

ANNUAL REPORT

2020



A Message from our Founder and Executive Director

2020 was an unprecedented year for many. I would like to extend my gratitude to everyone for powering through and adapting to the COVID-19 guidelines. Thanks to our wonderful staff, volunteers, and clients, we were able to maintain over 20 Intervention Transfer Trainings® (ITT) throughout the year, yielding 33 Service and Facility Dog placements, and despite the lack of ability to formally fundraise, we were able to break the \$1M revenue mark for the fourth year in a row.

In addition to keeping our traditional client training moving along during COVID, we also welcomed our first pilot class of ADDIE’S Way Immersion Clients in the summer – two female civilians who traveled from Iowa and California three different times throughout a span of four months.

We also welcomed 45 puppies to the training pool: a combination of our own internal breeding and donations from two kennels and the ADI Breeding Co-Op. Despite the need for masks, sanitizers, and temp checks, our community and UNCW student volunteers remained strong in force to take care of and socialize the puppies.

None of these amazing things would have been possible without the dedication from our staff, board, and supporters like you. I look forward to a less virtual year in 2021 where we can resume in person events and fellowship.

Sincerely,

Kyrin

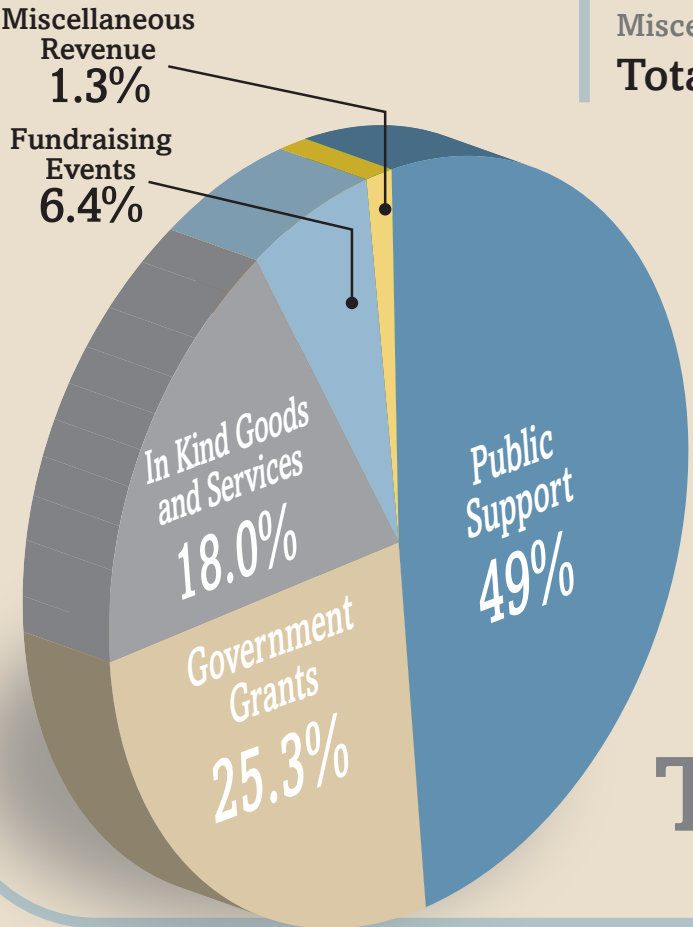


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Revenue

Public Support	\$831,291	49.0%
Government Grants	\$429,670	25.3%
In Kind Goods and Services	\$305,189	18.0%
Fundraising Events	\$107,830	6.4%
Miscellaneous Revenue	\$21,332	1.3%
Total	\$1,695,312	

