



Annual Report

paws4people 🐾 paws4vets

January 1, 2016 to December 31, 2016



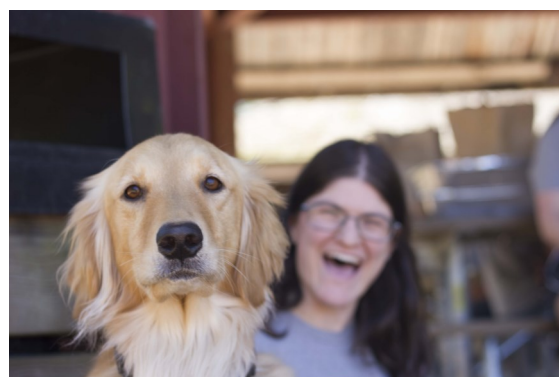
ASSISTANCE DOGS TRANSFORMING LIVES

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ASSISTANCE DOGS TRANSFORMING LIVES

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paws4people sends a special thank you to Joan Brady Photography for her wonderful images, Joe Bray, as well as our many Facebook friends for the included pictures.

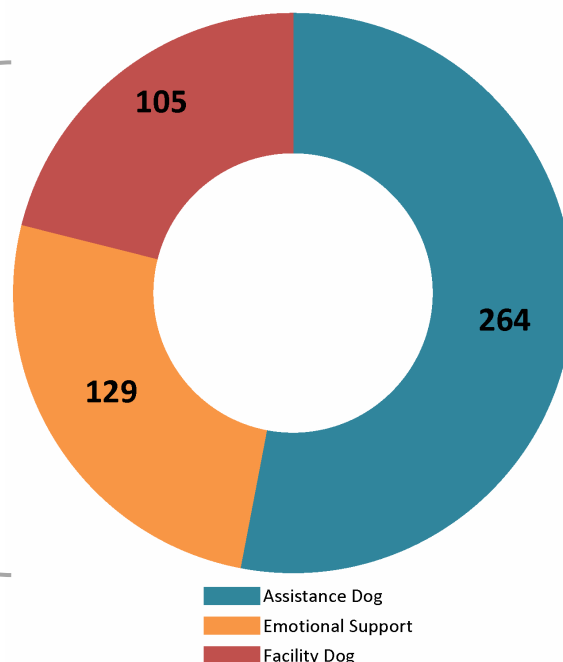
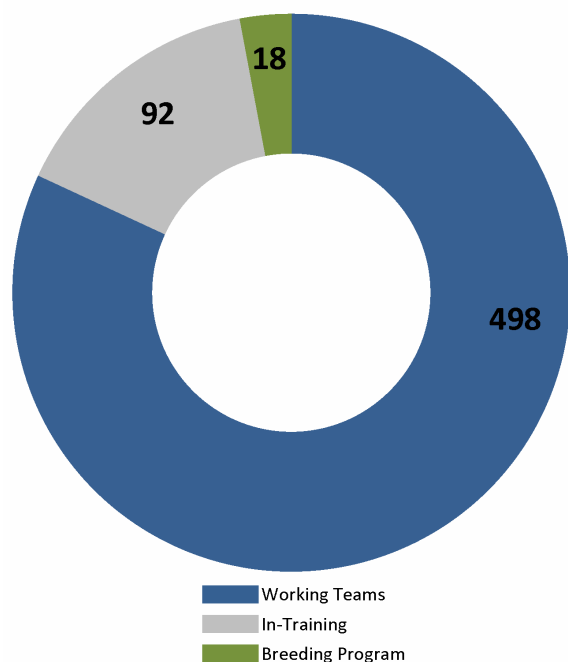
2016 Statistics: paws4people DOGs

Total Number of DOGs: 608

as of - June 30, 2016

Total Number of WORKING DOGs: 498

as of - June 30, 2016



This year we increased
Canine Asset Valuation by
156%

STATEMENT OF ASSET VALUATION - All Canines

ASSETS [Audited]

Canines

Active Service - Private Placement

Assistance Dogs	\$ 5,755,296	\$ 3,442,122
Facility Dogs	\$ 625,952	\$ 571,055
EADs	\$ 359,200	\$ -

Non-Active Service - Not Placed

In-Training Programs	\$ 850,495	\$ 683,755
Breeding Program	\$ 198,121	\$ 304,190

	\$ 7,789,064	\$ 5,001,122
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Less: Accumulated Depreciation
ALL Certifications

	\$ (2,362,273)	\$ (1,514,825)
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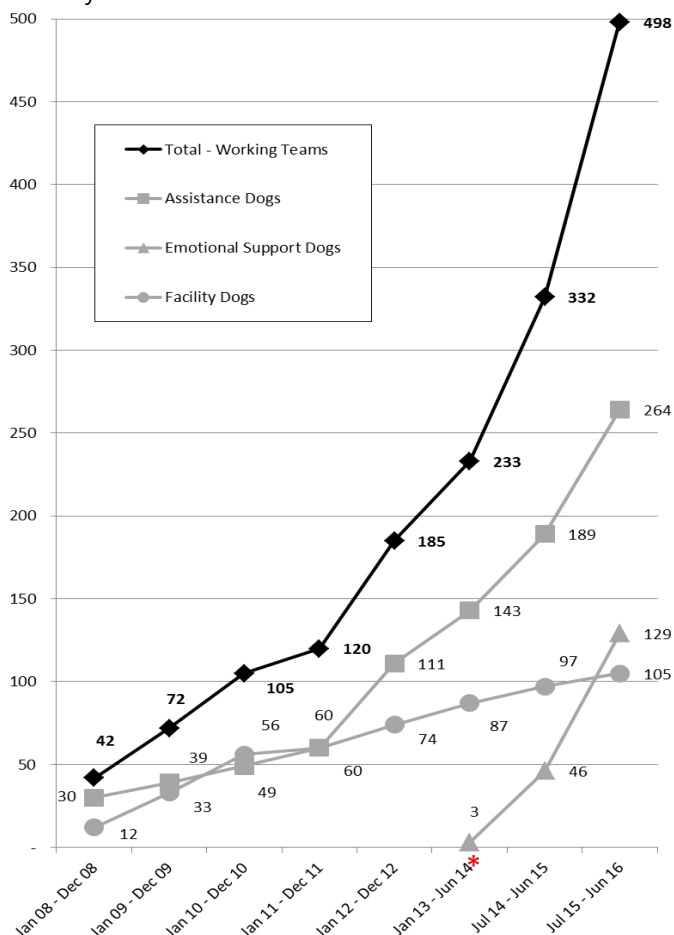
Total Canines

	\$ 5,426,791	\$ 3,486,297
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2016 Statistics: paws4people DOGs

Total Number of Working Teams Placed

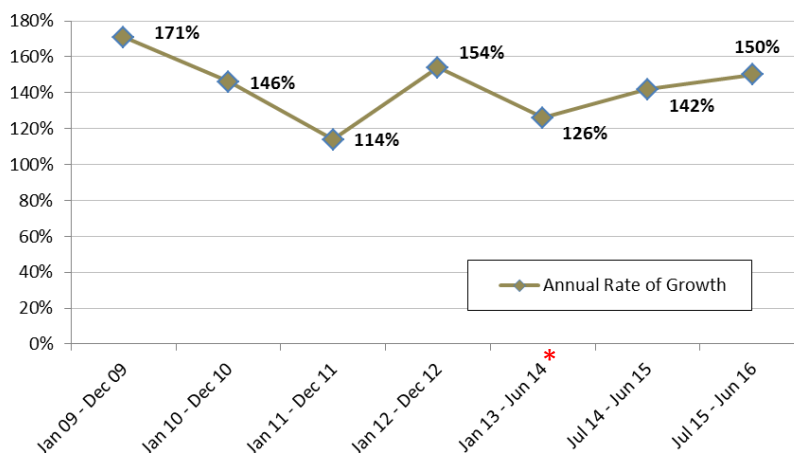
January 2008–June 2016



Compounded
average growth rate of
143%
over the past seven years!

