

Harmony Wildlife Rehabilitation Center



HARMONY
WILDLIFE REHABILITATION

General Information

**Nonprofit
Address
Phone
Web Site
Facebook
Twitter
Email**

Harmony Wildlife Rehabilitation Center
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615-266-5701
<https://harmonywildlife.org/>
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contact@harmonywildlife.org

Mission & Impact

Statements

Mission

We help wild animals and the people who care about them. Harmony Wildlife provides a temporary place for injured and orphaned animals to mature or recover with the goal of release into their natural habitats. We believe that helping humans understand and peacefully coexist with native wildlife makes the world a better place for everyone

Background

Harmony Wildlife Rehab's goal is to be a resource for local residents who have questions about wild animals they encounter, and a temporary place for injured or orphaned animals to recover and mature with the goal of release into their natural habitats. We focus on Tennessee native wildlife, including songbirds, hawks, owls, foxes, raccoons, opossums, rabbits, squirrels, and many more. Harmony's founder, Carol Burgess, has been a wildlife rehabilitator since 1986. She started this work in Plano, Texas, and New Jersey. When her family settled in Tennessee, she opened Harmony Wildlife in Fairview. Over the next 20 years, she saved thousands of animals in her home-based facility. Harmony's operations paused in 2013 until Carol's long-time friend and rehab volunteer Anastasia Kudrez spearheaded an effort to reopen Harmony. From its new location in West Nashville, Harmony sought to address a specific need: helping wildlife in the West Meade neighborhood. As an official resource licensed by Tennessee Wildlife Resources we have now helped people with animal issues across the entire state, whether by sharing advice, connecting them to the most appropriate rehabilitation facility, or accepting the animal into care. Now in our second year at the new location, Harmony has a team of animal care staff and more than 75 volunteers. The animal care program is directed by Laurie Campbell, who brings 15 years of experience to our program. We are members of the The National Wildlife Rehabilitators Association and permitted under the auspices of Tennessee Wildlife Resources Agency and the U.S. Fish and Wildlife Service.

Impact

Harmony reopened its doors in Nashville on March 7, 2022. By year's end, we cared for hundreds of wild animals and answered thousands of phone calls, emails, and texts from Tennesseans who needed help with wild animals. Some of our notable accomplishments from 2022 include: Caring for 326 wild animals from 44 different species. In addition, we fielded more than 4,500 phone

calls, emails, and texts from Tennesseans who needed help with wild animals. We were able to help people find the best options, depending on their situation. This ranged from arranging to bring the animal to Harmony or another licensed wildlife rehabilitator to connecting a homeowner with Tennessee Wildlife Resources Agency when a bear cub was trapped in her dumpster. We completed construction on two large pre-release enclosures for raccoons and other medium-sized mammals. These enclosures have been in non-stop usage for a variety of animals including raccoons, squirrels, opossums, a box turtle, and a red fox. We completed construction on a squirrel pre-release enclosure. This structure was built by a group of volunteers who pitched us on the project. They spent every weekend, for months, building this beautiful enclosure which is now being used for a flying squirrel that was found injured on the Nashville Greenway. She is expected to make a full recovery and be released. Starting with only three people, our animal care team grew to six in the first year. Our volunteer program had more than 75 people by the end of the year! Our volunteers range from high school students aspiring to pursue careers in veterinary medicine and environmental law to retired medical care professionals who bring their skills, experience, and hard work to the team. We affirmed our commitment to preserving Tennessee's woods by starting the process for placing Harmony's property under a conservation easement through a partnership with TennGreen Land Conservancy. (little teaser: the conservation easement became official in June, 2023!). Our goals for 2023 include: Expanding our school education program. Our first ambassador, Frodo the opossum, visited a Nashville public elementary school in the spring and he was a hit! We hope to bring him to more schools and other interested organizations this fall. Frodo helps people learn about Tennessee's native wildlife (and share our love for this sorely misunderstood creature). This year we are focused on building a strong, diverse, passionate board of directors. Our newest board members include Liz Lago and Katie Conklin, DVM. Liz has grant and fundraising experience and is excited to join Harmony to help us connect our education program with LatinX students in Nashville schools. Katie is the Medical Support Director; she is excited to help support Harmony's medical care program. Completion of two new pre-release enclosures: a songbird aviary and a dedicated skunk enclosure. These specially-designed enclosures will allow us to accept more species and provide appropriate housing. The aviary's construction is being supported by The James & Wanda Hollensteiner Foundation. We hope to raise additional funds to help complete the project. Continue our efforts to protect the environment by closing on a permanent conservation easement (completed June 2023). Now our efforts will focus on bringing the forest to full health by removing invasive plants and trees that negatively impact Tennessee's native plants and animals. We hosted our first "Invasive Termination" event in the spring. More than a dozen people joined us to clear the forest of hundreds of honeysuckles. We are planning another event in the fall months. Finally, we are working with a civil engineer, draftsman, and a carpenter to develop a site-specific plan for a future flight barn. This critically important enclosure will allow us to care for large birds of prey. We are grateful for the overwhelming community support for our work and excited for the work ahead!