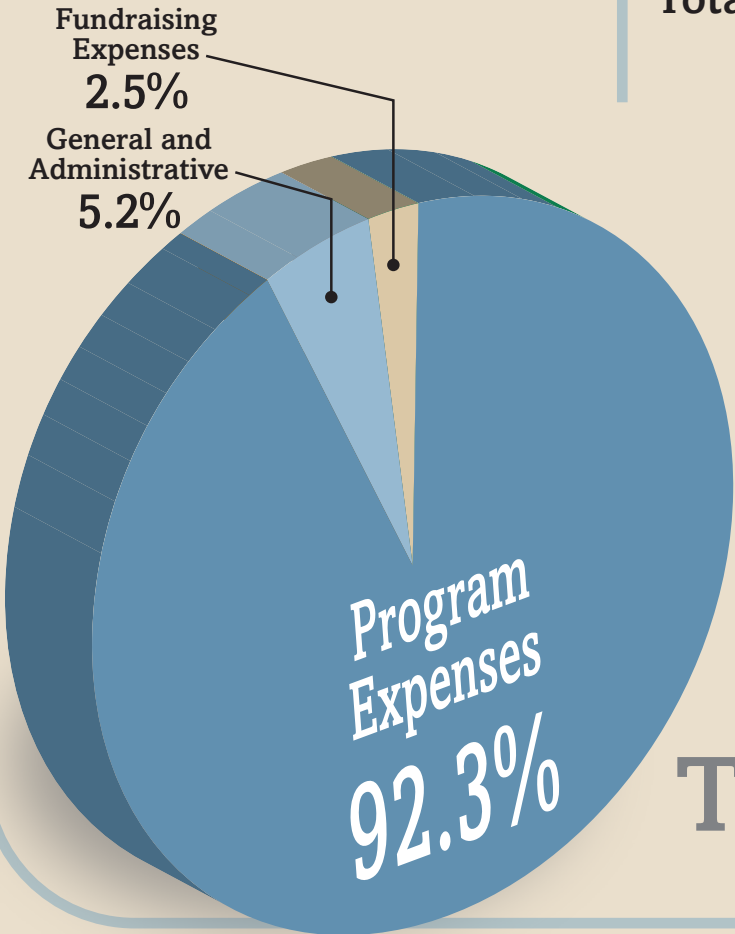


2020
financials

Total \$1,695,312

Expenses

Program Expenses	\$1,517,532	92.3%
General and Administrative	\$85,482	5.2%
Fundraising Expenses	\$40,988	2.5%
Total	\$1,644,002	



2020
financials

Total \$1,644,002

Statement

FY
2019
2020

Assets

Total Current Assets \$654,431

[Cash & Investment]

Total Canine Assets, Net \$10,338,510

Total Property & Equipment, Net \$1,771,654

Liabilities & Net Assets

Total Current Liabilities \$95,180

[Accounts Payable & Notes Payable]

Notes Payable, Net of Current Portion \$1,146,892

[Mortgage]

Total Liabilities \$1,242,072

Net Assets

Without Restrictions \$11,470,034

With Restrictions \$52,489

Total Net Assets \$11,522,523

Foundation Events



On Saturday, March 14th, paws4people® and The North Carolina Azalea Festival were slated to host the 2nd Annual Paws on Parade 5K & Canine Court Pageant. Unfortunately, on Thursday, March 12th, all public events were postponed due to the outbreak of COVID-19. Registered participants were able to switch to a Virtual 5K option. However, all other event-specific programming had to be cancelled. We look forward to regrouping and expanding on this joint venture in 2021.



On Saturday, May 2nd, the paws4people foundation hosted the 6th Annual Derby4Dogs Garden Party Virtual Fundraiser, presented by The Donohue Family at ADDIE'S Way. COVID-19 forced our committee to pivot to the virtual world, but that did not stop the event from being a success. From the comforts of home, supporters could bid on online silent auction items, tune in to day-of programming, and livestream the 2020 Derby4Dogs Puppy Derby. We raise our mint julep glasses to all of those who graciously supported us and helped to make this fundraiser possible against all odds!



Well, it was the year of COVID! Unfortunately, our 9th Annual paws4people Reunion & Graduation Ceremony also had to be cancelled. While we would have much preferred to celebrate with all of our clients, staff, students, volunteers, and supporters in person, we had to switch gears to a Virtual Acknowledgements & Awards Presentation. Recognition was given to those who worked hard through the challenges of 2020 to accomplish their goals, as well as those who continued to support our organization throughout uncertain times. Extra celebrations will be in order during the 2021 event to make up for all we missed!

