordered a halt to a trap, neuter and release program for feral cats in Los Angeles in December, pending an environmental review.

A coalition of conservation groups, including the American Bird Conservancy, sued to halt the practice because of the toll feral cats take on birds.

The court determined that the city's Department of Animal Services had been "secretly and unofficially" promoting the

practice even though they were obliged by law to first conduct a review of the program under the California Environmental Quality Act (CEQA).

AVMA supports proposal for more wildlife, zoo vets

The American Veterinary Medical Association supports newly introduced federal legislation that will help increase the number of veterinarians specializing in wildlife and zoo animals.

The Wildlife and Zoological Veterinary Medicine Enhancement Act, introduced Jan. 21 by U.S.

Rep. Alcee Hastings, D-Fla., will help fill a need in protecting the country's animals, environment and its people, the agency said in a press release.

Squirrels & More to add new link

Chris's Squirrels & More Store will soon be including a Rehabber's Corner on its website. The section will be strictly for rehabbers, including information on squirrel rehab, cage designs and other topics geared to rehabilitation. Look for the link on the left-hand side of the page.