

Part III Statement of Program Service AccomplishmentsCheck if Schedule O contains a response or note to any line in this Part III ☒**1** Briefly describe the organization's mission:

PROVIDE EDUCATION, TRAINING, AND RESOURCES TO THOSE IN THE PROFESSION OF WILDLIFE REHABILITATION, INCLUDING ENVIRONMENTAL EDUCATION AND WILDLIFE MEDICINE.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? ☐ Yes ☒ No

If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? ☐ Yes ☒ No

If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a	(Code:) (Expenses \$ 72,545 including grants of \$) (Revenue \$ 127,483)
See Additional Data	

4b	(Code:) (Expenses \$ 18,635 including grants of \$) (Revenue \$ 34,800)
See Additional Data	

4c	(Code:) (Expenses \$ 72,098 including grants of \$) (Revenue \$ 65,284)
See Additional Data	

(Code:) (Expenses \$ 46,074 including grants of \$ 19,202) (Revenue \$ 41,245)

GRANTS, SCHOLARSHIPS, AND PROFESSIONAL RECOGNITION AWARDS: AS THE LEADING ORGANIZATION IN OUR FIELD, NWRA PROVIDES FINANCIAL SUPPORT AND DESERVED RECOGNITION TO THOSE DEDICATED TO QUALITY WILDLIFE CARE, TREATMENT, AND RELEASE; RECIPIENTS NEED NOT BE NWRA MEMBERS. OVER THE YEARS, NWRA HAS AWARDED OVER \$200,000 IN GRANTS AND SCHOLARSHIPS. GRANTS: TWO GRANTS WERE AWARDED IN 2020 TO SUPPORT WORTHY PROJECTS FOR A TOTAL OF \$7,870. THE NWRA GRANT PROGRAM IS UNIQUE IN ANNUALLY AWARDING SMALL GRANTS SPECIFICALLY TO THOSE WHO WORK WITH WILDLIFE IN NEED. RECIPIENTS PRESENT RESULTS OF THEIR WORK THROUGH NWRA PUBLICATIONS OR PRESENTATIONS AT ANNUAL SYMPOSIA. SINCE 1984, NWRA HAS PROVIDED APPROXIMATELY \$136,932 FOR STUDIES TO IMPROVE THE FIELD AND CARE OF WILDLIFE. A LIST OF RECIPIENTS IS POSTED AT WWW.NWRRAWILDLIFE.ORG. SCHOLARSHIPS: NWRA IS PLEASED TO USE DONOR CONTRIBUTIONS FOR SCHOLARSHIPS, WITH 14 SCHOLARSHIPS TOTALING \$11,332 AWARDED IN 2020. SCHOLARSHIPS INCLUDE ASSISTING WITH ATTENDING THE ANNUAL SYMPOSIUM, PURCHASING RESOURCE MATERIALS, AND BUILDING OR RENOVATING CAGING USED FOR REHABILITATING WILDLIFE. SINCE 1993, NWRA HAS AWARDED \$118,979 IN SCHOLARSHIPS, PROVIDING FINANCIAL ASSISTANCE TO 191 INDIVIDUALS; A LIST OF RECIPIENTS FOR EACH CURRENTLY AVAILABLE SCHOLARSHIP IS POSTED AT WWW.NWRRAWILDLIFE.ORG. AWARDS: NWRA RECOGNIZES MEANINGFUL ADVANCES IN THE FIELD THROUGH THE LIFETIME ACHIEVEMENT, SIGNIFICANT ACHIEVEMENT, AND MARLYS BULANDER WORKING TOGETHER FOR WILDLIFE AWARDS. THOSE WORKING IN THE FIELD ARE ENCOURAGED TO NOMINATE DESERVING INDIVIDUALS ANNUALLY. NWRA AWARDED TWO LIFETIME ACHIEVEMENT AWARDS AS WELL AS A BOARD OF DIRECTORS AWARD IN 2020. SINCE 1984, NWRA HAS HONORED MORE THAN 67 OUTSTANDING INDIVIDUALS AND 5 ORGANIZATIONS THAT HAVE MADE MAJOR ADVANCES IN OUR FIELD FOR THE BENEFIT OF MANY REHABILITATORS AND COUNTLESS WILD ANIMALS. A LIST OF RECIPIENTS FOR EACH AWARD IS POSTED AT WWW.NWRRAWILDLIFE.ORG.

4d	Other program services (Describe in Schedule O.)	(Expenses \$ 46,074 including grants of \$ 19,202) (Revenue \$ 41,245)
-----------	--	--

4e	Total program service expenses ▶	209,352
-----------	---	---------

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A 	1 Yes	
2 Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)? 	2 Yes	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	3	No
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II	4	No
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III	5	No
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I 	6	No
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II 	7	No
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III 	8	No
9 Did the organization report an amount in Part X, line 21 for escrow or custodial account liability; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV 	9	No
10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi endowments? If "Yes," complete Schedule D, Part V	10 Yes	
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI 	11a Yes	
b Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII 	11b	No
c Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII 	11c	No
d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX 	11d	No
e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X 	11e	No
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X 	11f Yes	
12a Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII 	12a Yes	
b Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional 	12b	No
13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13	No
14a Did the organization maintain an office, employees, or agents outside of the United States?	14a	No
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV	14b	No
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV	15	No
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV	16	No
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I (see instructions)	17	No
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18	No
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	19	No
20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a	No
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b	
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II 	21 Yes	

Part IV Checklist of Required Schedules (continued)

		Yes	No	
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22	Yes	
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J	23		No
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a	24a		No
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		No
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I	25b		No
26	Did the organization report any amount on Part X, line 5 or 22 for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part II	26		No
27	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part III	27		No
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):			
a	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV	28a		No
b	A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV	28b		No
c	A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b? If "Yes," complete Schedule L, Part IV	28c		No
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29		No
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M	30		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II	32		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I	33		No
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1	34		No
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		No
b	If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b		
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2	36		No
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI	37		No
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O.	38	Yes	

Part V Statements Regarding Other IRS Filings and Tax ComplianceCheck if Schedule O contains a response or note to any line in this Part V ☐

		Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable	1a	8
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	1b	0
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c	

Part V **Statements Regarding Other IRS Filings and Tax Compliance** (continued)

2a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a	4		
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)			2b	Yes
3a Did the organization have unrelated business gross income of \$1,000 or more during the year?			3a	No
b If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O			3b	
4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?			4a	No
b If "Yes," enter the name of the foreign country: ▶ _____ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).				
5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?			5a	No
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?			5b	No
c If "Yes," to line 5a or 5b, did the organization file Form 8886-T?			5c	
6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?			6a	No
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?			6b	
7 Organizations that may receive deductible contributions under section 170(c).				
a Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?			7a	No
b If "Yes," did the organization notify the donor of the value of the goods or services provided?			7b	
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?			7c	No
d If "Yes," indicate the number of Forms 8282 filed during the year	7d			
e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?			7e	No
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?			7f	No
g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?			7g	
h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?			7h	
8 Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?			8	
9 Sponsoring organizations maintaining donor advised funds.				
a Did the sponsoring organization make any taxable distributions under section 4966?			9a	
b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?			9b	
10 Section 501(c)(7) organizations. Enter:				
a Initiation fees and capital contributions included on Part VIII, line 12	10a			
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b			
11 Section 501(c)(12) organizations. Enter:				
a Gross income from members or shareholders	11a			
b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b			
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?			12a	
b If "Yes," enter the amount of tax-exempt interest received or accrued during the year.	12b			
13 Section 501(c)(29) qualified nonprofit health insurance issuers.				
a Is the organization licensed to issue qualified health plans in more than one state? Note. See the instructions for additional information the organization must report on Schedule O.			13a	
b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b			
c Enter the amount of reserves on hand	13c			
14a Did the organization receive any payments for indoor tanning services during the tax year?			14a	No
b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O			14b	
15 Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see instructions and file Form 4720, Schedule N.			15	No
16 Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O.			16	No

Part VI

Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions.