Third Party Events



Due to the COVID-19 Pandemic, it was necessary to cancel the 11th Annual Heroes First Foundation (HFF) golf outing in May 2020. In a bold and creative effort to show their continued support to our paws4vets™ Program, HFF hosted the first ever Heroes First Foundation In-Person and Virtual Golf Event. On Friday, October 30th, paws4vets team Clay & MYER and Facility Dog In-Training team Dr. Lucinda & CURRIER were able to join staff member Austin at the limited in-person tournament as the golfers teed off at St. Marlo's Country Club in Duluth, Georgia. Thank you to all of the golfers who showed up to play in the tournament, as well as the golfers that participated virtually! Heroes First Foundation was able to present a generous check of \$65,000 to paws4people from hosting this tournament. We thank Heroes First Foundation for having this event in a creative, yet safe, way. We greatly appreciate their continued support of our programs.

Annual Fund



In 2020, our Annual Fund was geared towards fundraising for the state-of-the-art commercial kitchen and campus dining facility located in our dormitory building, CHAENEY. This project was chosen to be the center of our Annual Fund Mailer because the CHAENEY kitchen and dining facility will be the heart of our on-campus dormitory. The commercial grade kitchen will allow us to provide our Immersion Clients with daily meals, while the open-concept dining hall will encourage fun and fellowship amongst our clients.

Once completed, we intend to expand on our community outreach by inviting local groups to participate in meal sharing and spending time with our ADDIE'S Way Immersion Clients. It is our hope that this facility will serve as a functional gathering place for our Immersion Clients as well as those who support us.

Our deepest gratitude to Bob Linn, who generously offered to single-handedly fund the project. We are proud to announce that this portion of the facility will now be named **"The Robert P. Linn Hospitality Center."**

Thanks to the entirety of our generous donors and supporters, we were able to raise a grand total of \$225,000 for the CHAENEY dormitory renovation project.

Wounded Warrior Service Dog Program Grant

paws4people was awarded its sixth grant for \$702,323 from the Wounded Warrior Service Dog Program (WWSDP) (Grant Award No. HU00012010025).

paws4people is a recipient of five annual WWSDP awards from October 2015 to July 2020, through which 79 Service Dogs were placed free of charge with Veterans and/or Service Members.

The WWSDP is a competitive grant program that supports nonprofit organizations committed to connecting Service Dogs with Veterans and/or Service Members. The Uniformed Services University of the Health Sciences (USU), 4301 Jones Bridge Rd., A1040C, Bethesda, MD 20814-4799 is the awarding and administering office of the WWSDP.



In 2008, the paws4vets Program fundamentally changed the paradigm from a conventional suicide-trauma focused on suffering/destruction to K9-centric Post Traumatic Growth® through the use of a Service Dog customized to each Veteran and/or Service Member.

“Using our proprietary training process known as Intervention Transfer Training (ITT), each Veteran and/or Service Member learns how to use the Service Dog to Control, Regulate, and Mitigate® symptoms of physical and/or psychiatric disabilities. ITT incorporates Moral Injury and Soul Repair strategies and tools,” said paws4people Chairman of the Board of Trustees and Deputy Executive Director, Terry Henry (USN/USAF Veteran).

The WWSDP award will support 100% of the total direct expenses and 10% of the indirect expenses associated with our training and placement of Service Dogs free of charge with 15 Veterans and/or Service Members during the grant period July 1, 2020 through June 30, 2021.

All Teams are required to re-certify annually to ensure that the highest level of quality training is maintained for the career of each Service Dog.

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FACTS & STATS

17

Volunteers received their Assistance Dog Trainer, Puppy Development Certificate

10

Students from the UNCW Assistance Dog Training Program received their Alumni Advanced K9 Training certificate

33

Service Dog Teams, Facility Dog Teams, and Ambassador Teams graduated or were placed

168

Teams successfully passed either their Public Access Test or Facility Dog Observation Test

19

New Client/Dog teams bumped

22

Students from the UNCW Assistance Dog Training Program received their Assistance Dog Trainer, Public Access Certificate

5
Bump classes/
Private bumps



Pet portraits by Emma Spisak

@poopiescoopstudios



ADDIE'S Way Updates

ADDIE'S Way Campus Improvements

In 2020, many facility improvement projects were underway at ADDIE'S Way. Construction on the WYATT Agility Training Field broke ground, which will be a very significant aspect of our canine training when completed. The agility field will allow for our trainers to work with Assistance Dogs In-Training on their confidence building skills even more than before.