Annual Growth Rate

Total Number of Working Teams Placed



* Note: This period covers 18 months versus the standard 12 months. The Fiscal Year was changed from Jan 1–Dec 31 to July 1–Jun 1.

2016 Dog Certifications

*** per Snapshot Census December 31, 2016**

Effective July 1, 2016, paws4people modified some of our certification terminology to better align with the Assistance Dogs International (ADI) Glossary of Terms.

Certification

Assistance Dog - Medical Alert - Allergen Detection
 Assistance Dog - Ambassador
 Assistance Dog - Medical Alert - Diabetes Alert
 Assistance Dog - Medical Alert - Hearing Alert
 Assistance Dog - Medical Alert - Incident Response
 Assistance Dog - Medical Alert - Narcolepsy
 Assistance Dog - Medical Alert - Psychiatric
 Assistance Dog - Physical and/or Neurological - Mobility Assistance
 Assistance Dog - Physical and/or Neurological - Sensory Development/Tactile Pressure

Facility Dog - Canine-Assisted Education
 Facility Dog - Canine-Assisted Education - General Education
 Facility Dog - Canine-Assisted Education - R.E.A.D.
 Facility Dog - Canine-Assisted Education - Special Education

Facility Dog - Crisis Response
 Facility Dog - Rehabilitative
 Facility Dog - Psychiatric
 Facility Dog - Scent Detection

Facility Dog - Therapeutic
 Facility Dog - Therapeutic - General Education
 Facility Dog - Therapeutic - Medical
 Facility Dog - Therapeutic - R.E.A.D.
 Facility Dog - Therapeutic - Special Education

Emotional Support Dog

Acronym

AD-MED-ALG
 AD-AMB
 AD-MED-DAD
 AD-MED-HRG
 AD-MED-IRD
 AD-MED-NAR
 AD-MED-PSY
 AD-PND-MAD
 AD-PND-STP

FD-CAE
 FD-CAE-GE
 FD-CAE-READ
 FD-CAE-SE

FD-CRD
 FD-RFD
 FD-PFD
 FD-SCT

FD-TFD
 FD-TFD-GE
 FD-TFD-M
 FD-TFD-READ
 FD-TFD-SE

ESD

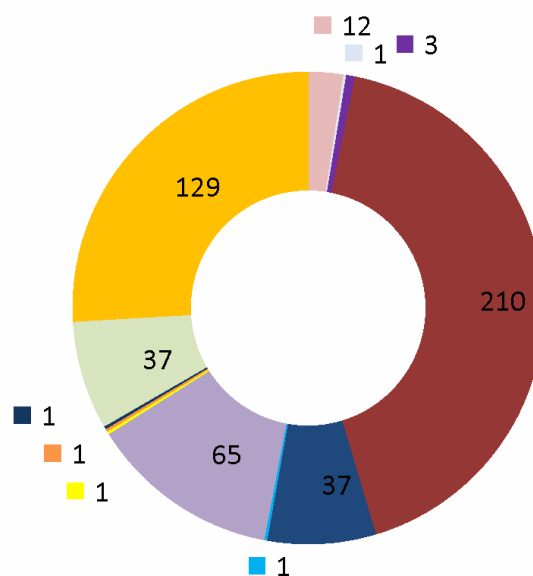
For descriptions of the Dogs paws4people trains or to reference Dog certification acronyms please visit:

<http://paws4people.org/the-dogs/types-of-dogs-trained/>



2016 Statistics: paws4people DOGs

Total Number of Working Teams Placed
Fiscal Years 2008 - 2016, by Certification

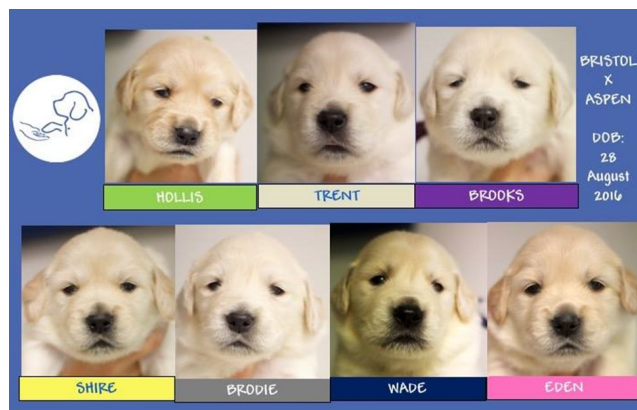


Acronym		Certification / Sub-Certification	
264	AD	Assistance Dog	
	AD-MED-ALG	Assistance Dog - Medical Alert - Allergen Detection	
	AD-AMB	Assistance Dog - Ambassador	
	AD-MED-DAD	Assistance Dog - Medical Alert - Diabetes Alert	
	AD-MED-HRG	Assistance Dog - Medical Alert - Hearing Alert	
	AD-MED-IR	Assistance Dog - Medical Alert - Incident Response	
	AD-MED-NAR	Assistance Dog - Medical Alert - Narcolepsy	
	AD-MED-PSY	Assistance Dog - Medical Alert - Psychiatric	
	AD-PND-MAD	Assistance Dog - Physical and/or Neurological - Mobility Assistance	
	AD-PND-STP	Assistance Dog - Physical and/or Neurological - Sensory De. / Tactile Pressure	
129	ESD	Emotional Support Dog	
	p4p	Emotional Support Dog - paws4people	
	p4v	Emotional Support Dog - paws4vets	
105	FD	Facility Dog	
	FD-CAE	Facility Dog - Canine-Assisted Education	
	FD-CRD	Facility Dog - Crisis Response	
	FD-RFD	Facility Dog - Rehabilitative	
	FD-PFD	Facility Dog - Psychiatric	
	FD-SCT	Facility Dog - Scent Detection	
	FD-TFD	Facility Dog - Therapeutic	

2016 Breeding Lines & Litters

The paws4people Assistance Dog Breeding Program is a custom-bloodline breeding program specifically developed to produce dogs with the personality, temperament, disposition, and confirmation suitable for Assistance Dog work.