Check if Schedule O contains a response or note to any line in this Part VI ☒

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year	12	
If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O.			
b	Enter the number of voting members included in line 1a, above, who are independent	12	
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2	No
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3	No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4	No
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5	No
6	Did the organization have members or stockholders?	6	No
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	7a	No
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7b	No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a	The governing body?	8a	Yes
b	Each committee with authority to act on behalf of the governing body?	8b	Yes
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O.	9	No

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

		Yes	No
10a	Did the organization have local chapters, branches, or affiliates?	10a	No
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b	
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	Yes
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990.		
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	Yes
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	12c	Yes
13	Did the organization have a written whistleblower policy?	13	Yes
14	Did the organization have a written document retention and destruction policy?	14	Yes
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
a	The organization's CEO, Executive Director, or top management official	15a	No
b	Other officers or key employees of the organization	15b	No
If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a	No
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	16b	

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed▶
AR, CA, CT, IL, MD, MI, MN, NJ, NM, OH, OR, PA, AZ, WA, WI, KY, OK, VA

18 Section 6104 requires an organization to make its Form 1023 (or 1024-A if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
☐ Own website ☒ Another's website ☒ Upon request ☐ Other (explain in Schedule O)

19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.

20 State the name, address, and telephone number of the person who possesses the organization's books and records:
▶HAROLD KALBACH ACCOUNTANT 8400 NORMANDEALE LAKE BLVD STE 920 BLOOMINGTON, MN 55437 (302) 562-8680

Part VII**Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors**Check if Schedule O contains a response or note to any line in this Part VII ☐**Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees****1a** Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.

- List all of the organization's **current** key employees, if any. See instructions for definition of "key employee."

- List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.

- List all of the organization's **former** officers, key employees, or highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.

- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

See instructions for the order in which to list the persons above.

☐ Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former			
(1) MOLLY GEZELLA BARANCZYK OPERATIONS DIRECTOR	40.00			X				60,900	0	0
(2) SHERRI COX MEMBER	1.70	X						0	0	0
(3) JENNY SCHLIEPS VICE PRESIDENT	20.30	X		X				10,931	0	0
(4) LISA SMITH PRESIDENT	5.50	X		X				0	0	0
(5) BETTINA BOWERS VICE PRESIDENT	3.70	X		X				0	0	0
(6) LESLIE LATTIMORE VICE PRESIDENT	0.70	X		X				0	0	0
(7) JULIE MARON TREASURER	1.90	X		X				0	0	0
(8) JENNIFER CONVY SECRETARY	0.70	X		X				0	0	0
(9) MICHELE GOODMAN PAST PRESIDENT	0.20	X		X				0	0	0
(10) REBECCA DUERR MEMBER	1.50	X						0	0	0
(11) JEFF MESHACH MEMBER	1.35	X						0	0	0
(12) JACKIE KOZLOWSKI MEMBER	0.20	X						0	0	0
(13) ELAINE THRUNE MEMBER	20.50	X						0	0	0

Part VII

1b Sub-Total			
1c Total from continuation sheets to Part VII, Section A			
1d Total (add lines 1b and 1c)	71,831	0	0

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization ► 0

		Yes	No
3	Did the organization list any former officer, director or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>	3	No
4	For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>	4	No
5	Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>	5	No

Section B. Independent Contractors

Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A)	(B)	(C)
Name and business address	Description of services	Compensation

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization ▶ 0

Part VIII Statement of RevenueCheck if Schedule O contains a response or note to any line in this Part VIII ☐

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants and Other Similar Amounts	1a Federated campaigns . . .	1a				
	b Membership dues . . .	1b				
	c Fundraising events . . .	1c				
	d Related organizations	1d				
	e Government grants (contributions)	1e				
	f All other contributions, gifts, grants, and similar amounts not included above	1f	100,411			
	g Noncash contributions included in lines 1a - 1f:\$	1g				
	h Total. Add lines 1a-1f ▶		100,411			
Program Service Revenue	2a CONFERENCE	Business Code				
		900099	127,484	127,484		
	b MEMBERSHIP	900099	65,284	65,284		
	c					
	d					
	e					
	f All other program service revenue.					
g Total. Add lines 2a-2f. ▶		192,768				
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts) ▶		10,881			10,881
	4 Income from investment of tax-exempt bond proceeds ▶					
	5 Royalties ▶					
	6a Gross rents	(i) Real (ii) Personal				
	b Less: rental expenses					
	c Rental income or (loss)					
	d Net rental income or (loss) ▶					
	7a Gross amount from sales of assets other than inventory	(i) Securities (ii) Other				
	b Less: cost or other basis and sales expenses					
	c Gain or (loss)					
	d Net gain or (loss) ▶					
	8a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18					
	b Less: direct expenses					
	c Net income or (loss) from fundraising events ▶					
	9a Gross income from gaming activities. See Part IV, line 19					
	b Less: direct expenses					
	c Net income or (loss) from gaming activities ▶					
	10a Gross sales of inventory, less returns and allowances . . .		55,586			
	b Less: cost of goods sold . . .		17,147			
	c Net income or (loss) from sales of inventory ▶		38,439	38,439		
11a MISCELLANEOUS INCOME	Business Code					
	900099	37,605	37,605			
b						
c						
d All other revenue						
e Total. Add lines 11a-11d ▶		37,605				
12 Total revenue. See instructions ▶		380,104	268,812	0	10,881	

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX ☐

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	5,595	5,595		
2 Grants and other assistance to domestic individuals. See Part IV, line 22	11,357	11,357		
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16.	2,250	2,250		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	66,325	59,468	4,965	1,892
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	44,197	40,455	2,458	1,284
8 Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions)	685	617	47	21
9 Other employee benefits				
10 Payroll taxes	9,021	7,915	844	262
11 Fees for services (non-employees):				
a Management				
b Legal				
c Accounting	23,350		23,350	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	714	627	60	27
12 Advertising and promotion	65	65		
13 Office expenses	20,524	12,319	8,205	
14 Information technology	11,142	10,888	118	136
15 Royalties				
16 Occupancy	5,630	4,559	1,071	
17 Travel	8,634	7,523	1,111	
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	460	410	50	
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	1,753		1,753	
23 Insurance	2,379	250	2,129	
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a MISCELLANEOUS	39,735	39,735		
b PRINTING & PUBLICATIONS	5,319	5,319		
c				
d				
e All other expenses	7,249	0	7,249	
25 Total functional expenses. Add lines 1 through 24e	266,384	209,352	53,410	3,622
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here ☐ if following SOP 98-2 (ASC 958-720).				

Part X Balance SheetCheck if Schedule O contains a response or note to any line in this Part IX ☐

				(A) Beginning of year		(B) End of year	
Assets	1	Cash—non-interest-bearing		168,703	1	172,055	
	2	Savings and temporary cash investments		757,384	2	729,006	
	3	Pledges and grants receivable, net			3		
	4	Accounts receivable, net		11,110	4	29,983	
	5	Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons			5		
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)			6		
	7	Notes and loans receivable, net			7		
	8	Inventories for sale or use		42,885	8	106,293	
	9	Prepaid expenses and deferred charges		17,670	9	16,287	
	10a	Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a	31,721			
	b	Less: accumulated depreciation	10b	17,152	5,279	10c	14,569
	11	Investments—publicly traded securities			11		
	12	Investments—other securities. See Part IV, line 11			12		
	13	Investments—program-related. See Part IV, line 11			13		
	14	Intangible assets			14		
	15	Other assets. See Part IV, line 11			15		
16	Total assets. Add lines 1 through 15 (must equal line 33)		1,003,031	16		1,068,193	
Liabilities	17	Accounts payable and accrued expenses		16,207	17	22,111	
	18	Grants payable			18		
	19	Deferred revenue		141,468	19	68,506	
	20	Tax-exempt bond liabilities			20		
	21	Escrow or custodial account liability. Complete Part IV of Schedule D			21		
	22	Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons			22		
	23	Secured mortgages and notes payable to unrelated third parties			23		
	24	Unsecured notes and loans payable to unrelated third parties			24	18,500	
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17 - 24). Complete Part X of Schedule D			25		
26	Total liabilities. Add lines 17 through 25		157,675	26		109,117	
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here ☒ and complete lines 27, 28, 32, and 33.						
	27	Net assets without donor restrictions		641,654	27	752,307	
	28	Net assets with donor restrictions		203,702	28	206,769	
	Organizations that do not follow FASB ASC 958, check here ☐ and complete lines 29 through 33.						
	29	Capital stock or trust principal, or current funds			29		
	30	Paid-in or capital surplus, or land, building or equipment fund			30		
	31	Retained earnings, endowment, accumulated income, or other funds			31		
32	Total net assets or fund balances		845,356	32		959,076	
33	Total liabilities and net assets/fund balances		1,003,031	33		1,068,193	