Additionally, the BRINKLEY building went through renovations in preparation for clients to stay there while in the ADDIE'S Way Immersion Client Training pilot program. BRINKLEY was fully re-painted inside and outside, new doors and windows were installed, and three bedrooms with a common bathroom, laundry facility, and kitchenette were all created for temporary client use.

Lastly, our largest project initiated on campus to date has been the renovation of our CHAENEY building. This building is named after Deputy Executive Director, Terry Henry's second Service Dog, CHAENEY. At completion, it will accommodate new bedrooms, large bathroom facilities for male and female Immersion Clients along with a laundry facility and a new state-of-the-art kitchen facility with a large open dining area. The CHAENEY building will serve as the client dormitory and campus dining facility where clients can participate in the ADDIE'S Way Immersion Client Training Program and learn how to utilize their customized Service Dog to Control, Regulate, and Mitigate® their symptom sets, leading to a more independent, engaging lifestyle.

ADDIE'S Way Immersion Client Pilot Program

An exciting milestone was reached in the summer of 2020 when we launched our ADDIE'S Way Immersion Client Training pilot program. Our first two ADDIE'S Way Immersion Clients were from Iowa and California. These Immersion Clients were able to reside on-site in the BRINKLEY building while the construction on CHAENEY progressed. These clients came for training for three weeks, then returned home for a three-week break and repeated that cycle a total of three times.

After this intensive training in Wilmington, both Immersion Client teams passed a Public Access Test and took their Service Dogs home to Iowa and California for the first time. A paws4people staff member flew with each of them to their respective hometowns to ensure an easy transition took place. During the first few months at home, they were responsible for checking in with a staff trainer to report the progress they had made with their dog as they settled in at home together.

Once they were ready, both teams flew back to Wilmington for an additional Public Access Test to earn their red vests, making them certified teams!

Running a pilot program allowed the staff members to gain a better understating of what it is like to have Clients staying on-site for an extended period of time. We were able to use the experience itself and the constructive feedback given to make adjustments for when we launch our first official cohort of ADDIE'S Way Immersion Clients. The ADDIE'S Way Immersion Client Training Program allows us to serve a more severe client base, as well as even more clients from all over the nation.

We are very proud to have the first two ADDIE'S Way Clients successfully progress through their training and become certified teams with their Service Dogs. We look forward to beginning our first cohort of Immersion Clients staying in our CHAENEY building in 2021!



Featured Placements



The Hill School of Wilmington



DECLAN is a Rehabilitative Facility Dog placed at the Hill School of Wilmington in Wilmington, North Carolina. The Hill School of Wilmington is a small private school for students diagnosed with learning differences. Many of the students have dyslexia or some form of attention deficit and struggle to reach their full potential in a traditional classroom setting. While the students may shut down when trying to master new or challenging material, DECLAN helps bridge the gap by making them feel accepted and pushes them to do their best.

“DECLAN has been such a source of positivity for us at the Hill School. She has brought humor, love, and absolute acceptance to our students, as well as our staff members. She spends her days loving the students as they are with no judgement. They read to her when it may be challenging, snuggle her when they’re upset, and love on her when they need it. I knew she’d have a positive impact on our school, but had no idea how far-reaching it would be. We are so very grateful for her joining our team. Our students even named her, Most Valuable Staff Member!” *Heather Schild, Hill School of Wilmington*



MEADOW is a Rehabilitative Facility Dog placed at Thrive Family Dental in Wilmington, North Carolina. Thrive Family Dental is a patient-centered dental office whose goal is to help reduce negative

associations with dental care. MEADOW helps reduce patient stress by providing deep pressure with them while they are receiving treatments such as root canals, cavity fillings or routine dental cleanings. MEADOW provides a positive focal point, bringing the patient’s attention away from their surroundings, by letting them pet her and putting them more at ease.

