

California Council *for* Wildlife Rehabilitators

MISSION STATEMENT:

CCWR works to promote the highest standards of animal care in wildlife rehabilitation by providing educational and networking opportunities among wildlife rehabilitators and regulatory agencies.

WINTER 2005

CCWR NEWS

CCWR Symposium 2004 The Dream Continues

By Karen Hoyt

What a wonderful Symposium. I hope everyone enjoyed it as much as I did. As this was CCWR's 10th Annual Symposium, it held special meaning with the dreams of all wildlife rehabilitators continuing to survive and flourish. As we expected, the Tenaya Lodge at Yosemite was as exceptional as a symposium site in September 2004, as it was the year before. The wilderness areas around the Lodge provided a rejuvenating experience for rehabilitators and family members attending the CCWR 2004 Symposium. With all the activities, lectures and workshops, I don't know many who were able to truly enjoy the luxuries provided by the Lodge.

As has become a custom, we kick started the symposium on Friday night with our Fish and Game panel. With changes in the California Department of Fish and Game (CDFG) and the State of California's budget, it was no surprise that most of our regional representatives were not able to attend. The introduction of Nicole Carion, the newly appointed Wildlife Rehabilitation Coordinator with the California Department of Fish and Game, was the breaking news of the evening. Wildlife rehabilitation had been managed through the law enforcement branch of the DFG, but with budget cuts, all of the branches needed

to take a good look at workload and responsibilities. This evaluation has caused the management and regulation of wildlife rehabilitation to be moved to the Wildlife Management Branch. The support and attention that rehabilitators have come to expect from the regional offices of the Law Enforcement Branch, while changing dramatically, is still evident with the Law Enforcement Branch providing funding for two years, this new, position of Wildlife Rehabilitation Coordinator. The management of wildlife rehabilitation has come a long way from being a very minor part of the DFG budget, to being viewed with the importance of dedicating a full time person to coordinate. Please join me in welcoming Nicole and sharing the needs of wildlife rehabilitation with her. Her contact information is: ncarion@dfg.ca.gov and her phone number is: 916-445-3694.

Exemplifying the importance of these changes was the request from Nicole for CCWR and wildlife rehabilitators to become involved with reviewing the proposed changes in regulation and in guiding the future direction of our profession. CCWR has agreed to help organize a committee, the CDFG Advisory Committee. Applications are being taken and the committee will help set protocols and procedures to address many is-

sues within our field.

Saturday morning had everyone deep in note taking with our General Session speakers, Drs. Lynn Whited and Nancy Anderson. Dr. Whited introduced the topic of Pain Management in Wildlife Patients; a much overlooked area of medical practice. Dr. Anderson kept us going with an in-depth look at the Use of Antibiotics in
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CCWR Symposium 2004 – The Dream Continues *(continued from page 1)*

Wildlife Rehabilitation. I believe that most rehabilitators walked away from these presentations with a new view of both of these topics. CCWR would like to thank all of the veterinarians who gave so much of their time and energy to helping wildlife. A special thank you to a couple of the veterinarians, Dr. Whited and Dr. Anderson for sharing their information with us.

A short, annual CCWR membership meeting followed the General Session speakers. The CCWR Board of Directors was asked to come forward and identify themselves and the changes in the structure of the board were introduced for the up and coming year. Libby Osnes-Erie has stepped up as the new CCWR President, Nancy Conney will continue as Vice-President, Susan Kaveggia continues as

Secretary and Karen Hoyt will take over the Treasury position. Applications for new Board of Director positions have been received and you should be seeing a ballot shortly with the nominees. CCWR has survived and changed over the past 10 years due to the dedication of the Board and all CCWR members. There are many areas where any member can help in supporting this organization. Please feel free to contact any Board member if you would like to help shape the direction of wildlife rehabilitation in the State of California.

It was announced at this meeting that CCWR has agreed to host the National Wildlife Rehabilitation Association's (NWRA), four-day conference in California in March 2006. As this is a huge undertaking, CCWR's 2005 symposium will be a one-day event in Northern California, most likely in Region 1. This will help provide up-to-date information to our fellow rehabilitators at the extreme northern part of our State as well as not taxing your budgets by having two large symposiums within a six-month period of time. A CCWR committee is being formed to help identify the NWRA symposium location, identify speakers, and help support the organization with volunteers for a cleanly run symposium.