Part XI Reconciliation of Net AssetsCheck if Schedule O contains a response or note to any line in this Part XI ☐

1	Total revenue (must equal Part VIII, column (A), line 12)	1	380,104
2	Total expenses (must equal Part IX, column (A), line 25)	2	266,384
3	Revenue less expenses. Subtract line 2 from line 1	3	113,720
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	845,356
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	0
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	959,076

Part XII Financial Statements and ReportingCheck if Schedule O contains a response or note to any line in this Part XII ☒

	Yes	No
1 Accounting method used to prepare the Form 990: ☐ Cash ☒ Accrual ☐ Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.		
2a Were the organization's financial statements compiled or reviewed by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis		No
b Were the organization's financial statements audited by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: ☒ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis	Yes	
c If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.	Yes	
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?		No
b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.		

Additional Data

Software ID:

Software Version:

EIN: 37-1143442

Name: NATIONAL WILDLIFE REHABILITATORS
ASSOCIATION

Form 990 (2020)

Form 990, Part III, Line 4a:

ANNUAL SYMPOSIUM(SEE SCHEDULE O) NWRA'S ANNUAL NATIONAL SYMPOSIUM CONTINUES TO BE THE LARGEST AND MOST COMPREHENSIVE PROFESSIONAL TRAINING AND DEVELOPMENT EVENT IN THE FIELD. THE 38TH SYMPOSIUM, THEMED SAVING OUR WILDLIFE, HELD IN SOUTH PADRE ISLAND, TEXAS, WAS ATTENDED BY 493 PEOPLE FROM 39 STATES, SEVERAL CANADIAN PROVINCES, AND UNITED KINGDOM, BELGIUM, BRAZIL, ITALY, SWEDEN, NEW ZEALAND, AND MEXICO. FOUR-DAY MEMBER GENERAL REGISTRATION, A NOMINAL \$150, IS DESIGNED TO ENABLE ATTENDANCE FOR MANY MEMBERS WHO ARE SELF-FUNDED AND/OR RELY ON DONATIONS, AND THOSE WHO VOLUNTEER THEIR TIME AND RESOURCES AT A FACILITY. FEES ARE KEPT LOW THROUGH SPONSORSHIPS AND DONATIONS. FIVE DAYS OF CONCURRENT PROGRAMMING IS AVAILABLE, INCLUDING A FULL DAY OF TARGETED SIX- TO EIGHT-HOUR SEMINARS, AND OFFERING IN EXCESS OF 120 HOURS OF EDUCATION AND SKILLS TRAINING PRESENTED BY MORE THAN 80 SPEAKERS AND LAB INSTRUCTORS AN ALL DAY DIAGNOSTIC AND COMMUNICATIONS SEMINAR WERE HELD ON THE FIRST DAY, AS WELL AS THREE DIFFERENT FIELD TRIP OPTIONS FOR EXPLORING REPTILES, BIRDING, OR BEHIND THE SCENES OF AT THE GLADYS PORTER ZOO. FIELD TRIPS ALLOW FOR IDEA INSPIRATION AS WELL AS IDEAS FOR ENRICHMENT FOR WILDLIFE. TWO AND A HALF DAYS CONCENTRATED ON MULTIPLE WORKSHOPS TO GIVE REHABILITATORS A MORE IN DEPTH LOOK AND SKILL SET ON HOW TO DO NECROPSIES, AQUATIC BIRD REHABILITATION, ANKLETING AND JESSING FOR BIRDS OF PREY, AND PROPER TECHNIQUE IN PERFORMING FLUID THERAPY IN WILDLIFE. A WORKSHOP SPECIFICALLY FOCUSING ON ZOONOSIS IN MAMMALS WAS ALSO GIVEN AS A WAY FOR REHABILITATORS TO BETTER UNDERSTAND SAFETY MEASURES WHEN WORKING WITH WILDLIFE.THE POSTER SESSION DISPLAYS STUDY RESULTS NOT OFFERED ELSEWHERE. THE EXHIBIT HALL PROVIDES ACCESS TO VENDORS. STATE VETERINARY BOARDS AND WILDLIFE DEPARTMENTS, AS WELL AS FEDERAL MIGRATORY BIRD OFFICES, APPROVE NWRA SYMPOSIUM PRESENTATIONS FOR CONTINUING EDUCATION CREDITS REQUIRED OF PRACTICING VETERINARIANS, VETERINARY TECHNICIANS, AND LICENSED WILDLIFE REHABILITATORS. NOTES:1. THE ALL-DAY VETERINARY SEMINAR PROVIDES BASIC WILDLIFE HANDLING AND MEDICAL TRAINING FOR LICENSED VETERINARIANS IN PRIVATE PRACTICE WHO ASSIST WILDLIFE REHABILITATORS; RACE APPROVAL ENSURES CONTINUING EDUCATION CREDITS.2. SELECTED SESSIONS AND PRESENTATIONS ARE RECORDED PROFESSIONALLY FOR SUBSEQUENT VIEWING BY SYMPOSIUM ATTENDEES AND NWRA MEMBERS.3. THE POPULAR AND WIDELY USED WHOVA EVENT APP PROVIDES ATTENDEES WITH THE MOST CURRENT VERSION OF THE PROGRAM SCHEDULE, CHANGE ALERTS, REMINDERS, LOGISTICS, EXPLANATIONS, AND MAPS. THE APP ALSO ENABLES MESSAGING, NETWORKING, AND VIEWING OF PROFILES, PRESENTATION ABSTRACTS AND HANDOUTS, SPEAKER CREDENTIALS, EXHIBITORS, AND MORE. ATTENDEES ARE ENCOURAGED AND REMINDED TO FILL OUT DAILY EVALUATIONS TO HELP NWRA CONTINUE IMPROVING PROGRAM CONTENT.NWRA STAFF WORK UNDER THE DIRECTION OF THE OPERATIONS DIRECTOR TO COORDINATE ALL ASPECTS OF EACH ANNUAL SYMPOSIUM, ESPECIALLY SITE, HOTEL, AND HOST COMMITTEE SELECTION, AS WELL AS NETWORKING EVENTS AND FIELD TRIPS. AS WITH OTHER NWRA PROGRAMS, VOLUNTEERS PLAY A KEY ROLE IN ENSURING EACH ANNUAL SYMPOSIUM IS SUCCESSFUL AND AFFORDABLE FOR ATTENDEES. NWRA RECORDED MORE THAN 1,500 VOLUNTEER HOURS TOWARD THE SUCCESS OF SYMPOSIUM 2020. THE VOLUNTEER PROGRAM AND WORKSHOP COORDINATORS WORK YEAR-ROUND TO PLAN AND SECURE THE SPEAKERS, ASSISTANTS, AND WORKSHOP SUPPLIES. DURING THE SYMPOSIUM, TRAINED VOLUNTEERS STAFF THE AV TEAM, AND SERVE AS SPEAKERS, MODERATORS, WORKSHOP INSTRUCTORS, AND ASSISTANTS.SINCE 1982, NWRA HAS PRODUCED 38 NATIONAL SYMPOSIA IN 24 DIFFERENT STATES; CUMULATIVE ATTENDANCE EXCEEDS 15,933 PEOPLE. VIEW INFORMATION ON PAST AND FUTURE SYMPOSIA ONLINE AT WWW.NWRAWILDLIFE.ORG IN THE SYMPOSIUM SECTION AND IN ANNUAL REPORTS.