Needs

Harmony's five most pressing needs include: 1) Financial support for animal care staff and veterinary services, medical supplies, specialized animal diets, and supplies. At this time, the estimated need is a minimum of \$150,000. 2) Financial support to expand our animal education program. These funds would allow us to develop curriculum and materials used for our presentations, provide ongoing care for the education animals in our care, pay for travel expenses, and hire trained animal education staff who can bring the animals to schools and other organizations. 3) Specialized veterinary medical equipment that would allow us to treat larger animals. This includes equipment like an anesthesia machine, an X-ray machine, and a dedicated exam room inside our clinic building. 4) Additional pre-release enclosures built to contain species like red foxes, grey foxes, bobcats, and opossums. 5) Finally, we are in the planning stages for building a flight barn. This critically important enclosure will allow us to care for large birds of prey. This is a significant project and will require a capital campaign to bring to completion.

Statement from CEO/Executive Director

Hello, my name is Stasia Kudrez. I'm Harmony Wildlife Rehabilitation Center's Executive Director. Harmony has been helping injured and orphaned Tennessee wildlife since 1992. I started as a volunteer in 2001, helping our founder, Carol Burgess, run the center in Fairview. Our center is just one piece of a network of local organizations that care about animals. We work in

collaboration with the other licensed rehabilitation facilities and assist the public when they need help with wild animals they encounter. We are unique, geographically. West Nashville did not have any wildlife rehabilitation resources, and as this area develops more animals are injured, orphaned, and displaced. We provide a free resource for local residents who want to help the native wild animals they encounter.

Statement from Board Chair

I'm Carol Burgess, founder of Harmony Wildlife. I care deeply about all living things, and I've spent my life trying to help others. Professionally, I was a physical therapist, working with many people including children with physical and mental disabilities. In my spare time, I care for wildlife. It started in 1986, in Plano, Texas, when I learned about an elementary school that had a "library" of education animals. Teachers could "borrow" animals for their classrooms, including some wildlife. I helped care for the animals in that program. After that experience I caught the bug for wildlife. I started caring for injured and orphaned animals brought it by the public. At the time, wildlife rehabilitation was relatively new, and rehabbers did the best they could with limited information and resources. It's been exciting to watch this change over the years. We are now members of the National Wildlife Rehabilitators Association, sharing ideas, information, and experiences with other rehabbers across North America. One of the greatest successes I've seen is the improvements in animal care protocols. The field has come a long way since I started and outcomes and release rates have significantly improved. We share the same challenges experienced by many non-profits: financial resources. If we do not have the necessary funding to provide food, medical care, and staffing, we are limited in the number of animals we can accept into our care. It's heartbreaking to have to turn away an animal in need, especially when the outcome is a likely success. We respectfully ask for your support, so we can help more animals- and the people who care about them.

Service Categories

Primary Category
Secondary Category
Tertiary Category

Animal Related - Animal Protection & Welfare
Animal Related - Wildlife Preservation & Protection
Environment - Environmental Education

Areas Served

TN - Davidson

Programs

Feed the Animals

Description

Wild animals require specific diets to grow and thrive. The diets vary species-to-species and change as the animal develops. We use Fox Valley Animal Nutrition milk replacers (<https://www.foxvalleynutrition.com/>). There are different milk replacers for each species. Squirrels 4 weeks and younger require 32/40 (32% protein and 40% fat); once the squirrel reaches 4 weeks of age, the formula is switched to 20/50. Extrapolated out, a single squirrel can cost more than \$50 in formula alone. There is also the cost of feeding equipment. This includes everything from flexible feeding tubes (used for small mammals like rabbits and opossums), metal feeding tubes for animals like mourning doves, nipples sized for squirrels and raccoons, hundreds of syringes, and more. Most items are relatively inexpensive, but collectively add up! As the animal matures, we need a lot more: fresh fruit, vegetables, all varieties of proteins, nuts, seeds, etc. Thank you for helping us give them the best start!

Budget \$5,000.00
Population Served Animals

Governance

Board Chair Jennifer Ancevski
Company Affiliation Harmony Wildlife Rehabilitation Center
Term March 2023 to March 2026
Email jen@harmonywildlife.org

Board of Directors

Name	Affiliation	Status
Jennifer Ancevski	Nonprofit Consultant	Voting
Ms. Linda Burgess	Harmony Wildlife Rehabilitation Center	Voting
Dr. Katie Conklin DVM	My Pet's Wellness	Voting
Liz Lago	CKE Restaurants Holdings, Inc	Voting
Robert Notestine Esquire	Belle Meade Title & Escrow and Notestine Law Firm	Voting

Board Demographics - Ethnicity

African American/Black	0
Asian American/Pacific Islander	0
Caucasian	4
Hispanic/Latino	1
Native American/American Indian	0
Other	0

Board Demographics - Gender

Male	1
Female	5
Unspecified	0

Governance

Board Term Lengths	3.00
Board Term Limits	2
Board Meeting Attendance	100%
Does the Organization have written Board Selection Criteria?	No
Does the Organization have a Written Conflict of Interest Policy?	Under Development
Percentage Making Monetary Contributions	100%
Percentage Of Board Members Making In Kind Contributions	100%
Does the Board include Client Representation?	Yes
Number of Full Board Meetings Annually	12