The anticipation of CCWR's annual networking luncheon had participants streaming out of doors to the huge tent erected to keep the weather off of us while we enjoyed the company of new and old friends. The food was plentiful and delicious, a perfect way to break digest the morning presentations.

Saturday afternoon had participants going in different directions as we provided four different tracts of workshops this year. It was hard to choose from the many topics provided in the Avian, Mammal, Administrative/Training and Special Interest workshops. CCWR would like to thank all of the people who volunteered their time to present information at this symposium.

If you have a topic of interest that you are willing to share with your fellow rehabilitators, please contact the Board.

Our Saturday evening entertainment was the awe-inspiring presentation of John Hendrickson's California Raptors. John's passion for environmental education and photography were both expressed in his presentation. Susan Kaveggia went above and beyond in bringing John's work to our attention.

Sunday morning moved participants in different directions with options of an all day IWRC Wildlife Feeding and Nutrition class, a half day Introduction to Homeopathic First Aid for Wildlife, and a morning guided Nature Walk around the Tenaya Lodge property. CCWR strives to provide our membership with their most pressing needs as well as to provide a natural outlet for our love of wildlife.

I can't say THANK YOU enough to our host group of two years in a row, Fresno Wildlife. There is so very much that goes on behind the scenes to make a symposium successful. Also, a big Thank You to all the CCWR Board members who organized the weekend and lastly, much gratitude to all of our speakers and participants who made this symposium possible. CCWR continues the dream of encouraging education, professionalism, and care for our wildlife through rehabilitation.

Watch for the CCWR ballot and vote in new Board members. Let us know if you are interested in committee work on any of the CCWR committees –

- A. CDF&G Advisory
- B. Newsletter
- C. Symposium
- D. Website
- E. Nominating
- F. Education
- G. Membership
- H. Legislative
- I. Finance

Let your voice be heard and continue to follow your dreams.

— *Thank you* —

to everyone who donated items for the Saturday evening raffle at the 2004 symposium, including:

- *International Bird Rescue Research Center*
- *International Wildlife Rehabilitation Council*
- *Martha Kudlacik*
- *Laura Murphy*
- *National Wildlife Rehabilitators Association*
- *Oblone Humane Society Wildlife Rehab*
- *Stanislaus Wildlife Care Center*
- *Wetlands and Wildlife Care Center*
- *Wildlife Care Assoc.*
- *Dawn Wilson (Project Wildlife)*
- *Linda York*
- *Animal Care Equipment & Services, Inc.*
- *Stevan Logsdon/Wildlife Artist*
- *Mike Fellows/Wild Ones Books*
- *Sky Hunters*
- *and many more...*

THE NATIONAL WILDLIFE REHABILITATORS ASSOCIATION PRESENTS

— *Symposium 2005* —

“Working Together for Wildlife”

MARCH 8-12, 2005, MINNEAPOLIS, MINNESOTA

Marriott Minneapolis Southwest • Host: Minnesota Wildlife Assistance Cooperative

How to Build a Great Volunteer Program

By Star Howard

Building up a great volunteer program is actually pretty easy, following a few “pointers:”

- Paint a realistic picture
- Provide on going training
- Praise positive performance
- Pair up personalities
- Policies and procedures are paramount

The Wetlands and Wildlife Care Center has found that new volunteer orientation classes every other month work out best for our purposes. Your organization will need to consider how often to hold classes based on your needs. At one time, we started new volunteers once a month. This meant that there were always new people starting, and we found we were spending a lot of time training. Additionally, there is a group process that occurs when new people are added to an existing “group” of people who have worked together for awhile, and it helps to give everyone time to adjust to the “newbies.” As Volunteer Director, I found it worked best to allow these group processes to go on without a constant infusion of new stressors. For this reason, every other month seems the most reasonable schedule for our center to start new volunteers. Since we have a fairly high retention rate for volunteers, it is not necessary to constantly be starting new people. You will have to assess your staffing needs and determine and how often you want to train new volunteers. Some centers only start new volunteers a couple of times a year, such as before “baby season.”