Form 990, Part III, Line 4b:

EDUCATIONAL PUBLICATIONS, WEBSITE, COURSES, AND TRAINING MATERIALS PUBLICATIONS(SEE SCHEDULE O)EDUCATIONAL PUBLICATIONS, WEBSITE, COURSES, AND TRAINING MATERIALS PUBLICATIONS: NWRA IS RECOGNIZED FOR PUBLISHING ONE-OF-A-KIND, HIGH QUALITY VOLUMES WITH CURRENT, PROFESSIONALLY REVIEWED INFORMATION PERTINENT TO THE FIELD FOR ASPIRING AND PRACTICING WILDLIFE REHABILITATORS, EDUCATORS, AND VETERINARIANS. THE PRIMARY FOCUS IS WILDLIFE CARE AND REHABILITATION WITH THE GOAL OF RELEASING HEALTHY ANIMALS INTO APPROPRIATE HABITAT. PRODUCTION OF NWRA PUBLICATIONS IS COMPLETED WITH QUALIFIED CONTRACTUAL AND VOLUNTEER EDITORS AND LAYOUT PERSONS, AND VOLUNTEER AUTHORS, CONTRIBUTORS, REVIEWERS, PROOFREADERS, ARTISTS, AND GRAPHIC SUBMISSIONS. SKILLED AND KNOWLEDGEABLE INDIVIDUALS ARE SELECTED TO BRING HIGH QUALITY PUBLICATIONS TO PRINT AND AVAILABLE FOR PURCHASE. NOMINAL PRICING FOSTERS AND PROMOTES SELF-EDUCATION AND BUILDS BOTH PERSONAL AND FACILITY REFERENCE LIBRARIES. LOW PRICES ARE DESIGNED TO ENABLE PURCHASE FOR MANY MEMBERS WHO ARE SELF-FUNDED AND/OR RELY ON DONATIONS. PUBLICATIONS ARE LISTED IN THE WEBSITE MARKETPLACE.WEBSITE: THE SITE, WWW.NWRAWILDLIFE.ORG, IS ABOUT TO UNDERGO SIGNIFICANT IMPROVEMENT AND EXPANSION. THIS RESOURCE IS DESIGNED AND MAINTAINED TO FUNCTION AS A USEFUL RESOURCE, NOT ONLY FOR MEMBERS, BUT ALSO FOR THE PUBLIC SEEKING INFORMATION ON THE PROFESSION, ASSISTANCE WITH INJURED WILDLIFE, OR NWRA ITSELF. MEMBERS AND NON-MEMBERS CAN REGISTER FOR THE ANNUAL SYMPOSIUM, PURCHASE EDUCATIONAL MATERIALS, RENEW MEMBERSHIP OR JOIN FOR THE FIRST TIME, AND CONTRIBUTE TO HELP FUND NWRA PROGRAMS. THE MEMBER-ONLY SECTION ENABLES MEMBERS TO CONTACT AND NETWORK WITH OTHER MEMBERS, VOTE FOR BOARD OF DIRECTOR CANDIDATES, AND REFER TO PAST MEMBER EMAILS, NEWSLETTERS, AND MORE. WE EXPECT THIS WORK TO BE COMPLETED IN JUNE OF 2021.COURSES: SINCE 1999, THE WILDLIFE MEDICINE COURSE HAS BEEN TAUGHT ACROSS THE US AND CANADA, PROACTIVELY EXPOSING VETERINARY STUDENTS TO THE CONCEPT OF HUMANE AND APPROPRIATE CARE FOR DIVERSE WILDLIFE SPECIES, INCLUDING BASIC APPROACHES TO WILDLIFE STABILIZATION AND MEDICAL TREATMENT. VETERINARY STUDENTS ARE PROVIDED WITH INTENSE DIDACTIC AND HANDS-ON TRAINING IN A VARIETY OF PRACTICAL TOPICS IN WILDLIFE MEDICINE, ESPECIALLY MODIFICATIONS NECESSARY FOR WILDLIFE SPECIES IF THEY ARE TO SURVIVE AND BE RELEASED. NATIONALLY RECOGNIZED INSTRUCTORS ARE LICENSED VETERINARIANS WITH EXTENSIVE EXPERIENCE TREATING WILDLIFE PATIENTS. THIS GROUNDBREAKING COURSE PROVIDES OPPORTUNITIES FOR PROFESSIONAL STUDENTS IN ACCREDITED VETERINARY SCHOOLS TO GAIN FORMAL TRAINING IN MEDICINE, SURGERY, AND CAPTIVE MANAGEMENT OF NATIVE WILDLIFE SPECIES. IT MEETS A RECOGNIZED NEED IN VETERINARY TRAINING, AS MOST TRADITIONAL VETERINARY CURRICULA EXCLUDE OR MINIMIZE INSTRUCTION IN WILDLIFE MEDICINE. THIS IS IN CONTRAST TO THE SUBSTANTIAL INTEREST OF STUDENTS TO LEARN MORE ABOUT THIS SPECIALIZED FIELD. IN ADDITION TO HANDS-ON SKILLS, THIS COURSE ALSO PREPARES STUDENTS TO WORK BETTER WITH WILDLIFE REHABILITATORS ONCE THEY BECOME PRACTICING VETERINARIANS, RESULTING IN OPTIMAL MEDICAL MANAGEMENT DURING THE REHABILITATION PROCESS. FUNDING IS CURRENTLY PROVIDED BY A GRANT FROM THE KENNETH A. SCOTT CHARITABLE TRUST, A KEYBANK TRUST. THE TWO-DAY COURSE HAS BEEN PRESENTED 32 TIMES AT 17 DIFFERENT VETERINARY SCHOOLS, AND HAS SERVED AN ESTIMATED 1,400 VETERINARY STUDENTS. TRAINING MATERIALS: EXAMPLES OF NWRA PUBLICATIONS AND EDUCATIONAL TRAINING MATERIALS INCLUDE:1. WILDLIFE IN EDUCATION: A GUIDE FOR THE CARE AND USE OF PROGRAM ANIMALS, SECOND EDITION, 2018, HAS 67 PAGES OF UPDATED AND NEW MATERIAL; 45 NEW PHOTOGRAPHS SHOWING HANDLING, TRAINING, HOUSING, AND ENRICHMENT; AND EXPANDED RESOURCE LISTS FOR CONTINUED LEARNING. ALL CHAPTERS HAVE ALTERED OR ADDED TEXT TO CLARIFY, EXPAND, OR UPDATE INFORMATION FROM THE FIRST EDITION. VOLUNTEERS INVESTED NEARLY 1,000 HOURS, AND A GRANT FROM THE KENNETH A. SCOTT CHARITABLE TRUST, A KEYBANK TRUST, PARTIALLY FUNDED THE EFFORT. 2. MINIMUM STANDARDS FOR WILDLIFE REHABILITATION IS CURRENTLY UNDERGOING A MAJOR REVISION BY MANY AUTHORS, REVIEWERS, AND SUBJECT MATTER EXPERTS THROUGHOUT NORTH AMERICA. THIS PEER-REVIEWED STANDARD OF MINIMUM REQUIREMENTS TO PROVIDE APPROPRIATE CARE FOR WILDLIFE TEMPORARILY IN CAPTIVITY HAS BEEN ADOPTED INTO PERMITTING AND LICENSING REGULATIONS BY SEVERAL STATE AGENCIES AND THE US FISH & WILDLIFE SERVICE. 3. TOPICS IN WILDLIFE MEDICINE: ORTHOPEDICS, HELPS VETERINARIANS AND WILDLIFE REHABILITATORS MANAGE FRACTURES IN NATIVE NORTH AMERICAN WILDLIFE. LEADING VETERINARIANS IN THE FIELD PROVIDE GROUNDBREAKING INFORMATION AND TECHNIQUES FOR THE UNIQUE PHYSIOLOGICAL AND ANATOMICAL DIFFERENCES BETWEEN SPECIES.4. NWRA WILDLIFE FORMULARY IS A FOLLOW-UP TO THE WILLOWBROOK PHARMACEUTICAL INDEX. MORE THAN 400 PAGES OF INFORMATION ON DRUGS AND DOSAGES FROM A VARIETY OF PROFESSIONAL MEDICAL SOURCES PROVIDE BASIC GUIDELINES REGARDING DRUG PRODUCTS, AND THE USE, DOSAGES, ACTIONS, AND CONTRAINDICATIONS FOR TREATMENT IN WILD SPECIES. 5. ANSWERING THE CALL OF THE WILD, A HOTLINE OPERATOR'S GUIDE TO HELPING PEOPLE AND WILDLIFE IS THE ULTIMATE GUIDE FOR HANDLING CALLS ABOUT WILDLIFE EMERGENCIES, AND IT HAS MORE THAN 500 PAGES OF WELL-ORGANIZED INFORMATION NEEDED TO SET UP AND OPERATE AN EFFECTIVE WILDLIFE HOTLINE. AN ENORMOUS RANGE OF INFORMATION IS ESSENTIAL FOR THOSE UNDERTAKING THE DAUNTING TASK OF PROVIDING HUMANE AND BIOLOGICALLY APPROPRIATE RESPONSES TO WILDLIFE EMERGENCIES. ADVICE OFFERED DEMONSTRATES A BROAD UNDERSTANDING OF WILDLIFE BEHAVIOR AND PROBLEMS WITH RECOMMENDATIONS DESIGNED TO MINIMIZE HUMAN INTERFERENCE WITH WILDLIFE EXCEPT IN CASES OF GENUINE EMERGENCY. THIS BOOK IS IDEAL FOR WILDLIFE REHABILITATORS, ANIMAL CONTROL AGENCIES, ANIMAL RESCUE ORGANIZATIONS, NATURE CENTERS, PARKS, AND ANY TELEPHONE SERVICE THAT RECEIVES CALLS ABOUT WILDLIFE THEY ENDEAVOR TO ANSWER. 6. PRINCIPLES OF WILDLIFE REHABILITATION: THE ESSENTIAL GUIDE FOR NOVICE AND EXPERIENCED REHABILITATORS STILL IS RECOGNIZED AS THE PREMIER BASIC TEXTBOOK IN OUR FIELD. IT CONTINUES TO BE USED WIDELY AS A TRAINING MANUAL FOR ASPIRING AND NOVICE WILDLIFE REHABILITATORS AND VOLUNTEERS, THE PRIMARY TEXT FOR COLLEGE AND UNIVERSITY CLASSES, AS WELL AS BEING A RELIABLE REFERENCE MANUAL. MORE THAN 8,200 ARE IN CIRCULATION IN OUR SPECIALIZED FIELD. THIS 667-PAGE INDEXED VOLUME IS PRODUCED AND PUBLISHED BY NWRA AND ENCOMPASSES ESSENTIAL ASPECTS OF WILDLIFE REHABILITATION, INCLUDING CONTACT INFORMATION FOR AGENCIES, ORGANIZATIONS, AND PRODUCT VENDORS NEEDED BY WILDLIFE REHABILITATORS.