“MEADOW is an employee with us at Thrive Family Dental. She is by my side all day long while I work with our patients. MEADOW assists our patients that have some dental anxiety by providing deep pressure therapy. We ask her to do this by hopping



THRIVE FAMILY
D E N T A L

up on our patient’s lap as they receive a cleaning or any other dental work.

When the patient’s exam is all done, she will continue to let them know that they did a great job as they leave the office.” *Dr. Ben Friberg, Thrive Family Dental*



Advanced K9 Training Program Launch

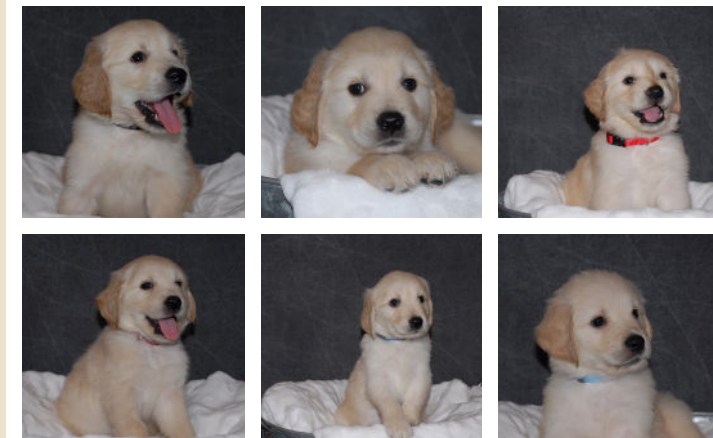
The Advanced K9 Training Program accepts graduates of the UNCW Assistance Dog Training Program (ADTP) to assist in the transfer training of paws4people in-training Assistance/Facility Dogs from our paws4prisons® training program. Alumni in the Advanced K9 Training Program work closely with and mentor current students enrolled in the UNCW ADTP, facilitate Intervention Transfer Training with paws4people clients, assist in transfer training of furlough dogs, and work alongside the Director of Special Programming to help decide the future career paths for the furlough dogs. Furlough dogs are brought to Wilmington, NC from the paws4prisons program in order to assess public access skills prior to being placed with a client. Each group of dogs selected from the paws4prisons training program rotates every three to four weeks to receive public access training. During this time, the dogs are exposed to many training scenarios—such as children, fireworks, and bus training—and are assessed on their disability task to find their “niche” that helps match them with their future clients.

The Advanced K9 Training Program assists in assessing the dogs predilection for diabetic alert training, mobility tasks, deep pressure, and psychiatric assistance dog tasks such as pay attention and nightmare interruption. Throughout this internship-type program, the Alumni that are accepted to the program learn essential leadership skills, communication skills, and progress their professional development to set them up for success in their future careers.

New Additions

COLLEEN x ASPEN Litter:
Golden Retrievers
Birthday: April 25, 2020

1. CLYDE
2. GRADY
3. MABLE
4. MYRTLE
5. THEODORE
6. WELLS



DUNE x ANDERSON Litter:
Golden Retrievers
Birthday: May 8, 2020

1. BONDI
2. BRIGHTON
3. BYRON II
4. DORSEY - Tribute Puppy Named In Honor Of Dorsey Lee Black
5. KNOLL - Sponsored In Memory Of Carolyn Fimiani By Hearthstone Neighbors And Friends
6. ROSIE - Tribute Puppy Named in Honor of Rosemary Black
7. TRINITY II - Named by Dogtopia of North Austin
8. UTAH - Tribute Puppy Named in Honor of Christopher George Campbell
9. ZIGGY - Named by Joy Smith