When recruiting and starting new volunteers, paint a realistic picture of what they will be doing and learning. This is perhaps the most important thing you can do to increase your retention rate for volunteers. If you only talk about the glamorous side of the experience and leave out the cage cleaning, dishes, and laundry, new volunteers may come once or twice, then drop out. Making an informed choice to become a volunteer involves making a commitment. This includes asking them to realistically assess whether or not they can give the time you require. If you have a drop-in volunteer program, time commitment may not be important. But if you

need to count on a regular schedule of volunteers, time commitment is essential and should therefore be stressed at the outset. Simply signing up numbers of new people should not be your goal. Recruiting committed volunteers *should* be your goal, and is the most efficient use of your resources and time.

Providing on going training can be formal or informal. Our center provides a combination of informational classes for volunteers on a variety of subjects (Cottontail 101, Waterfowl 101, Heron/Egret Rehabilitation, Initial Care of Songbirds, etc.) and informal training by Shift Supervisors and Senior Volunteers. At one time, the center tried a check off system where the Shift Supervisors kept a list of tasks to be learned, and checked off the volunteers as they demonstrated competency. This proved to be too time consuming and too much paperwork. Since our Shift Supervisors seldom change, they are responsible for knowing what their volunteers know how to do, and this seems to work for us. If volunteers change to another shift, it is an easy matter for Shift Supervisors to verbally discuss with each other what level of competence the volunteer has achieved, ensuring continuity of supervision. Volunteers receive a certificate for each class they attend, and a copy is kept in their file. Aside from the annual record keeping of volunteer hours, this can be important for volunteers who need letters of recommendation for college or for jobs related to wildlife rehabilitation.

Positive praise is important for keeping up morale of volunteers. When they feel important, they like what they are doing, and they want to keep coming back and doing it! It is as simple as that. Making volunteers feel important is a basic component of building a great volunteer program. Most volunteers do what they do because they want to feel they are contributing to a greater good. Painting the big picture of wildlife rehabilitation (the philosophy behind rehabilitation) helps volunteers see that they are doing something important, and it is something you can talk about while you are doing training in the

various tasks that the volunteers are doing. Building personal relationships with volunteers and keeping in touch with them lets them know how important they are. Our center has an annual volunteer appreciation day where everyone gets together to socialize, meet other volunteers, and be told how much they are appreciated. Volunteers receive a nice certificate for their hours for the previous year, and are personally thanked for their hard work.

Pairing up personalities can be very important in the success of your volunteer program. Knowing your volunteers is helpful when making assignments, especially when assigning new volunteers. New volunteers are anxious to be accepted and want to be successful. If you pair up new volunteers with more experienced volunteers who are natural leaders and trainers, you will be more assured of suc-

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California Council for Wildlife Rehabilitators Profit & Loss Statement

January 1 through
December 31, 2004

Income	
Donations	\$ 565.54
Interest income	11.24
Memberships	5496.00
Symposium	10320.00
Total Income	\$ 16392.78
Expense	
Board Expenses	\$ 1091.23
Gift	67.03
Membership	522.95
Newsletter	440.29
Office	2418.52
Symposium Expense	7832.39
Total Expense	\$ 12372.41
Net Income	\$ 4020.37
Current Bank Balance	\$ 13906.76

How to Build a Great Volunteer Program *(continued from page 3)*

cess with the new people. Some volunteers do not want to be in a leadership capacity and will shrink from having to be role models for new volunteers, and so you will want to avoid placing them in this capacity. The better you know your volunteers, the more you will understand this dynamic and the better your assignments will be.

Policies, protocols, and procedures are paramount because they are in place for a reason, be it Fish and Game requirements, good practices necessary for safety, or proven effectiveness. If a volunteer understands the reasons for policies, procedures and protocols, they are more apt to follow them. A new volunteer manual is distributed at the beginning and they are

asked to read it over before their first shift. Our center has a protocol book that has been developed over the years for treating various species with various presenting problems. Following established protocols is essential for standardized, proven treatment. Safety procedures are essential for the safety of both the animals and the volunteers and must be followed. Refusal to follow policies, procedures, or protocols can adversely affect the safety of the animals or result in unsafe conditions for volunteers and must be addressed. Volunteers who refuse to follow policies, procedures, and protocols should be politely, tactfully, but firmly let go. This is essential for the morale of "tried and true" core of great volunteers who do follow the

rules. When problems arise, address and resolve issues on a timely basis. This shows volunteers you are responsive to their concerns and care about what's going on with them. Good leadership promotes good morale and increases your retention of good volunteers.

