

"Promoting compassion, empathy, and respect for all life through wildlife rehabilitation, ecological teachings, and wildlife conservation."

WILDLIFE CENTER
OF THE
NORTH COAST



Wildlife Center of the North Coast (WCNC) is a nonprofit wildlife hospital located in Astoria, Oregon. WCNC specializes in the rescue and rehabilitation of seabirds and is the only licensed wildlife rehabilitation facility that serves the north and central coast of Oregon. WCNC treats most native wild mammals, and all native birds. The Center is located on Highway 202, nine miles east of Astoria, and operates under permits issued by the U.S. Fish & Wildlife Service and Oregon Department of Fish & Wildlife.

WCNC is committed to promoting compassion, empathy, and respect for all life through wildlife rehabilitation, ecological teachings, and wildlife conservation.

WE PROVIDE >>>

Our core work of wildlife rehabilitation directly mitigates negative human impact on wildlife, and beyond that, the work fosters a sense of stewardship with the members of our community through education, ultimately cultivating a community with a greater awareness and sense of responsibility to care for the world around us.

- Humane care, professional medical treatment, and rehabilitation to sick, injured, orphaned and displaced native wildlife with the goal of releasing healthy wild animals back into their appropriate habitat
- Quality conservation education programs to coastal communities
- Meaningful volunteer opportunities for young people and adults



WCNC CORE VALUES

➤➤➤ PROFESSIONALISM

- best practices in data-driven wildlife rehabilitation, education, and conservation
- respectful, progressive, accountable work environment
- fiscally responsible business practices

➤➤➤ COMPASSION

- empathy and respect for animals, humans, and the environment
- mindfulness and self-awareness
- welcoming, safe workplace

➤➤➤ TEAMWORK

- collaboration and cooperation in pursuit of common goals
- open, honest communication
- supportive, enjoyable, flexible, positive interactions

➤➤➤ STEWARDSHIP

- conservation of native wildlife and the natural environment
- responsible use of present resources
- commitment to a sustainable future for both wildlife and communities

➤➤➤ SERVICE

- volunteerism in direct support of professional wildlife rehabilitation
- community education, outreach, and involvement in wildlife conservation
- dependable, high-quality rehabilitation expertise for southwest Washington and northwest Oregon

ORGANIZATIONAL THEMES

- Rehabilitation
- Education
- Conservation
- Organizational Excellence

HISTORY OF WCNC

The Wildlife Center of the North Coast was founded in 1997 by Sharnelle A. Fee. Sharnelle moved to Astoria, Oregon specifically to help injured, orphaned, and sick seabirds after realizing that there was no wildlife rehabilitation facility on the Oregon coast. Sharnelle purchased 105 acres east of Astoria and began building what is now the Wildlife Center of the North Coast, bringing in roughly 500 animals per year. Originally, the clinic was simply a single-wide trailer that, after 10 years, began to fall apart. Sharnelle had a choice—shut down the wildlife center entirely, or find a way to build a bigger, better facility.

In 2007, our state-of-the-art wildlife hospital was constructed with the financial aid of grants and bequests. WCNC is equipped with large, filtered pools, proper indoor cage substrate, and a large storage of frozen fish--these amenities are what make us the only seabird rehabilitation center in Oregon.

Sharnelle was the executive director of the Wildlife Center until she passed away in September of 2015.

After the passing of Sharnelle, WCNC was awarded a \$45,000 grant from the Kinsman Foundation. This grant was awarded for three consecutive years to assist with the transition from a founder-driven to a board-driven organization with paid staff.

In 2018 our executive director and our board of directors participated in the University of Oregon's Nonprofit Clinic. This clinic thoroughly evaluated our organization and returned with recommendations to strengthen WCNC and ensure legal compliance in all areas.

In 2021, we enacted our five year Strategic Plan. The 2021-2026 Plan is the first Strategic Plan ever written for the WCNC. The purpose of this WCNC Strategic Plan is to provide strong, unified guidance for setting priorities, developing and deploying personnel and resources, and making higher-level decisions for the organization during changing internal and external environments. We see this document as a foundational reference for all key decision-making by the Board of Directors and Executive Director, to be reexamined and renewed every five years as the organization changes and grows.

WCNC now has a staff of seven paid positions: a full-time executive director, a part-time wildlife rehabilitation coordinator, a full-time senior wildlife rehabilitator, a part-time wildlife rehabilitator, a part-time bird curator, a part-time volunteer coordinator, and a part-time development coordinator. The rest of our team is all-volunteer. We have grown our network of volunteers to nearly one hundred incredible people assisting with everything that helps to achieve our mission, including animal care, facility maintenance, patient transport, education programs, and community outreach events.



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BOARD OF DIRECTORS

MEMBER JOB DESCRIPTION

POSITION >>>

The Board will support the work of WCNC and provide mission-based leadership and strategic governance. While day-to-day operations are led by WCNC's Executive Director (ED), the Board-ED relationship is a partnership, and the appropriate involvement of the Board is both critical and expected.

Specific Board Member responsibilities include:

OVERSIGHT, INSIGHT AND FORESIGHT >>>

- Taking care of WCNC by ensuring prudent use of all assets, including facility, people, and good will; and providing oversight for all activities that advance WCNC's effectiveness and sustainability.
- Making decisions in the best interest of WCNC; not in his or her self-interest.
- Ensuring that WCNC obeys applicable laws and acts in accordance with ethical practices; that WCNC adheres to its stated corporate purposes, and that its activities advance its mission.
- Serving as a trusted advisor to the ED as s/he develops and implements WCNC's strategic plan
- Reviewing outcomes and metrics created by WCNC for evaluating its impact, and regularly measuring its performance and effectiveness using those metrics; reviewing agenda and supporting materials prior to board and committee meetings
- Contributing to an annual performance evaluation of the ED
- Assisting the ED and Board Chair in identifying and recruiting other Board Members
- Serving on committees
- Being supportive of fundraising activities
- Representing WCNC to stakeholders; acting as an ambassador for the organization

BOARD TERMS + PARTICIPATION >>>

WCNC's Board Members serve two-year terms, with the option to serve successive terms pending re-election. Regular board meetings are held monthly, with committee meetings scheduled as necessary. Board members are expected to make every effort to attend all meetings, with a minimum of 75% attendance required. Average monthly time commitments range from 3 – 6 hours.



BOD Application