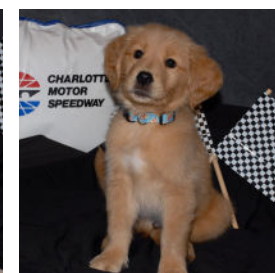
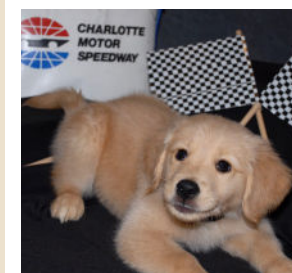
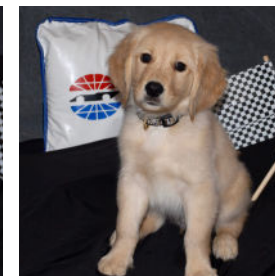
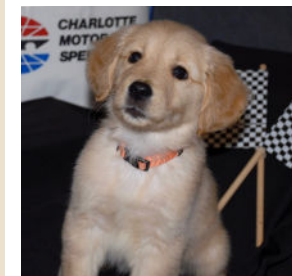
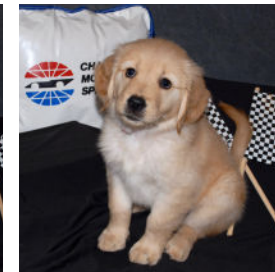
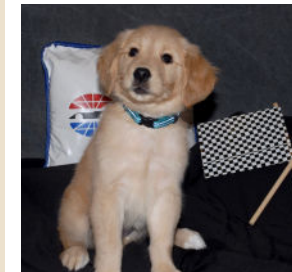
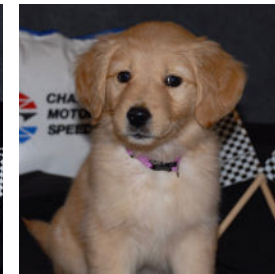
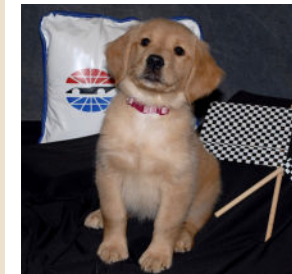
LEXINGTON x ANDERSON Litter:
Goldadors
Birthday: September 26, 2020

1. CASEY II - Named by Dogtopia of Fredericksburg
2. JAZZ - Named by Dogtopia of Herndon
3. JERI - Named by Dogtopia of Tyson's Corner
4. KLINGER - Named by Dogtopia of Tyson's Corner
5. PAGE - Named by Dogtopia of Westchase
6. TEVO - Named by Dogtopia of Tyson's Corner
7. Donated to Fellow Assistance Dog International Accredited Organization PAALS in South Carolina



LAUREL x ANDERSON Litter:
Golden Retrievers
Birthday: August 10, 2020

1. BENTLEY V
2. BROOKS II
3. CHASE II
4. CHESNEY
5. PAISLEY II
6. SWIFT
7. Donated to Fellow Assistance Dog International Accredited Organization PAALS in South Carolina



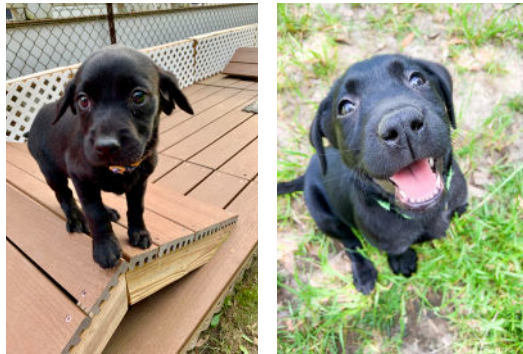
RIVER x BRAXTON Litter:
Golden Retrievers
Birthday: October 26, 2020

1. ANDRETTI
2. DANICA
3. DARLINGTON
4. INDY
5. PENSKE
6. PETTY
7. ENZO - Named by Ferrari of Washington
8. GIBBS II - Named by Kelly & Mark George