Dogs within our Breeding Program are selected carefully from the top pedigrees across the country as well as internationally. All of our prospective Breeding Program dogs have health certifications and clearances completed prior to breeding. Our Breeding Program consists of Golden and Labrador Retrievers.



2016 Puppy Donation and Acquisition

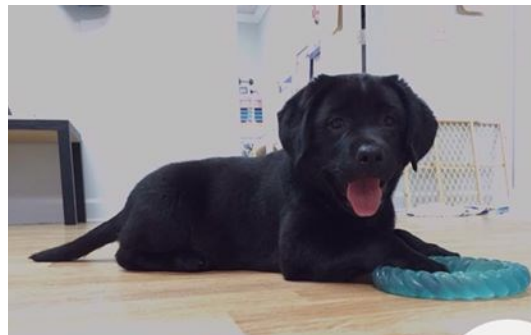
A very special thank you to the wonderful breeders who help us to supplement our Assistance Dog Breeding Program and allow us to continually improve our bloodlines!



WESSON & SMITH



ANDERSON & SULLIVAN



HEART



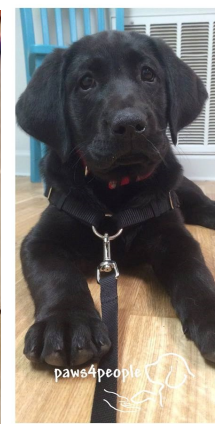
LADD & CAPTAIN



SOPHIA



ATKINS



OZZIE



RAMSEY



URBAN



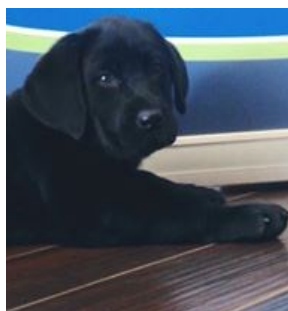
TRESSIE



CARMEN



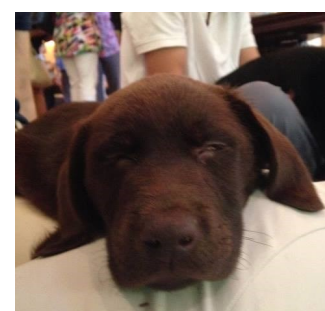
BOAZ



BOOTHE



ELLIE & HUNTER



FRANKLIN

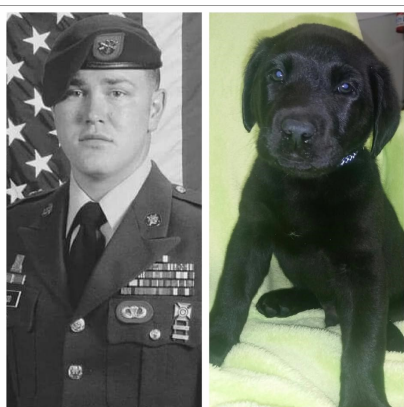


2016 Tribute Puppies

paws4people's Tribute Puppy Program was established to honor our Nation's heroes by naming future Assistance Dogs in their memory.

Please visit our website to read the stories of the brave service members whose memory lives on in the future service of these dogs.

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LADD
in honor of
SSG Charles "Chuck" Ladd, USA (ret.)
DOD: February 7, 2016



CAPTAIN
in honor of
CPT Harry Bailey, USN (ret.)
DOD: March 9, 2016



OZZIE
in honor of
CDR Peter "Ozzie" Oswald, USN Veteran
DOD: August 27, 2002



BOAZ
in honor of
Cpl. Monroe Boaz, USMC (ret.)
DOD: October 2, 2010

2016 Breeding Ambassador Program



paws4people seeks to place its Breeder Program Dogs with individuals and families who desire to become an integral part of the paws4people family. Ambassadors care for the Breeding Program Dog as a pet, and use the Dog to educate and promote awareness of paws4people. paws4people will breed each Dog on an as-needed basis.

Do you want to become a Breeding Ambassador?

paws4people seeks stable families/individuals who are:

- * Willing to educate and promote awareness of paws4people.
- * Willing to travel to the paws4people Annual Reunion in Wilmington (NC).

Breeding Ambassador responsibilities:

Breeding Program Dogs live with families/individuals as pets and are required to attend a basic obedience transfer training with paws4people trainer before picking up a Dog.

Additionally:

- * Provide routine vet care, vaccinations, recommended food, medication (including monthly flea/heartworm prevention), and supplements.
- * Have health clearances completed in accordance with paws4people direction and timetable.
- * Adhere to contractual obligations and kenneling rules.
- * Females: Make the Dog available as determined by paws4people during her heat cycle.
- * Males: Placement within 2 hours driving distance of the Wilmington, NC area due to the need for rapid access for breeding.
- * Educate and promote awareness of paws4people based on established policies and procedures.

Why become a Breeding Ambassador?

You want to help paws4people increase our capacity of Breeding Dogs. We need a steady inventory of Puppies who will train to become Assistance Dogs for new clients and to clients who need successor Assistance Dogs. The working life of our Assistance Dogs is 8-10 years. At retirement, an Assistance Dog becomes a pet of his/her client.

Each Breeding Ambassador allows paws4people to focus on the quality of breeding and training, and increases awareness of paws4people's mission.

How can you be a part of the Breeding Ambassador Program?

Please e-mail Cece McConnell at cece.mcconnell@paws4people.org for more information.

2016 Breeding Ambassador Program Members



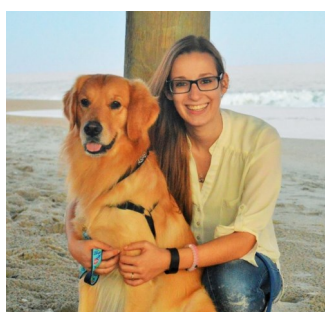
Connor, Kimberly & TYBEE



Harry & DARIEN



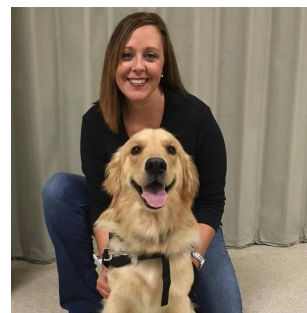
Nate & EMBER



Sara & ASPEN



David & SIDNEY



Dawn & RUPP



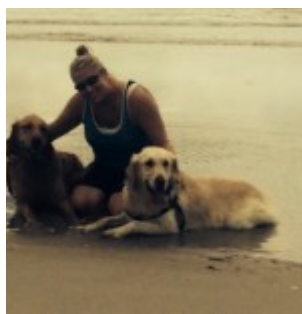
Shane, Abby & BRITTON



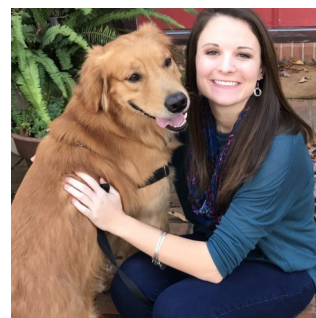
Adam & BRISTOL



Luke, Emily & BENTLEY



Heather & NIKOLAI



Madison & HEATH



Puppy Development Centers

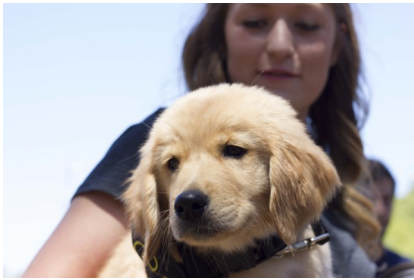
During the Puppy Development phase of training, the focus shifts to intense socialization and exposure for our Puppies. It is widely accepted within the disciplines of dog training and dog psychology that the first 16 weeks of a puppy's life have a permanent impact on their temperament, psyche, and trainability. Therefore, we utilize this time to expose our puppies to as many different positive experiences as humanly possible.