Risk Provisions

General Property Coverage and Professional Liability
Accident and Injury Coverage

Management

Executive Director

Email

Ms Anastasia Kudrez

stasia@harmonywildlife.org

Term Start

March 2022

Anastasia's Experience: Anastasia Kudrez has been volunteering for wildlife rehabilitation centers since 2001. As a volunteer, she has done everything from scrubbing dirty animal cage in Tennessee's summer heat to developing website content. In her role as Executive Director, she is (re)building Harmony Wildlife after its 10-year hiatus. Stasia identified a pressing need for wildlife rehabilitation resources in the West Nashville area, and worked with Harmony's founder, Carol Burgess, to relocate the facility from Fairview, Tenn. to Nashville's West Meade neighborhood. Professionally, Stasia brings extensive skills and experience from managing and building IT projects, teams, and businesses. Her career began at a web development firm in Boston; after moving to Nashville she managed digital marketing departments for two publishing companies. Following that, she helped build an Internet marketing company that developed a successful SaaS product. In 2010 she launched her own small business, a boutique IT consulting agency called SEM Training with a single employee (herself). Twelve years later, there are 16 people on SEM Training's team, providing services ranging from strategic marketing consulting to public speaking. As Harmony's Executive Director, Stasia brings both sets of experience to the table: building and managing organizations plus a deep passion for animal welfare, conservation, and the environment.

Staff

Number of Full Time Staff	1
Number of Part Time Staff	0
Volunteers	75
Contractors	6
Staff Retention Rate	100%

Plans & Policies

Fundraising Plan?	Under Development
Strategic Plan?	Under Development
Years Strategic Plan Considers When Strategic Plan Adopted?	N/A
Management Succession Plan?	Under Development
Policy and Procedures Plan?	Under Development
Nondiscrimination Policy?	Yes
Whistle Blower Policy?	No
Document Destruction Policy?	Yes

Senior Staff

Name	Title
Laurie Campbell	Animal Care Director
Linda Burgess	Founder and President

Formal Evaluations

Is there a formal evaluation for...	Frequency
CEO/Executive Director Yes	Annually
Senior Management Yes	Annually
Non-Management No	N/A

Financials

Financials

Fiscal Year Start

01/01/2024

Fiscal Year End

12/31/2024

Projected Revenue

\$224,000.00

Projected Expenses

\$224,000.00

Detailed Financials

Revenue and Expenses

Fiscal Year	2023	2022	2021
Total Revenue	\$220,466.00	\$0.00	\$0.00
Total Expenses	\$167,990.00	\$0.00	\$0.00
Revenue Less Expense	\$52,476.00	(\$-0.00)	(\$-0.00)

Revenue Sources

Fiscal Year	2023	2022	2021
Foundation and Corporation Contributions	\$0.00	\$0.00	\$0.00
Government - Federal	\$0.00	\$0.00	\$0.00
Government - State	\$0.00	\$0.00	\$0.00
Government - Local	\$0.00	\$0.00	\$0.00
Government - Unspecified	\$0.00	\$0.00	\$0.00
Individual Contributions	\$220,466.00	\$0.00	\$0.00
Indirect Public Support	\$0.00	\$0.00	\$0.00
Earned Revenue	\$0.00	\$0.00	\$0.00
Investment Income, Net of Losses	\$0.00	\$0.00	\$0.00
Membership Dues	\$0.00	\$0.00	\$0.00
Special Events	\$0.00	\$0.00	\$0.00
Revenue In-Kind	\$0.00	\$0.00	\$0.00
Other	\$0.00	\$0.00	\$0.00

Expense Allocation

Fiscal Year	2023	2022	2021
Program Expense	\$163,681.00	\$0.00	\$0.00
Administrative Expense	\$4,309.00	\$0.00	\$0.00
Fundraising Expense	\$0.00	\$0.00	\$0.00
Total Revenue/Total Expenses	131%		
Program Expense/Total Expenses	97%		
Fundraising Expense/Contributed Revenue	0%		

Top Funding Sources

Fiscal Year	2023	2022	2021
Top Funding Source & Dollar Amount	Contributions, Gifts, & Grants - \$220,466.00	\$0.00	\$0.00
Second Highest Funding Source & Dollar Amount	\$0.00	\$0.00	\$0.00
Third Highest Funding Source & Dollar Amount	\$0.00	\$0.00	\$0.00

Assets and Liabilities

Fiscal Year	2023	2022	2021
Total Assets	\$55,073.00	\$0.00	\$0.00
Current Assets	\$15,458.00	\$0.00	\$0.00
Long-Term Liabilities	\$0.00	\$0.00	\$0.00
Current Liabilities	\$0.00	\$0.00	\$0.00
Total Net Assets	\$55,073.00	\$0.00	\$0.00

Endowment Info

Do you have an endowment?

No

Capital Campaign Info

Currently in a Capital Campaign?

No

Solicitation Permit Info

**State Charitable Solicitations
Permit**

Yes