Form 990, Part III, Line 4c:

MEMBERSHIP BENEFITS(SEE SCHEDULE O)MEMBERSHIP BENEFITS: NWRA PROVIDES CURRENT PROFESSIONAL RESOURCES TO SUSTAIN THE EFFORTS OF DEDICATED WILDLIFE REHABILITATORS AND VETERINARIANS WHO CARE FOR INJURED WILD ANIMALS AND THOSE WHO EDUCATE CONCERNED CITIZENS ABOUT WILDLIFE BEHAVIOR AND CONSERVATION. INFORMATION AND RESOURCES HELP MEMBERS IMPROVE WILDLIFE CARE AND RELEASE, MORE TIMELY AND EFFECTIVELY RESPOND TO AND EDUCATE THE PUBLIC IN WILDLIFE SITUATIONS OR ENCOUNTERS, AND BETTER MANAGE TIME, FUNDS, RESOURCES, VOLUNTEERS, AND STAFF. MEMBERS RECEIVE BENEFITS FOR A NOMINAL \$55 FOR INDIVIDUAL ANNUAL DUES. FAMILY MEMBERSHIPS, REDUCED RATE STUDENT MEMBERSHIPS, ORGANIZATION MEMBERSHIPS, AND LIFETIME MEMBERSHIPS ALSO ARE AVAILABLE. AS COMMUNICATION AND INFORMATION DISPERSAL HAS EVOLVED, SO HAS NWRA EVOLVED. THE ORGANIZATION IS MOVING TOWARD PROVIDING SERVICES, SUCH AS SEMIANNUAL JOURNALS IN ELECTRONIC FORMAT. FIRST TO THE MEMBERSHIP DIRECTORY. USING ELECTRONIC MEANS FOR INFORMATION DISTRIBUTION ALSO CAN CONTRIBUTE TO MAINTAINING LOWER COSTS AND HELP NWRA CONTINUE TO MAKE MEMBERSHIP AND SERVICES AFFORDABLE FOR REHABILITATORS, EDUCATORS, AND VETERINARIANS.IT IS IMPORTANT TO REMEMBER THAT WILDLIFE REHABILITATION IS LIMITED TO THOSE PERSONS WILLING AND ABLE TO COMPLY WITH STATE AND FEDERAL REGULATIONS AND REQUIREMENTS FOR POSSESSING NATIVE WILDLIFE, INCLUDING TESTS, FACILITY INSPECTIONS, ANNUAL REPORTS, CONTINUING EDUCATION, AND SKILLS TRAINING. MANY NWRA MEMBERS ARE SELF-FUNDED VOLUNTEERS, AND/OR RELY ON DONATIONS, AND/OR VOLUNTEER AT A NONPROFIT CENTER. NWRA EMPLOYS PART-TIME EDITORS FOR MEMBERSHIP BENEFIT PUBLICATIONS, BUT ALL AUTHOR MANUSCRIPTS, REVIEWING, PROOFREADING, AND COVER ART IS ACCOMPLISHED AND DONATED BY SKILLED VOLUNTEERS. MEMBER BENEFITS INCLUDE: 1. SEARCHABLE ONLINE MEMBERSHIP DIRECTORY, A LISTING OF MEMBERS WILLING TO NETWORK, INCLUDES MEMBER SPECIALTIES/EXPERTISE, USED AS A RESOURCE FOR OBTAINING ADVICE, ASSISTANCE, AND FOR WILDLIFE PATIENT TRANSFERS;2. MONTHLY EMAILS CONVEYING CRITICAL NEWS, SUCH AS DISEASES OF CONCERN, PERTINENT INFORMATION FROM THE AMERICAN VETERINARY MEDICAL ASSOCIATION AND THE US FISH & WILDLIFE SERVICE, AVAILABILITY OF RESOURCES, CURRENT RESEARCH STUDIES, AND TIME-SENSITIVE ANNOUNCEMENTS; 3. WEBSITE MEMBER-ONLY SECTION FOR FINDING RESOURCES AND NETWORKING WITH OTHER MEMBERS; MEMBERS MANAGE AND CONTROL THEIR PERSONAL AND WORK-RELATED INFORMATION, AS WELL AS CONTROL WHO HAS ACCESS TO THIS INFORMATION. 4. ACCESS TO INSURANCE PLANS SPECIFICALLY DESIGNED TO COVER THE UNIQUE ACTIVITIES AND REQUIREMENTS OF WILDLIFE REHABILITATORS; 5. OPPORTUNITIES TO VIEW RECORDED SYMPOSIUM PRESENTATIONS;6. ELIGIBILITY TO SEEK A POSITION ON THE BOARD OF DIRECTORS;7. DISCOUNTS ON PURCHASES OF NWRA EDUCATIONAL PUBLICATIONS AND MATERIALS; 8. DISCOUNTS ON ANNUAL SYMPOSIUM REGISTRATION; AND,9. ACCESS TO VOTING FOR MEMBERS OF THE NWRA BOARD OF DIRECTORS.