A network of volunteers, staff, student interns, and families assist with taking our Puppies on outings so that they are exposed to as many textures, sights, and sounds as possible during this imprinting stage. We end up with extremely social, low-arousal, and low-stress puppies, ready to begin their specialized training in our paws4prisons program!

paws4people has three Puppy Development Centers to help with this essential sensory experience for our puppies during their crucial development stage.

1. PDC ILM (Wilmington): in conjunction with UNCW student trainers and interns.
2. PDC MA (Mid-Atlantic): in conjunction with organizational volunteers - centered around the Maryland and Washington DC area raising awareness and educating the nation's capital on the importance of Assistance Dogs.
3. PDC RDU: in conjunction with organizational volunteers in the Raleigh-Durham-Chapel Hill area.





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paws4prisons, LLC



paws4prisons, LLC continues to be an integral piece of and is the largest training venue of the paws4people Assistance Dog Training Program. Success of the program is due to the dedication of the paws4people staff, West Virginia Department of Corrections staff, and inmate trainers.

paws4prisons utilizes in-person and web interface sessions each week with inmate trainers in order to teach academics, perform evaluations, and problem-solve dog training questions.

The Dogs teach and build:

- * Humility
- * Integrity
- * Empathy
- * Discipline
- * Character
- * Self-Esteem
- * Self-Respect
- * Responsibility
- * Self-Confidence



We hold in the highest esteem and are sincerely grateful to the 5 West Virginia Correctional Centers participating in paws4prisons Programs:

Lakin Correctional Center (LCC)

LCC is an all-female state facility located in West Columbia, WV. paws4prisons has been operational inside of LCC for 6 years. LCC is one of two locations we send puppies once they leave the Puppy Development Center. The women teach our Puppies the 100-command matrix in order to get them ready to Bump and/or move them to another facility to expose them to different environments. LCC women also begin any specialized and/or custom training that our Assistance Dogs in-training may need.



Pruntytown Correctional Center (PCC)

PCC is an all-male state facility located in Grafton, WV. paws4prisons opened this program in May 2013. The S2P dogs come from the local partnered shelters of Marion, Doddridge, Tucker, and Harrison counties in West Virginia. The S2P dogs begin basic obedience training with the men in hopes they will become more adoptable. During the obedience stages of training, the men teach basic scent training skills. If an S2P passes the scent training criteria, that dog may be adopted into the foundation in order to receive advanced scent training. That not only helps the shelter, but it also helps the men with their training skills.



St. Marys Correctional Center (SMCC)

SMCC is an all-male state facility located in St. Marys, WV. paws4prisons opened this program in December 2013. SMCC has three components of training: Assistance Dogs, Scent Detection Dogs, and S2P. We partner with Pleasants County Shelter for the SMCC S2P Program. SMCC is one of two locations to which we send our Puppies once they leave a Puppy Development Center.



Mt. Olive Correctional Center (MOCC)

MOCC is an all-male maximum security state facility located in Mt. Olive, WV. paws4prisons opened this program in May 2014. Assistance Dogs in-training are transferred from another paws4prisons' correctional facility to MOCC for additional training and socialization as they have the capability of training our Dogs in the prison hospital, infirmary, hospice center, and psychological treatment facilities.



Salem Correctional Center (SCC)

SCC is an all male minimum security state facility located in Salem, WV. The SCC program opened in November 2014 with male inmates working with S2P Dogs from Doddridge, Marion, and Harrison County Shelters.



paws4people Assistance Dogs Actively Training in the paws4prisons Program:

2014: 132
2015: 128
2016: 158

118 total Inmate Trainers in the 2016 paws4prisons Program.

Success of the program is due to the dedication of the paws4people staff, West Virginia Division of Corrections staff, and inmate trainers.

We are grateful to and thank each and every one of you for being part of the paws4people family!

Jim Rubenstein, Commissioner
C.J Rider, Director of Inmate Services and Activities

Patrick Mirandy, Warden, St Marys CC
John Anderson, Deputy Warden, St Marys CC
Jack Stollings, Associate Warden, St Marys CC
Amanda Rubenstein, Unit Manager, St Mary's CC and paws4prisons WVDOC Mentor

Anne Thomas, Warden, Lakin CC
Craig Roberts, Associate Warden, Lakin CC
Stephen Roush, Unit Manager, Lakin CC
Julie Price, Counselor, Program Manager, Lakin CC

David Ballard, Warden, Mt Olive CC
Jason Collins, Associate Warden, Mt Olive CC
Ken Rose, Unit Manager, Program Manager, Mt Olive CC
Aaron Sargent, Counselor, Mt Olive CC

Lance Yardley, Warden, Pruntytown CC
Rob Murphy, Unit Manager, Pruntytown CC
Justin Weaver, Case Manager, Pruntytown CC

David W. Jones, Warden, Salem CC
Todd Hayes, Unit Manager, Salem CC



paws4prisons 10th Anniversary!

In 2006, the **paws4prisons** program began with 8 carefully selected women and 4 dogs at its flagship location, the U.S. Bureau of Prisons Secure Female Facility, U.S. Penitentiary Hazelton, in Hazelton, West Virginia.

This year, we celebrated 10 years of innovation. We recognize the important milestones achieved.

We salute the pioneer spirit and herculean efforts of the original 8 women and celebrate the first 4 **paws4prisons**-trained Assistance Dogs who Bumped in 2008: NIKKIE, LIBERTY, COLT & ELLIE

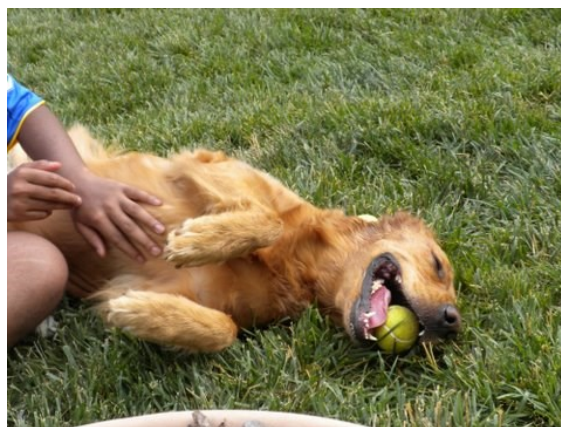
Gemma Soberano, one of the original 8 trainers, has this to say about **paws4prisons**:

paws4people and paws4prisons will forever be a part of my being. Terry and Kyria Henry are the only people that picked me from the bunch and saw my potential, something that I didn't know I had. They groomed my potential and taught me all that I know now. I now have a career at PAWS Training Centers, and not just a job. I have an opportunity to help others. I will forever be indebted to them and will always express my love and gratitude for them and all the wonderful paws4people people!