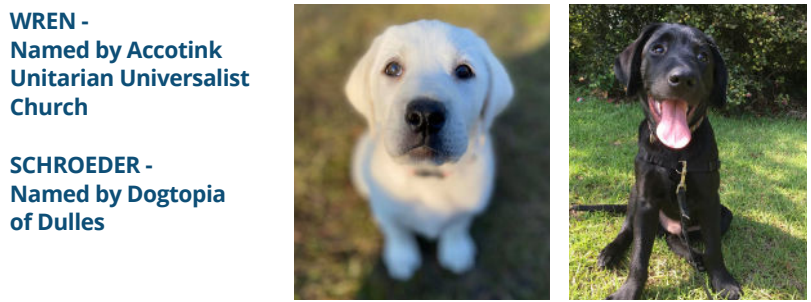
Puppy Acquisition Partners

HICKORY NUT KENNELS



SNOOPY - Named by Dogtopia of Herndon
CHARLIE IV - Named by Dogtopia of Springfield
GRAY - Named by Dogtopia of Canton
SCHULZ - Named by Dogtopia of Fredericksburg

CIRCLE D KENNELS



WREN -
Named by Accotink
Unitarian Universalist
Church

SCHROEDER -
Named by Dogtopia
of Dulles

ADI BREEDING CO-OP



HAWKEYE - Named by Dogtopia of Overland Park
HOULIHAN - Named by Dogtopia of White Flint
OPIE - Named in Honor of Tom and Amy Opie

And the ADDIE Award goes to...

ADDIE was a member of the “original four” dogs who started the paws4people foundation. ADDIE, over time, became the “cornerstone” of the paws4people foundation as she was used to start every new program. These awards are intended to identify paws4people dogs, in each of the following categories, who exemplify the “BEST,” following in the footsteps of ADDIE and thus preserving her “Memory.”

2020 paws4people SERVICE DOG OF THE YEAR:

LEO
p4pM0192
AD-MED-PSY
Handler:
Janie Monroe

2020 FACILITY DOG OF THE YEAR:

PALMER
p4pF0202
FD-CAE
Handler:
Mark McCann

2020 paws4vets SERVICE DOG OF THE YEAR:

SALVI
p4pM0269
AD-PND-MAD & AD-MED-PSY
Handler:
CWO4 Rick Sambenedetto, USCG (ret.)



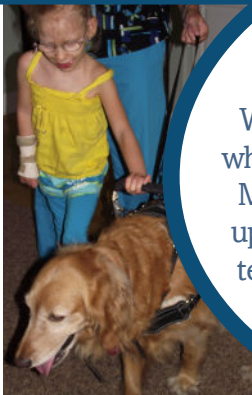


COLLEEN
p4pF0427
Breeder Ambassador
Handlers:
Chastity & Troy Rosebrock
2018-2020



CORINA
p4pF0098
AD-PND-STP
Handler:
Samantha Leiter
2008-2020

ELLIE
p4pF0028
AD-PND-MAD
Handler:
Amanda Ivancevich
2006-2020



Fondly Remembering

We remember and honor all of our Dogs who have passed away throughout the year. May they rest in peace and shine down upon their owners and the paws4people team, never to be forgotten and forever remembered in our hearts for all of their services.



WILLSON
p4pM0048
AD-MED-AMB
Handler:
Elaine Johnson
2008-2020



OLIVER
p4pM0051
AD-PND-MAD
Handler:
Justin Heydon
2009-2020



GRACIE III
p4pF0144
AD-MED-PSY
Handler:
CAPT Harry Bailey, USN (ret.)
2010-2020

Board of Trustees - paws4people, Inc.

Terry Henry - Co-Founder, Deputy Executive Director - Operations & Finance, Permanent Trustee

Kyria Henry Whisenhunt - Founder, Executive Director, Permanent Trustee

William Cameron II - Regular Trustee

LtCol Mark George, USMC (ret.) - Regular Trustee

Harry Martens III - Regular Trustee

Jonathan Peskoff - Regular Trustee

Executive Committee - paws4people foundation

Kyria Henry Whisenhunt - MAHS

Terry Henry

Susan “Cece” McConnell - MACL

Danielle Cockerham



paws4people®
foundation



Facility visits are by appointment only.

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Wilmington, NC 28405

910-632-0615

info@paws4people.org

EIN: 54-1948479



@paws4people



@paws4people



@paws4people



@p4pfoundation

"The world would be a nicer place if everyone had the ability to love as unconditionally as a dog." -M.K. Clinton