SCHEDULE A
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.
▶ Attach to Form 990 or Form 990-EZ.
▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2020

Open to Public Inspection

Name of the organization
NATIONAL WILDLIFE REHABILITATORS
ASSOCIATION

Employer identification number
37-1143442

Part I Reason for Public Charity Status (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

- 1 ☐ A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**
- 2 ☐ A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990 or 990-EZ).)
- 3 ☐ A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
- 4 ☐ A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state:
- 5 ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II.)
- 6 ☐ A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**
- 7 ☐ An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 8 ☐ A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 9 ☐ An agricultural research organization described in **170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land grant college of agriculture. See instructions. Enter the name, city, and state of the college or university:
- 10 ☒ An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)
- 11 ☐ An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**
- 12 ☐ An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2).** See **section 509(a)(3).** Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.
- a ☐ **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
- b ☐ **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
- c ☐ **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
- d ☐ **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
- e ☐ Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.
- f Enter the number of supported organizations
- g Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1- 10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
Total						

Part II

Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)
(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III.
If the organization failed to qualify under the tests listed below, please complete Part III.)

Section A. Public Support							
	Calendar year (or fiscal year beginning in) ►	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
1	Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grant.") . . .						
2	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf. . . .						
3	The value of services or facilities furnished by a governmental unit to the organization without charge..						
4	Total. Add lines 1 through 3						
5	The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f). . .						
6	Public support. Subtract line 5 from line 4.						

Section B. Total Support							
Calendar year (or fiscal year beginning in) ►		(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
7	Amounts from line 4. . .						
8	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources. . . .						
9	Net income from unrelated business activities, whether or not the business is regularly carried on. . .						
10	Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.). . .						
11	Total support. Add lines 7 through 10						
12	Gross receipts from related activities, etc. (see instructions)					12	
13	First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here ► ☐						

Section C. Computation of Public Support Percentage		
14	Public support percentage for 2020 (line 6, column (f) divided by line 11, column (f))	14
15	Public support percentage for 2019 Schedule A, Part II, line 14	15
16a	33 1/3% support test—2020. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization ▶ ☐	
b	33 1/3% support test—2019. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization ▶ ☐	
17a	10%-facts-and-circumstances test—2020. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization ▶ ☐	
b	10%-facts-and-circumstances test—2019. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization ▶ ☐	
18	Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions ▶ ☐	

Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►		(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
1	Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .	73,857	162,777	56,328	68,453	100,411	461,826
2	Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose	205,947	262,323	228,329	253,580	248,354	1,198,533
3	Gross receipts from activities that are not an unrelated trade or business under section 513						
4	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf. . .						
5	The value of services or facilities furnished by a governmental unit to the organization without charge						
6	Total. Add lines 1 through 5	279,804	425,100	284,657	322,033	348,765	1,660,359
7a	Amounts included on lines 1, 2, and 3 received from disqualified persons	26,105	130,694	12,500	10,950	17,500	197,749
b	Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year.						0
c	Add lines 7a and 7b. .	26,105	130,694	12,500	10,950	17,500	197,749
8	Public support. (Subtract line 7c from line 6.)						1,462,610

Section B. Total Support

Calendar year (or fiscal year beginning in) ►		(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
9	Amounts from line 6. . .	279,804	425,100	284,657	322,033	348,765	1,660,359
10a	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources. .	8,141	8,546	11,762	11,965	10,881	51,295
b	Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975.	2,652	1,081	666			4,399
c	Add lines 10a and 10b.	10,793	9,627	12,428	11,965	10,881	55,694
11	Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on.						
12	Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) . .	7,062	15,838	15,991	21,596	37,605	98,092
13	Total support. (Add lines 9, 10c, 11, and 12.) . .	297,659	450,565	313,076	355,594	397,251	1,814,145

14 First 5 years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here.** ☐ **►**

Section C. Computation of Public Support Percentage

15	Public support percentage for 2020 (line 8, column (f) divided by line 13, column (f))	15	80.620 %
16	Public support percentage from 2019 Schedule A, Part III, line 15	16	79.420 %

Section D. Computation of Investment Income Percentage

17	Investment income percentage for 2020 (line 10c, column (f) divided by line 13, column (f))	17	3.070 %
18	Investment income percentage from 2019 Schedule A, Part III, line 17	18	3.100 %

19a 33 1/3% support tests—2020. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization ☒ **►**

b 33 1/3% support tests—2019. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization ☐ **►**

20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions ☐ **►**

Part IV Supporting Organizations

(Complete only if you checked a box on line 12 of Part I. If you checked box 12a, of Part I, complete Sections A and B. If you checked box 12b, of Part I, complete Sections A and C. If you checked box 12c, of Part I, complete Sections A, D, and E. If you checked box 12d, of Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

	Yes	No
1 Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.</i>		
1		
2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
2		
3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer lines 3b and 3c below.</i>		
3a		
b Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
3b		
c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
3c		
4a Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes" and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.</i>		
4a		
b Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.</i>		
4b		
c Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? <i>If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.</i>		
4c		
5a Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer lines 5b and 5c below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document).</i>		
5a		
b Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
5b		
c Substitutions only. Was the substitution the result of an event beyond the organization's control?		
5c		
6 Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? <i>If "Yes," provide detail in Part VI.</i>		
6		
7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? <i>If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ) .</i>		
7		
8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? <i>If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).</i>		
8		
9a Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons, as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? <i>If "Yes," provide detail in Part VI.</i>		
9a		
b Did one or more disqualified persons (as defined in line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i>		
9b		
c Did a disqualified person (as defined in line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If "Yes," provide detail in Part VI.</i>		
9c		
10a Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? <i>If "Yes," answer line 10b below.</i>		
10a		
b Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings).</i>		
10b		

Part IV

Supporting Organizations (continued)

	Yes	No
11 Has the organization accepted a gift or contribution from any of the following persons?		
a A person who directly or indirectly controls, either alone or together with persons described in lines 11b and 11c below, the governing body of a supported organization?		
b A family member of a person described in 11a above?		
c A 35% controlled entity of a person described in line 11a or 11b above? If "Yes" to 11a, 11b, or 11c, provide detail in Part VI.		

Section B. Type I Supporting Organizations

	Yes	No
1 Did the officers, directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the tax year? If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove directors or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.		
2 Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised or controlled the supporting organization.		

Section C. Type II Supporting Organizations

	Yes	No
1 Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).		

Section D. All Type III Supporting Organizations

	Yes	No
1 Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?		
2 Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization (s) or (ii) serving on the governing body of a supported organization? If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).		
3 By reason of the relationship described in line 2 above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.		

Section E. Type III Functionally-Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions):		
a ☐ The organization satisfied the Activities Test. Complete line 2 below.		
b ☐ The organization is the parent of each of its supported organizations. Complete line 3 below.		
c ☐ The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see instructions)		
2 Activities Test. Answer lines 2a and 2b below.		
a Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.		
b Did the activities described in line 2a constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.		
3 Parent of Supported Organizations. Answer lines 3a and 3b below.		
a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? If "Yes" or "No" provide details in Part VI.		
b Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? If "Yes," describe in Part VI. the role played by the organization in this regard.		