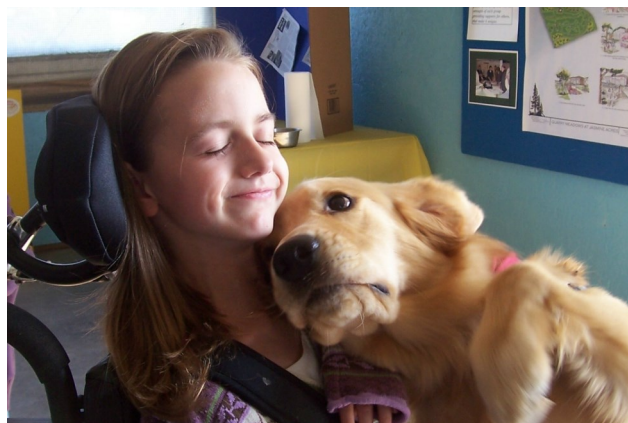
We thank everyone who has helped make the **paws4prisons** program a gold standard among Assistance Dog organizations.



Sharon & NIKKI



LIBERTY



Grace & COLT



Amanda & ELLIE



paws4prisons Shelter-2-Pet Program

While paws4people is not a rescue organization, we do recognize the importance of helping to save our nation's homeless pets. As we have refined our Assistance Dog Training Programs over the years, we have found that while our internally bred dogs have a 90+% graduation rate, dogs we train through our paws4prisons Shelter-2-Pet Program (S2P) have only about a 15% graduation rate. That is due to the facts that we are unaware of their history, their previous life experiences often impact their behavior and temperament, and we were simply unable to give them the advanced head-start that we can with our Puppies.

Dogs within our S2P Program are truly precious. Many of them just need the opportunity to build trust and bonds with humans that they have not previously done. For that reason, we maintain a portion of our training slots and have dedicated programming for our S2P Program.

The paws4prisons S2P Program is very proud to work with the following Animal Shelters in West Virginia: Pleasants County Animal Shelter, Harrison County Animal Shelter, Marion County Animal Shelter, Tucker County Animal Shelter, Doddridge County Shelter, and Fayette County Shelter.

These Animal Shelters have dogs who were strays or owner surrenders from Animal Control and pair them with the best potential adopters.

Our S2P Program provides 8 weeks of basic obedience training with the goal that each dog will be more adoptable.

Since January 2015, all 197 S2P Dogs in our program have been placed and saved from euthanasia!



2016 Bumps



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A Bump is the process of an Assistance Dog in-training choosing his/her client.

Bumps traditionally take place at our training locations, almost always in the correctional institution where the Dog is being trained. That is done so that the potential client is the only “variable” in the Dog's perception and environment during the Bump. Dogs who are identified as having the potential to fulfill the particular client's needs are considered for the Bump.

During a Bump, Dogs are introduced to the potential client and family, and paws4people staff and trainers observe for bonding behaviors. Over the course of the Bump, a strong bond is almost always identified. Once this relationship is prolonged and confirmed in the eyes of the client and staff, the Dog is Bumped with that client.

The remainder of the Dog's training is devoted to customizing the Dog's skills for the needs of that Dog's client. Assuming that all graduation requirements are met during the duration of the Dog's training, graduation is planned and a successful team is created!

Our Bumps this year were held at:

March 2016 - St. Marys CC

July 2016 - St. Marys CC

December 2016 - Lakin CC



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UNIVERSITY of NORTH CAROLINA WILMINGTON

CHHS

COLLEGE of HEALTH & HUMAN SERVICES
SCHOOL of HEALTH AND APPLIED HUMAN SCIENCES

Assistance Dog Training Program



UNCW/paws4people ADTP



The UNCW/paws4people Assistance Dog Training Program (ADTP) is and continues to be a first-of-its-kind, university-based, certificate program consisting of a four-course progression. It provides academic credit and focuses on the integration of Assistance Dogs into clinical and educational practice in mitigating symptoms of post-traumatic stress disorder, traumatic brain injury, and behavior disorders primarily in children, and Veterans, as well as individuals with physical disabilities.



The ADTP was implemented as a pilot program hosted by the School in August 2011, with an inaugural class of 24 UNCW undergraduate students having majors ranging from Recreation Therapy to Psychology to Accounting.

The ADTP completed its **5TH** full academic year in May 2016.

Over **975** students have participated in the program coursework, and **108** students have completed the full program, earning their Certificate as a certified paws4people Assistance Dog Public Access Trainer. Over **55,000** documented volunteer hours have been completed by these students within the Wilmington community as part of the program.

7 p4p/UNCW ADTP graduates are employed full or part-time with paws4people.

Many students remain active as volunteers providing help with training, educational awareness, attending and hosting events, and administrative support.



2016 ITT Summary and Statistics

The process of a client learning to utilize their Assistance Dog to control, regulate, and mitigate the symptoms of their disability is known as Intervention Transfer Training (ITT).

ITT is conducted by highly experienced and specially trained paws4people staff and trainers who work closely with each client-dog team to ensure that each client knows how to use the Assistance Dog to meet his/her needs. These sessions are customized for each client. The number of sessions varies by client and can take up to a year. The clients come to Wilmington, NC for 3-day ITT sessions. A minimum of 3 3-day ITT sessions are required for each client. The number of additional 3-day ITT sessions is determined on an individual basis. The Dog is not released to the client until the staff at paws4people is assured that the Dog-client team is comfortable, safe, and working effectively.

Civilians (children, adolescents, and adults), Veterans, and Service Members participate in ITT sessions, drawing upon each other's experiences, strengths, and perspectives, to help other members of the group. Clients of different ages, experiences, and disabilities form lasting friendships and support each other in ways that were not possible before the integration of paws4people and paws4vets client training sessions.

In 2016, in addition to client-dog teams and specially trained paws4people staff and trainers, we opened ITT sessions to support staff, guests, and visitors. As a result, ITT sessions grew significantly in size, scope, and vibrancy.





