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**WILDLIFE
REHABILITATORS'
NETWORK**
Of British Columbia

2012 Year in Review

By Angelika Langen, WRNBC President

2012 has been a busy year for all of us at WRNBC and we hope we served you well. After a long time of consultation and research, our first comprehensive Minimum Standards document was completed. This is a project in progress and will by all means require ongoing updates, but it will serve as a foundation to all of us striving to give our animals the best care possible. Many thanks to Meghann Cant and Kimberly Reid for their dedication and hard work on this project.



Photo: Christina Carrières

Keeping in touch with our members is a very important part of our work. Marcy Potter and Lani Sheldon did a terrific job, bringing you our newsletters and email blasts for critical questions and updates. Our thanks to both of them for doing this!

2012's most substantial project was to consult with the government on the proposed exclusion of certain wildlife species from rehabilitation efforts. Though not yet completed, we passed some important milestones. Many meetings and negotiations have resulted in a better understanding of both sides in regards to this issue. The working group has now forwarded several options to the decision-making body of the government. A final decision is not expected until after the elections in 2013. Unfortunately, there is no guarantee that the decision-making body will heed the recommendations of the working group, but it is our hope they will do so. *In the meantime, all enforcement of this regulation will be suspended.*

We are wishing all of you a wonderful 2013 and please remember our representation of you and your concerns can only be as good as your involvement. Without your input and support, we cannot act in your best interests.



Photo: Christina Carrières



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&



present

2013 BC Wildlife Rehabilitation Conference

Join us March 1-3, 2013 in Vancouver, BC!

Hosted in conjunction with Vancouver Aquarium Marine Mammal Rescue

Registration is now OPEN!

<http://www.wrnc.org/activities-events/activities-and-events/conference-registration/>

New Open!

2013 Education & Travel Bursary Applications

Deadline is January 30th – apply now!



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2013 Education Bursary – \$500
2013 AGM Travel Bursary – \$300

Wildlife Health Event Reporter (WHER): An Online Tool for Monitoring and Recording Wildlife Health Observations

The compassionate work by wildlife rehabilitators to nurse sick and injured wildlife can contribute to a better understanding of wildlife disease phenomena. Through the Wildlife Data Integration Network's presentation, *Wildlife Health Event Reporter (WHER): An Online Tool for Monitoring and Recording Wildlife Health Observations*, the group explains how information about the events rehabilitators respond to and the data they collect for their wildlife care cases are highly desired. Read more at <http://wdin.blogspot.ca/2012/11/in-spotlight-wdin-presents-at.html>.

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Magna Man: A lesson in business, a lesson for all

By Lani Sheldon, WRNBC Secretary



Photo: CBC

Amidst the holiday hustle and bustle of December, I overheard a radio interview that was music to my ears. It had nothing to do with wildlife (gasp!), no mention of animals, the environment, or politics and rehabilitation (shock!). Yet I found it so incredibly relevant to the work of those who labour, paid or unpaid, in the rehabilitation community.

Enter Austrian billionaire Frank Stronach, founder and chair of Magna International. I know, how could a billionaire have anything to do with wildlife rehabilitation? Rarely do you see the words 'billionaire' and 'wildlife rehabilitation' on the same sheet of paper.

As I listened to Stronach speak, he described how he grew his company from its humble beginnings to a global corporation.

Stronach spoke about a talented foreman, who approached him to say he was considering leaving to start his own business. He went home that night to think about the situation:

"If that foreman's going to leave me, that would stifle my growth. Not good for me. Second question: if that foreman would leave me, I would have to do all the work. I like that even less. Next question: if I would hire a new foreman, and I don't teach him the business, I still [have] to do all the work. The fourth question: if that foreman's going to leave me and I hire a new one, and I show him how business is run, after a year or two years, that person would decide to start his own business."

He described his decision to offer his foremen business partnerships in order to both retain loyalty and to continue to produce a better product. Within a few years, he had successfully expanded to several factories, all using this same model with multiple employees.

"Business is so easy. All you have to do is make a better product, for a better price. But where most people fail is the human capital. What are you going to do to motivate labour, to not only work hard... think, is their heart in it? That's crucial because if the heart's not in it, you can't make a competitive product at a competitive price."

The key is: listen to the 'guys'. Don't screw the workers. Know the employees. What are their hopes, their dreams, their desires? As the manager, I have to prove to the employees that I care, that I want to make their life a little better. Nobody works for me. You work with me."

It expressed so eloquently how, although we may focus on improving the technical, scientific or medical side of wildlife rehabilitation, the human component cannot be ignored if we are to grow as professional organizations. How we treat our coworkers, staff, volunteers and the public is a key factor in delivering success. You cannot deliver a premium product without investing in people – people that care *and are cared for*.

Care for ourselves and each other, and professional growth and positive results innately follow. Some ideas to start the proverbial ball rolling:

- Do you know what your colleagues value or find meaningful? What are their hopes and dreams for their careers and lives? Find a way of regularly rewarding each other for your achievements in a way that *they* will value. Brainstorm your ideal working environment. It is often more simple than we think.
- Empowerment. Protocols can be great, but remember to allow room for creativity and innovation. How can you provide support for those who demonstrate initiative?
- Open communication. Closed doors are often at the root of many problems. When in doubt, talk it out.

Listen to the full interview at <http://www.cbc.ca/thecurrent/interviews/2012/12/10/frank-stronach-magna-man/>.

Upcoming Courses

International Wildlife Rehabilitation Council

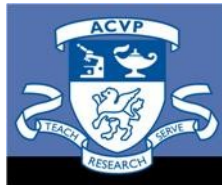


<http://theiwrc.org/continuing-education/online-training/>

Oil Spill Volunteering	Online	On-demand
Pain Management	Online	On-demand
Parasitology	Online	On-demand
Wound Management	Online	On-demand
Fluid Therapy	Online	Coming soon
Zoonoses	Online	Coming soon

Abstracts from the American College of Veterinary Pathologists

Wildlife played a prominent role in this year's ACVP annual meeting. Full abstracts are available online, but here is a sampling of relevant papers that were presented:



- [Increased mortality in a colony of zebra finches exposed to continuous light](#) (maintain natural light cycles in your centres at all times; important during winter months to mimic dark outdoor conditions)
- [Poxvirus in big brown bats](#)
- [Infectious brain tumours in raccoons](#)
- [Melanoma in fallow deer](#)
- [Vitamin D intoxication in birds](#) (Kaytee® bird food recall)

Visit <http://www.acvp.org/meeting/2012/abstract/index.cfm> for more information.



Have a great case study to share? Spread your expert knowledge!



We want to hear from YOU! Email your submissions to info@wrnbc.org for our quarterly newsletter.

<u>Distribution</u>	<u>Submission Deadlines</u>
January	Winter – December 15
April	Spring – March 15
July	Summer – June 15
October	Fall – September 15

What has your Board of Directors been up to?

- Planning your 2013 AGM in Vancouver, BC!
- Helping to coordinate the 2013 IWRC Educational Symposium in Victoria, BC
- Planning the second basic session for Oiled Wildlife First Responder's Training – **postponed to 2013**
- Meeting with the Ministry of Forests, Lands and Natural Resource Operations and Ministry of Environment for discussions on Schedule C wildlife, permitting and reporting requirements, and regional wildlife rehabilitation concerns

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Help us save paper and reduce costs! If you would prefer to receive your newsletter by *email only*, please contact our Membership Secretary, Marcy Potter, at marcy.potter@wrnbc.org.