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations			
1 ☐ Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (<i>explain in Part VI</i>). See instructions. All other Type III non-functionally integrated supporting organizations must complete Sections A through E.			
Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	Adjusted Net Income (subtract lines 5, 6 and 7 from line 4)	8	
Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):	1	
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (<i>explain in detail in Part VI</i>):		
2	Acquisition indebtedness applicable to non-exempt use assets	2	
3	Subtract line 2 from line 1d	3	
4	Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by 0.035	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	
Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, Column A)	1	
2	Enter 85% of line 1	2	
3	Minimum asset amount for prior year (from Section B, line 8, Column A)	3	
4	Enter greater of line 2 or line 3	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	6	
7	☐ Check here if the current year is the organization's first as a non-functionally-integrated Type III supporting organization (see instructions)		

Part V

Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)

Section D - Distributions		Current Year
1 Amounts paid to supported organizations to accomplish exempt purposes	1	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	3	
4 Amounts paid to acquire exempt-use assets	4	
5 Qualified set-aside amounts (<i>prior IRS approval required - provide details in Part VI</i>)	5	
6 Other distributions (<i>describe in Part VI</i>). See instructions	6	
7 Total annual distributions. Add lines 1 through 6.	7	
8 Distributions to attentive supported organizations to which the organization is responsive (<i>provide details in Part VI</i>). See instructions	8	
9 Distributable amount for 2020 from Section C, line 6	9	
10 Line 8 amount divided by Line 9 amount	10	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2020	(iii) Distributable Amount for 2020
1 Distributable amount for 2020 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2020 (reasonable cause required-- <i>explain in Part VI</i>). See instructions.			
3 Excess distributions carryover, if any, to 2020:			
a From 2015.			
b From 2016.			
c From 2017.			
d From 2018.			
e From 2019.			
f Total of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2020 distributable amount			
i Carryover from 2015 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2020 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2020 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2020, if any. Subtract lines 3g and 4a from line 2. If the amount is greater than zero, <i>explain in Part VI</i> . See instructions.			
6 Remaining underdistributions for 2020. Subtract lines 3h and 4b from line 1. If the amount is greater than zero, <i>explain in Part VI</i> . See instructions.			
7 Excess distributions carryover to 2021. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2016.			
b Excess from 2017.			
c Excess from 2018.			
d Excess from 2019.			
e Excess from 2020.			

Part VI **Supplemental Information.** Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a and 3b; Part V, line 1; Part V, Section B, line 1e; Part V Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions).

Facts And Circumstances Test

990 Schedule A, Supplemental Information

Return Reference	Explanation
SCHEDULE A, PART III, LINE 12, EXPLANATION OF OTHER INCOME:	MISCELLANEOUS INCOME INCLUDING SHIPPING AND HANDLING AND OTHER SALES INCOME 2016 AMOUNT: \$ 7,062. 2017 AMOUNT: \$ 15,838. 2018 AMOUNT: \$ 15,991. 2019 AMOUNT: \$ 21,596. 2020 AMOUNT: \$ 37,605.

efile GRAPHIC print - DO NOT PROCESS As Filed Data - DLN: 93493239002171

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

► Complete if the organization answered "Yes," on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.
► Attach to Form 990.
► Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2020

Open to Public Inspection

Name of the organization
NATIONAL WILDLIFE REHABILITATORS
ASSOCIATION

Employer identification number
37-1143442

Part I

Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.
Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

1

Total number at end of year

2

Aggregate value of contributions to (during year)

3

Aggregate value of grants from (during year)

4

Aggregate value at end of year

5

Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?

6

Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?

Part II

Conservation Easements.
Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

1

Purpose(s) of conservation easements held by the organization (check all that apply).

☐ Preservation of land for public use (e.g., recreation or education)

☐ Preservation of an historically important land area

☐ Protection of natural habitat

☐ Preservation of a certified historic structure

☐ Preservation of open space

2

Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

a

Total number of conservation easements

b

Total acreage restricted by conservation easements

c

Number of conservation easements on a certified historic structure included in (a)

d

Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register

3

Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ►

4

Number of states where property subject to conservation easement is located ►

5

Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds?

6

Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ►

7

Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ► \$

8

Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)?

9

In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III

Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.
Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

1a

If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items.

b

If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:

(i) Revenue included on Form 990, Part VIII, line 1 ► \$

(ii) Assets included in Form 990, Part X ► \$

2

If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items:

a

Revenue included on Form 990, Part VIII, line 1 ► \$

b

Assets included in Form 990, Part X ► \$

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Cat. No. 52283D

Schedule D (Form 990) 2020

Part III

Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

3

Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply):

a

☐ Public exhibition

b

☐ Scholarly research

c

☐ Preservation for future generations

d

☐ Loan or exchange programs

e

☐ Other

4

Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.

5

During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? . . .

☐ Yes

☐ No

Part IV

Escrow and Custodial Arrangements.

Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a

Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?

☐ Yes

☐ No

b

If "Yes," explain the arrangement in Part XIII and complete the following table:

c

Beginning balance

d

Additions during the year

e

Distributions during the year

f

Ending balance

	Amount
1c	
1d	
1e	
1f	

2a

Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? . . .

☐ Yes

☐ No

b

If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided in Part XIII

☐

Part V

Endowment Funds.

Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

1a

Beginning of year balance

b

Contributions

c

Net investment earnings, gains, and losses

d

Grants or scholarships

e

Other expenditures for facilities and programs

f

Administrative expenses

g

End of year balance

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a	10,000	10,000	10,000	10,000	10,000
b					
c	251	156	154	130	128
d					
e	-251	156	154	130	128
f					
g	10,000	10,000	10,000	10,000	10,000

2

Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:

a

Board designated or quasi-endowment ▶

b

Permanent endowment ▶ 100.000 %

c

Term endowment ▶

The percentages on lines 2a, 2b, and 2c should equal 100%.

3a

Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

(i) Unrelated organizations

(ii) Related organizations

b

If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R?

	Yes	No
3a(i)		No
3a(ii)		No
3b		

4

Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI

Land, Buildings, and Equipment.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements				
d Equipment		31,721	17,152	14,569
e Other				
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).) . . . ▶				14,569

Schedule D (Form 990) 2020

Part VII

Investments—Other Securities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other _____		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
(I)		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 12.) ▶		

Part VIII

Investments—Program Related.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
(10)		
Total. (Column (b) must equal Form 990, Part X, col.(B) line 13.) ▶		

Part IX

Other Assets.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 15.) ▶	

Part X

Other Liabilities.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

(a) Description of liability	(b) Book value
(1) Federal income taxes	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col.(B) line 25.) ▶	

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII

☒

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements	1	380,104
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	0
3	Subtract line 2e from line 1	3	380,104
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1 :		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	0
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)	5	380,104

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements	1	266,384
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	0
3	Subtract line 2e from line 1	3	266,384
4	Amounts included on Form 990, Part IX, line 25, but not on line 1 :		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	0
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)	5	266,384

Part XIII Supplemental Information

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

Return Reference	Explanation
See Additional Data Table	

Part XIII Supplemental Information *(continued)*

Return Reference	Explanation

Additional Data

Software ID:
Software Version:
EIN: 37-1143442
Name: NATIONAL WILDLIFE REHABILITATORS
ASSOCIATION

Supplemental Information

Return Reference	Explanation
PART V, LINE 4:	THE \$10,000 PRINCIPAL IS MAINTAINED FOR PERPETUITY WITHOUT ENCROACHMENT. INCOME EARNED ON THE PRINCIPAL IS AVAILABLE FOR USE IN ANY MANNER BY THE ORGANIZATION.