January 6-8, 2016

Attendees: 27
 paws4people: 14 teams
 paws4vets: 6 teams
 paws4firstresponders: 1 team

Black Vested: 2 paws4vets Teams



February 1-3, 2016

Attendees: 40
 paws4people: 7 teams
 paws4vets: 11 teams
 paws4firstresponders: 1 team

Secondary Handlers: 2

Black Vested: 2 paws4people Teams



February 28-March 1, 2016

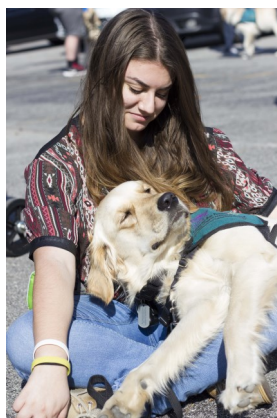
Attendees: 18
 paws4people: 4 teams
 paws4vets: 7 teams
 paws4firstresponders: 1 team



March 30-April 1, 2016

Attendees: 39
 paws4people: 5 teams
 paws4vets: 16 teams
 paws4firstresponders: 1 team

Black Vested: 1 paws4people Team
 Red Vested: 4 paws4vets Teams
 1 paws4people Team



April 27-29, 2016

Attendees: 22
 paws4people: 6 teams
 paws4vets: 5 teams
 paws4firstresponders: 1 team

Black Vested: 2 paws4vets Teams
 Red Vested: 2 paws4people Teams



June 1-3, 2016

Attendees: 40
 paws4people: 7 teams
 paws4vets: 12 teams
 paws4firstresponders: 1 team

Black Vested: 1 paws4people Team



June 29-July 1, 2016

Attendees: 43
 paws4people: 10 teams
 paws4vets: 13 teams
 paws4firstresponders: 1 team

Black Vested: 2 paws4people Teams
 Red Vested: 2 paws4people Teams
 1 paws4vets Team



August 3-5, 2016

Attendees: 21
 paws4people: 7 teams
 paws4vets: 8 teams

Black Vested: 4 paws4people Teams
 3 paws4vets Teams
 Red Vested: 1 paws4vets Team



September 7-9, 2016

Attendees: 28
 paws4people: 9 teams
 paws4vets: 13 teams

Black Vested: 1 paws4vets Team



October 3-4, 2016

Attendees: 12
 paws4people: 5 teams
 paws4vets: 6 teams

Black Vested: 1 paws4vets Team



November 9-11, 2016

Attendees: 16
 paws4people: 7 teams
 paws4vets: 3 teams

Black Vested: 2 paws4people Teams



December 7-9, 2016

Attendees: 19
 paws4people: 6 teams
 paws4vets: 5 teams

Black Vested: 1 paws4vets Team

PAWS PTS | MST Centers, LLC



Our search for property continues in earnest. The property, which will be known as ADDIE's Way, will be PPMC's first canine-centric adjunct therapeutic intervention campus, dedicated to Veterans, Service Members, and civilians living with PTSD, TBI, MST/ST, Moral Injury, and other trauma-related diagnoses, and the first and only comprehensive campus of its kind in the country.

Once acquired, the property will allow PPMC to centralize all venues necessary to conduct our operations and programs, which include breeding, training, and placement of Assistance Dogs.

As we continue to plan for ADDIE's Way, we are incorporating holistic programs into our client training. Utilizing a Wellness and Coaching Model, staff and clients were introduced to the Wellness Recovery Action Plan (WRAP). The WRAP is a self-designed prevention and wellness process developed in 1997 by a group of people who were searching for ways to overcome their own physical and mental health issues and move on to fulfilling their life dreams and goals. It is used extensively by people in all kinds of circumstances, and by health care and mental health systems all over the world to address all kinds of physical, mental health, and life issues.



On October 19, 2016, paws4people staff attended Mental Health First Aid conducted by Trillium Behavioral Health in Wilmington, an 8-hour course that teaches participants how to provide initial help and support to someone with a mental health, substance use problem, or experiencing a crisis. More than 700,000 people across the United States have been trained in Mental Health First Aid by a dedicated base of more than 10,000 instructors.



PPMC formed its first three Client Advisory Groups focusing on Veteran clients, non-Veteran clients, and family support. All three groups are meeting regularly to provide input, feedback, and encouragement to enhance our programs. They are also playing a peer leadership role with our new clients, providing peer coaching to enhance their ability to effectively work with their Assistance Dogs and feel even more welcome within our paws4people family.

To enhance the resources and programming available to our clients, PPMC is collaborating with other organizations which provide programs, information, and support to Veterans, Service Members, and their families. In February 2016, paws4people was accepted into membership with R4 Alliance, which unites programs of excellence to best serve active military, Veterans, and their families. The R4 Alliance allows us to better assist our clients in overcoming the challenges they are experiencing. PPMC Executive Committee Member, Jeff Smith, attended the R4 Alliance Member Conference in October 2016 where he interacted with R4 Members from all over the country interested in learning more about PPMC and the upcoming ADDIE's Way.



ADDIE'S WAY

PAWS Family Support Network

We are not going to tell you to get over it;
we are going to help you get through it.

In February 2016, we formed the PAWS Family Support Network for the spouses and families of our clients. The PAWS Family Support Network strives to provide caring connections, support, and education to our clients' spouses and families. We believe that one of the greatest assets that our clients can have is a strong support system. The mission of the PAWS Family Support Network is helping families and caregivers to thrive by providing:

- * a caring and engaged community;
- * a safe and supportive space for healing;
- * connection and fellowship with other caregivers;
- * enhancing the relationship between the caregiver and client;
- * resources and education to assist with care-giving challenges; and
- * strategies to prevent compassion fatigue.

Services Provided:

PAWS Family Support Network provides:

- * A PAWS Family Support Closed Facebook page, a safe place for family members to connect and share their concerns, victories and support.
- * Interactive webinars for improving overall well-being.
- * ITT Seminar to address self-care strategies for families.
- * Constant encouragement from our Family Support Advisory Group to provide supportive links, hotlines, and personal support so family members are never alone on their journey.



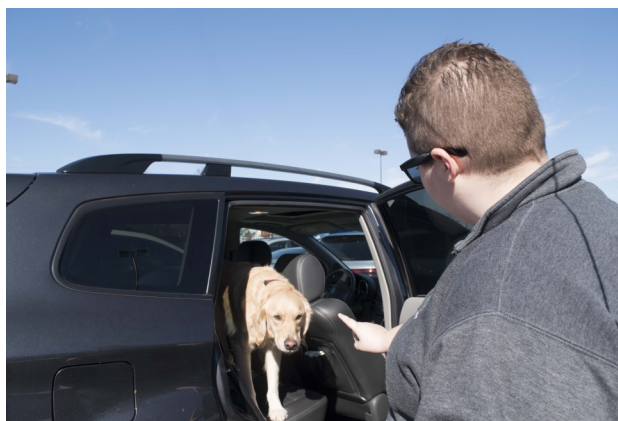


paws4people's 5th Annual Family Reunion & Graduation was held over the weekend of December 2-3, 2016. 250 members of the paws4people and 75 Dogs gathered together on the UNC Wilmington Campus for a weekend of festivities, fun, and fellowship. Most of the events were held in the Warwick Center, the largest venue on the UNCW campus.

Our Reunion was postponed from the weekend of October 7-8, 2016 due to Hurricane Matthew, which hit southeastern states as it moved very close to the coasts of Florida, Georgia, South Carolina and North Carolina. Matthew made one official U.S. landfall on October 8 southeast of McClellanville, South Carolina, as a Category 1 hurricane with 75 mph winds.