Following these pointers will help you build a great volunteer program by making sure that volunteers have a successful, rewarding experience. Anything you can do to make volunteers successful will increase your chances of having a good program.

Star Howard is the Volunteer Coordinator for Wetlands and Wildlife Care Center in Huntington Beach, California. Her e-mail address is: pelistar@onebox.com

Fatal Protozoal Parasite Found in Both Horses and Sea Otters

Reprinted from UC Davis Center for Equine Health

Equine protozoal myeloencephalitis (EPM) is a neurological disease that occurs when protozoal parasites infect and invade a horse's central nervous system. Infection with this parasite results in characteristic lesions in the brain and spinal cord and causes incoordination and muscle atrophy. The two protozoal parasites have been identified as *Sarcocystis neurona* and, less commonly, *Neospora hughesi*. Opossums are considered the definitive host for *Sarcocystis neurona*, shedding the infective sporocysts (egg-like stage of development) in their feces. Horses become infected by ingesting food or water that has been contaminated with opossum feces containing the infective sporocysts. The definitive host for *Neospora hughesi* has not been identified.

In approximately 2 to 4% of cases, the sporocysts ingested by a horse migrate from the intestinal tract into the bloodstream and cross the blood/brain barrier, causing disease. There, they attack the horse's central nervous system. The onset of the disease may be slow or sudden, and the signs vary depending on the type of damage to the central nervous system. If left undiagnosed and untreated, EPM

can cause devastating and lasting neurological deficits.

In April 2004, an unusually high number of dead or stranded sea otters from the Morro Bay area were found to be infected with the same parasite that causes EPM in horses, *Sarcocystis neurona*. Such deaths have been reported previously, but the number of otter deaths during this particular time period greatly exceeded that in previous years, and localized clustering of *Sarcocystis neurona* infections has not been documented before. Many otters stranded alive had clinical signs suggesting brain damage. To date, affected otters have tested negative for several pathogenic viruses, including West Nile virus. The harmful algal bloom toxin, domoic acid, may have contributed to the deaths of a few sea otters, as well as a second protozoal parasite, *Toxoplasma gondii*. Sea otters mortality returned to more normal levels by May 2004.

Investigations into the sea otter deaths are being conducted. Scientists believe that the *Toxoplasma* parasite, found in cat feces, ends up in the ocean through freshwater runoff. The parasite may then be concentrated by ocean filter feeders such

as shellfish, which are then eaten by the otters. Something similar may be happening with *Sarcocystis neurona*, but researchers do not yet know if it is concentrated in filter feeders. Investigations also are continuing into the epidemiology of EPM, the geographic distribution of the disease, risk factors associated with infection, vulnerability of fetuses in the womb, and the age at which horses are more likely to be exposed to the parasite under the field conditions.

The case of *Sarcocystis neurona* appearing in two quite different species underscores the importance of understanding the basic mechanisms by which all disease spreads. While not officially part of the Bernice Barbour Communicable Disease Laboratory (BBCDL), the research group investigating the occurrence of *Sarcocystis neurona* in horses (equine protozoal myeloencephalitis) exemplifies the founding principles of the BBCDL. Their knowledge of the mechanisms by which EPM occurs in horses, the relationship of the disease to the environment, and the diagnostic testing methods they have developed can all be applied to the disease caused by the same parasite in sea otters.

Are You a Birdnapper?

You Found a Baby Bird on the Ground ... Now What?

Parent birds will feed their babies after you have touched them.

Birds have a poor sense of smell and the parents won't know that you have touched their babies. They will even be foster parents for an abandoned baby of the same species and age as their own young.

Parent birds will search for their babies even after 24-48 hours of absence.

Most birds have their own territories. Even if the nest and babies are gone, the parents remain in their home territory, waiting to welcome their babies home.

Birds only need to be rescued if they are:

Injured, cat caught, icy cold, naked, or orphaned.

Symptoms of an Injury or Illness:

- Falling over on side
- Wing tweaked upward
- Unable to flutter wings
- Wings drooping
- Weak or shivering
- Feathers fluffed
- Attacked by a cat or dog
- Bleeding

Abandoned:

Watch for the parents ... observe the baby bird continuously for 60-90 minutes from a distance of 50 feet. Watch carefully; the parents fly in and out quickly.