Supplemental Information

Return Reference	Explanation
PART X, LINE 2:	THE ASSOCIATION IS EXEMPT FROM INCOME TAXES UNDER SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE AND CORRESPONDING STATE TAX CODES. THE ASSOCIATION IS NOT A PRIVATE FOUNDATION AND CONTRIBUTIONS TO THE ASSOCIATION QUALIFY AS A CHARITABLE TAX DEDUCTION BY THE CONTRIBUTOR. THE ASSOCIATION IS SUBJECT TO UNRELATED BUSINESS INCOME TAX WITH RESPECT TO ADVERTISING INCOME. THE ASSOCIATION'S INCOME TAX RETURNS ARE SUBJECT TO REVIEW AND EXAMINATION BY FEDERAL AND STATE AUTHORITIES IN ACCORDANCE WITH PRESCRIBED STATUTES.

Note: To capture the full content of this document, please select landscape mode (11" x 8.5") when printing.

Schedule I
(Form 990)

Grants and Other Assistance to Organizations,
Governments and Individuals in the United States

Complete if the organization answered "Yes," on Form 990, Part IV, line 21 or 22.

▶ Attach to Form 990.

▶ Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2020

Open to Public
Inspection

Department of the
Treasury
Internal Revenue Service

Name of the organization
NATIONAL WILDLIFE REHABILITATORS
ASSOCIATION

Employer identification number

37-1143442

Part I General Information on Grants and Assistance

- 1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? ☒ Yes ☐ No
- 2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

(a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
(1) UNIVERSITY OF TENNESSEE 1331 CIRCLE PARK DRIVE KNOXVILLE, TN 37996	62-6001636	170(C)(1)	5,595				RESEARCH GRANT FOR HEALTH ASSESSMENT OF FREE-LIVING PEREGRINE FALCONS DURING AUTUMN MIGRATION: EVALUATING PLASMA BIOCHEMICAL, PROTEIN ELECTROPHORESIS, AND ACUTE PHASE PROTEIN VALUES.

- 2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table 1
- 3 Enter total number of other organizations listed in the line 1 table 0

Part III **Grants and Other Assistance to Domestic Individuals.** Complete if the organization answered "Yes" on Form 990, Part IV, line 22.
Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of noncash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
(1) GRANT	1	2,275		ACTUAL	
(2) SCHOLARSHIPS	15	9,082		ACTUAL	
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					

Part IV **Supplemental Information.** Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.

Return Reference	Explanation
NWRA SCHOLARSHIP AND SMALL GRANT PROGRAMS GUIDING PROCESS:	SCHOLARSHIPS ARE PROVIDED ANNUALLY USING DONATIONS DESIGNATED FOR SUCH USE, WHILE GRANT AWARDS ARE DETERMINED ANNUALLY BY THE BOARD OF DIRECTORS. NWRA HAS PUBLISHED CRITERIA ON ITS WEBSITE FOR SCHOLARSHIP AND GRANT AWARDS. ALL APPLICANTS MUST COMPLETE AN APPLICATION FORM AND PROVIDE REQUIRED INFORMATION AND REFERENCE LETTERS. APPLICANTS WHO DO NOT MEET BASIC REQUIREMENTS, OR WHO FILE AN INCOMPLETE APPLICATION, ARE REJECTED. NWRA COMMITTEE MEMBERS REVIEW ELIGIBLE APPLICATIONS AND NUMERICALLY RATE APPLICANTS ON A FORM PROVIDED ACCORDING TO STATED CRITERIA. NUMERICAL RATING ARE COMPILED AND THE NUMBERS PROVIDE A RANKING OF APPLICANTS. THE HIGHEST RANKINGS RECEIVE AWARDS. SCHOLARSHIPS ARE CLOSELY MONITORED BY NWRA. SCHOLARSHIPS USED TO HELP DEFRAY COSTS OF SYMPOSIUM ATTENDANCE ARE AWARDED AT THE SYMPOSIUM; THEREFORE, IF AWARDEE DOES NOT ATTEND, THEY DO NOT RECEIVE THE SCHOLARSHIP. GRANT RECIPIENTS ARE REQUIRED TO GIVE NWRA REPORTS AND TO PUBLISH FINDINGS. IN A SIGNED AGREEMENT, THEY ARE REQUIRED TO RETURN FUNDS TO NWRA IF THE PROJECT DOES NOT TAKE PLACE.

SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury

Name of the organization

NATIONAL WILDLIFE REHABILITATORS
ASSOCIATION

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.

▶ Attach to Form 990 or 990-EZ.

▶ Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2020

**Open to Public
Inspection**

Employer identification number

37-1143442

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION A, LINE 1	THE BUSINESS AND AFFAIRS OF THE ASSOCIATION SHALL BE MANAGED BY THE EXECUTIVE COMMITTEE OF THE BOARD OF DIRECTORS. THE EXECUTIVE COMMITTEE MAY EXERCISE ALL SUCH POWERS OF THE ASSOCIATIONS AS ARE NOTED BY BY-LAW OR BY THE ARTICLES OF INCORPORATION DIRECTED OR REQUIRED TO BE EXERCISED BY THE FULL BOARD OF DIRECTORS.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 11B	COPIES OF ALL STATE AND FEDERAL TAX RETURNS ARE SENT TO THE FULL BOARD FOR REVIEW AND APPROVAL ONCE COMPLETED AND PRIOR TO SUBMISSION TO AUTHORITIES. THE BOARD VOTES TO APPROVE ALL RETURNS AS PREPARED.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 12C	ALL BOARD MEMBERS AND STAFF SIGN A CONFLICT OF INTEREST (COI) FORM ANNUALLY AND ALL FORMS ARE REVIEWED BY THE OFFICE MANAGER & FINANCE CHAIR ANNUALLY. COI STATEMENTS ARE REQUESTED FROM ANYONE WITH A CONNECTION TO OR IN POSITION TO INFLUENCE, OR WHERE PERSONAL OR BUSINESS GAIN IS POSSIBLE. BOARD MEMBERS AND STAFF ARE AWARE OF THE COI IMPORTANCE AND ANYONE CAN QUESTION ANOTHER ABOUT A POSSIBLE COI DURING BOARD MEETINGS OR IN SUPERVISOR AND EMPLOYEE/VOLUNTEER INTERACTIONS. BOARD MEMBERS OPENLY DISCLOSE A POSSIBLE CONFLICT DURING MEETINGS TO INFORM OTHER MEMBERS. IF A CONFLICT IS IDENTIFIED, THE PERSON IS ASKED TO LEAVE THE ROOM DURING DISCUSSION AND ABSTAIN FROM VOTING ON THE ISSUE OR BUSINESS ITEM. SUCH DETERMINATION AND ACTION WOULD BE RECORDED IN THE MINUTES. NO COI HAVE BEEN DISCOVERED AFTER A TRANSACTION HAS OCCURRED. A COI IS DETERMINED BY OPERATIONS DIRECTOR, PRESIDENT, AND/OR EXECUTIVE COMMITTEE. RESTRICTIONS INCLUDE EXCLUSION FROM ANY DECISION-MAKING PROCESS, FINANCIAL PROCESS (I.E., HANDLING FUNDS), AND SUPERVISION OR APPROVAL OF RELATED WORK IN PROGRESS.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 15	PRESIDENT IS A NON-COMPENSATED POSITION. STAFF SALARIES ARE DETERMINED BY THE NWRA HUMAN RESOURCES COMMITTEE AND THE BOARD OF DIRECTORS ACCORDING TO STATEWIDE SALARY AND BENEFITS SURVEY, LOCATION, BUDGET SIZE, AND COMPARABLE POSITIONS IN THE AREA. THIS PROCESS WAS LAST DONE IN 2020.

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION C, LINE 19	THE ORGANIZATION'S GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY, AND FINANCIAL STATEMENTS ARE AVAILABLE UPON REQUEST.

990 Schedule O, Supplemental Information

Return Reference	Explanation
PART XII, LINE 2C	THE ORGANIZATION HAS A COMMITTEE THAT ASSUMES RESPONSIBILITY FOR THE AUDIT. THIS PROCESS HAS NOT CHANGED FROM THE PRIOR YEAR.