Wine and Wags capped off a full day of Public Access Tests (PATs) on Friday.

The Graduation Ceremony began on Saturday at noon. Master of Ceremonies, Caroline Salevan, kept things running smoothly.



Total Graduates 47

paws4vets 14

paws4people 33

MED-PSY (primary) 19

PND-MAD (primary) 10

MED-IRD (primary) 7

MED-DAD 1

PND-STP (primary) 7

MED-HRG (primary) 1

MED-AMB (primary) 2



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5 Dogs were awarded Secondary certification as Facility Dogs at Graduation:

RECON: FD-RFD

PALMER: FD-CAE

REMINGTON: FD-RFD

RUPP: FD-PFD

NORAH: FD-PFD





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We are very proud of our UNCW 3rd and 4th semester students who conducted thousands of hours of training, taking our Assistance Dogs in-training to stores, restaurants, theaters, and different public environments in order to prepare them for clients. Top Dog and Dog Team Sponsors joined clients, staff, and UNCW 3rd and 4th semester students to vest graduating Dogs.

The Awards Dinner kicked off promptly at 5:30 pm on Saturday, and was full of surprises and wonderfully memorable moments.

Kyria Henry recognized staff and volunteers for their productivity, creativity, diligence, and often going above and beyond all expectations.

11-year old Zeke Lemieux from Brockton, Massachusetts—founder of High Fives for Soldiers: Nickels for a Higher Cause,—keynoted our Awards Dinner. Zeke's keynote speech was heartfelt, funny, informative, and thoroughly enjoyable!



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ADDIE was a member of the “original four” dogs who started the paws4people foundation. The ADDIE Awards are intended to identify paws4people Dogs who exemplify the “BEST,” following in the footsteps of ADDIE, in each of the following categories thus preserving the Memory of ADDIE.

The 2016 ADDIE Award Winners



Caitlin & AIRLIE
with trainer Victoria Willetts



Adam & KENAN
with trainer David Riley



paws4people Annual Events



paws4people hosted its **9th Annual 5K and 1 Mile Fun Walk** at Empie Park on Sunday, April 17, 2016.

The paws4people 5K course is a fast and flat tour of one of the most scenic segments of Wilmington's Cross City Trail. The course started in Empie Park and made its way toward the Burnt Mill Creek Reservoir. There were water stops for both people and pets the on course. The finish line was steps away from the off-leash dog park. Our four-legged friends loved this run.

We had a social gathering at Empie Dog Park at the conclusion of race, where Trolly Stop had delicious food for available for purchase.

Prizes were awarded to top runners in each categories, including dogs!

The 8th Annual 5K and 1 Mile Fun Walk was our best one yet!



Porters Neck Country Club provided a beautiful setting, food, and drinks for **paws4people's 3rd Annual Derby 4 Dogs Garden Party** on Saturday, May 7, 2016.

Thank you to every who came out to celebrate and watch the 142nd running of the Kentucky Derby!

We had a wonderful time raising funds through a 50-50 raffle, silent auction, Dog Derby, and other games to provide more life-changing Assistance Dogs to clients who need them.

Prizes were awarded for best hat and bowtie!

What a fun day!



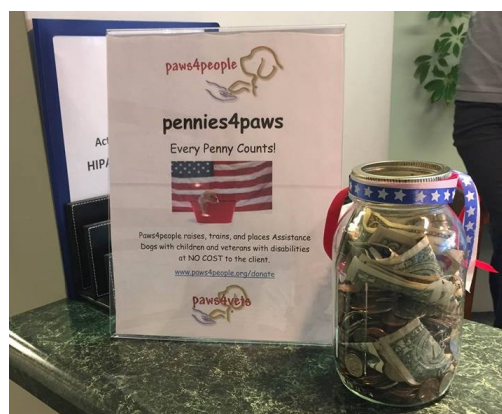
Many old and new friends gathered on Friday, May 20, 2016 for the **paw4vets 1st Annual Step Up to the Tee for Veterans** at Legends of Parris Island (SC) Golf Course.

The Legends Golf Course at Parris Island offers an inspiring one-of-a-kind experience. After being welcomed by a United States Marine at the gate, we stepped onto the par-72 layout that winds its way along salt marsh wetlands and deep-water creeks, and were immediately entranced by the course's rich history and challenging layout.

Everyone brought their "A" game and their four-legged friends and played from the heart to honor our Veterans.

In a fun-filled morning on Saturday, May 21, 2016, everyone joined a Family Dog Scavenger Hunt while enjoying the treasures of Beaufort (SC) and its downtown businesses and shops.

Scavenger hunters explored Beaufort's narrow interlocking streets, adorned by natural foliage and centuries-old, moss-draped live oak trees while raising awareness about the ways in which our Assistance Dogs transforming lives.



pennies4paws, our "family fundraiser" campaign, began on September 15, 2016 and ran through Veteran's Day (November 9, 2016) to raise awareness and funds for our paw4vets program.

We watched the Paw-timeter closely and are thrilled to report that our 2nd Annual pennies4paws raised even more than the first!

We awarded a prize to Randy Powers and MORGAN for collecting the most donations during the 6-week campaign.

We thank everyone for their enthusiasm, efforts, and support, and look forward to next year!

Major Events Benefitting paws4people



Hockey for Heroes at Naval Academy

For 24 straight hours on March 11-12, 2016, hockey players passed, checked and took shots on goal to thank America's Veterans for the great sacrifices made to protect our country and our freedom at "Hockey for Heroes" held at the US Naval Academy.

paws4vets is so grateful to have been chosen as one of the 5 beneficiaries of the annual "Hockey for Heroes."

Clients, Dogs, and staff experienced 24-hours of hockey and fundraising fun!



Heroes First Foundation Golf Tournament

The Heroes First Foundation, Inc. was established to provide additional support to our military and first responder families. The Heroes First Foundation recognizes the countless hours spent and sacrifices made by our military heroes, police officers and firefighters to protect our lives, our property, our families and our American freedom. For some, the hardship begins immediately. For others, the hardship grows over time. The Heroes First Foundation is committed to doing all they can do to support these heroes because they know freedoms are not free and we are committed to those who make those freedoms possible.

On a sunny and hot Thursday, May 12, 2016, we gathered together at Stone Mountain Golf Course for the 7th Annual Charity Golf Tournament.

On behalf of everyone at paws4people/paws4vets, we thank Heroes First Foundation and everyone involved with the charity event, without whose support and participation, the event could not have been as widely successful!

We thank you for your generosity and hospitality!



Chef Mike's ABG 2nd Annual Beach Bash



On Saturday, June 12, 2016, South Seaside Park (NJ) was awash with delicious food and drinks made by Jamie of Chef Mike's ABG, Doug from Jersey Shore BBQ and Catering, Jerry from Bum Rogers Crabhouse & Tavern, Drew from Drew's Bayshore Bistro, James from The Ohana Grill, Pete from Ebbys, Joe from Joe Leone's Italian Specialties, and Stacy from Rita's Ice on Rt 9.