If you have the bird in a box, check the feces ...

- Clear with white poop (or green bile) indicates a baby bird is not being fed, and is likely abandoned.
- Color in the poop indicates that the parents are feeding the baby, and the bird should be put back where found.

Fallen Babies: Naked and pin-feathered birds should be kept warm while trying to locate the nest. The babies will get chilled quickly. (See Temporary Care Instructions)

An entire nest of birds can be placed in a small tissue-filled wicker basket or butter

tub with drainage holes in the bottom. Nail to the tree in a safe location from crows and hawks. Be sure that a branch shades them from sunburn.

DON'T BE A BIRDNAPPER! EDUCATE YOUR CHILDREN, NEIGHBORS, AND FRIENDS NOT TO PICK UP HEALTHY BABY BIRDS. LEAVE THEM WITH THEIR PARENTS ... THEY RAISE THEM BEST!

One single baby must be returned to the original nest with his siblings. The parents will only sit on and feed the babies in one nest. If the nestling cannot be returned, call a wildlife rehabilitator.

Fledglings: These birds have feathers and short tails, and can perch, hop or walk. They are learning to fly (a process that may take two weeks). They should be left alone to practice hopping and fluttering from low shrub branches to the ground. The parents are close by, and continue to feed the babies until they learn to fly and eat on their own. Parents will guide the fledglings into the bushes at night to hide from predators.

Safe Return of the Fledgling:

- *Keep pets and children* indoors so that the parents will return to the baby.
- If a bird can perch on your finger, place him on a branch in a bush near the area you found him.
- If you found him in a high traffic area, move him to a safe area under the cover of bushes.
- Parents communicate with their young by a series of voice calls. They are able to locate their babies and move them where they wish.
- **At a distance**, (indoors is best) watch continuously for 1 hour for the parents to return. They fly in and out very quickly. If the parents don't return, call a wildlife rehabilitator.

Hummingbird Tips

The young birds secure themselves to the nest by weaving their tiny toes around the nest fabric. So firm is their hold that if lifted from the nest, most often the legs are left behind. Never remove them from the nest.

If you find an injured or orphaned hummingbird on the ground, scoop up what he is sitting on with him and place him on crumpled tissue paper in a shoebox with holes in the lid. Always use tissue or paper towels, NOT cloth- his feet may become

entangled in the cloth. (See Temporary Care Instructions for All Birds)

Call a wildlife rehabilitator ASAP. Hummingbirds will die within 4 hours if not fed. Hummingbird babies that are fed sugar water or Hummingbird nectar for more than 24 hours may develop crippling deformities.

Temporary Care Instructions for All Birds...

- 1) **NO** food or water
- 2) Keep the bird warm. (Tissue filled shoebox or other small box with holes in lid. Place on a heating pad on "LOW".)
- 3) Keep bird in a dark, quiet place.
- 4) Leave the bird alone; don't handle or bother it.
- 5) Keep children and pets away.
- 6) Call a wildlife rehabilitator

Raising an Orphaned Bird

Keeping a native wild bird in the State of California is against the law if you don't have a permit, even if you plan to release the bird.

Raising an orphaned bird takes from four to eight weeks. Naked and pin-feathered nestlings must be fed every 20-30 minutes. The feeding schedule then extends to 45 minutes and so on. The baby birds are fed from 7am to 8pm for four to six weeks. When they become self-feeding, they are provided with a natural diet for that specific species (grains, etc. for seed eaters; mealworms, fruit and berries for the insect and fruit eaters). After being self-feeding for one week, they are placed in an outdoor aviary for two weeks to fly and compete with others.

Courtesy of
Songbird Care and Education
Vicki Andersen, Susan DiGregorio,
and Claudia Vilensky

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**California Council
for
Wildlife
Rehabilitators**

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**California Council for Wildlife Rehabilitators
MEMBERSHIP FORM**

Name: _____

Address: _____ City: _____ Zip: _____

Telephone: _____ E-mail Address (if any): _____

Affiliation: _____ Region: _____

\$20.00 Individual \$35.00 Organization/Couple

Please make checks payable to: CCWR, P.O. Box 434, Santa Rosa, CA 95402