My Staff Shamrock and Thistle Pipes and Drums put on a great show!

Our appreciation to Bridge Ave. Barbershop, the Massage Girls and Face Painters, and all of the great Sponsors!

Thank you, thank you, thank you to Chef Mike and everyone who came out to support paws4vets!

Quad/Graphics Charity Golf Open



On Wednesday evening, June 22, 2016, Quad Graphics held a Vendor Appreciation Event in Sussex, Wisconsin. A vendor dinner open to all golf and non-golfing vendors followed a cocktail reception.

The Quad Charity Open 2016 was underway early Thursday, June 23, 2016 at Silver Spring Country Club in Menomonee Falls, Wisconsin.

The day started with practice, silent auction preview, continental breakfast, and a Bloody Mary bar.

At promptly 0900, golfers hit the links in a shotgun start scramble format. Lunch was provided on the course. Dinner, awards, a silent auction, and check presentation capped off our lovely day.

Quad/Graphics Charity Golf Open raised a wonderful donation for paws4vets.

Everyone who participated in this fun-filled classic golf event to benefit paws4people had a truly memorable day!

Shore Point Advisors Cocktail Reception



Shore Point Advisors hosted its premiere fundraising event to benefit paws4vets at the Crystal Point Yacht Club in Point Pleasant, New Jersey on Thursday, July 14, 2016.

We sipped cocktails and dined on hors-d'ouvres against a backdrop of sweeping views of the Manasquan River.

The event was a tremendous success, raising funds that were designated in support of the Pay-It-Forward campaign of SSgt Tiffany Johnson-Pittman and VICKERY (named in honor of Sgt Cory Vickery, USMC).

Our deepest thanks to our guests and sponsors for their generosity!

SHORE POINT ADVISORS
WEALTH MANAGEMENT



Justin & OLIVER's 4th Annual Golf Tournament

The Lakeview Golf Resort and Spa, located in Morgantown, West Virginia, hosted Justin Heydon's and OLIVER's 4th Annual Golf Tournament on Friday, July 22, 2016.

The golf tournament kicked off with a cookout followed by a shot-gun start at 1:00 pm. Participants and attendees entered numerous raffles for prizes, including a 50/50 drawing.

It was a wonderful day of exciting golfing and meeting our amazing client-Assistance Dog Teams.

Iron Bow Technologies Annual Charity Golf Tournament

Iron Bow Technologies hosted its Annual Charity Golf Tournament at the Argyle Country Club in Silver Spring, Maryland on Monday, October 3, 2016. A huge thank you to Iron Bow and its sponsors for their generous support of our paws4vets program and for their commitment to helping Veterans!



Warrior Salute Charity Golf Tournament



paws4vets was the proud beneficiary of the annual Warrior Salute Charity Golf Tournament at Whiskey Creek Golf Club in Ijamsville, Maryland on Friday, October 14, 2016.

Events began with a early morning warm-up on the range. Following the playing of the National Anthem, golfers hit the links.

Our incredible day ended with dinner and guest speakers, including Col. Gregory D. Gadson, former Garrison Commander of the U.S. Army Fort Belvoir. Col. Gadson is a bilateral above-the-knee amputee, occasional actor, and motivational speaker. He served in the U.S. Army for more than 20 years as a field artillery officer and served on active duty for Operations Desert Shield and Desert Storm, Operation Joint Forge, Operation Enduring Freedom, and Operation Iraqi Freedom.

Thanks to everyone for their support of this event!



Okatie, SC Rotary Club Annual Polo Match



paws4vets was proud to be the beneficiary of the Polo for Charity Event now in its 2nd year. Kyria Henry & WYATT, Danielle McPhail & WATSON, paws4vets Teams Bill Ebersbach & WETHERLY, Zach Whisenhunt & RHYS enjoyed sunny weather, great food, and beautiful horses on the Rose Hill Plantation Polo Field.

A special thank you to Fred Will and fellow Moss Creek Marines for hosting us for the day and allowing us to be a part of such a great event on Sunday, October 23, 2016.

Moss Creek Marines Picnic and Ball

paws4vets was grateful to be a part of the 3rd Annual Moss Creek Marines Picnic (previously known as golf, but this was changed due to Hurricane Matthew) and Marine Birthday Ball on Friday and Saturday, November 11-12, 2016.

Kyria Henry, Sam Cleary, and Danielle McPhail traveled to Hilton Head with 9 month old MOSS and CREEK for the festivities. MOSS and CREEK were truly the stars of the weekend receiving compliments on their beautiful looks and outstanding behavior.

paws4vets Teams Bill Ebersbach & WETHERLY, Zach Whisenhunt & RHYS, Justin Smith & THORNTON, and Matt Currin & CHAMP attended to thank in person Moss Creek Marines who have worked so hard to help them complete their PIF campaigns.

We thank Moss Creek Marines, their friends, and families for continuing to be so welcoming and supportive of our paws4vets program and all of its endeavors!



2016 Army-Navy Game

The General's Hot Sauce Tailgate



For more than a century, they've been at it. The Black Knights against the Midshipmen. Army vs. Navy - the greatest rivalry in sports. On Saturday, December 10, 2016, rivals faced off in M&T Bank Stadium in Baltimore, Maryland for their 117 meeting. Going into the 2016 game, Navy led the series 60-49-7, having won the last 14 consecutive games since 2002. Army bested Navy in a final score of 21-17. Mid-field storm, the Corps of Cadets stops to sing the Navy alma mater. That's respect.

Cathy Demeroto & CHARLESTON, Keith Harrison & ELLIOTT, Sam Cleary & OZZIE, Adam Campbell & KENAN enjoyed the football game tailgate with Veteran-owned and Louisiana-based Smoke Hall Foods L3C and sampled the 3 flavors of The General's Hot Sauce: Dead Red, Marine Green, and Shock & Awe.

Smoke Hall Foods L3C donates "a meaningful percentage" of its sales to paws4people for which we are very grateful!

The paws4vets Placement Program and The General's Hot Sauce have teamed up to help support the paws4vets mission to train and provide Assistance Dogs to Veterans who refuse to back down in their fight against PTSD. To order the paws4vets 3-Pack, which directly supports the paws4vets Placement Program:

<http://www.generalshotsauce.com/products/paws-4-vets-3-pack-supports-the-paws-4-vets-program>



2016 Pay-It-Forward (PIF) Campaign

The Pay-It-Forward (PIF) campaign is a separate and distinct process whereby each Client voluntarily engages in awareness efforts on behalf of the organization, thus helping us to continue to provide more Assistance Dogs for more people. Clients are asked as part of the application process to acknowledge their willingness to conduct a PIF campaign.

The PIF provides a mechanism whereby Clients engage in activities outside their normal comfort levels, thus allowing Clients to get involved in a process that is “bigger-than-themselves,” which can provide therapeutic benefits in and of itself.

It allows each Client an opportunity to engage in and become a member of the “paws4people family” and to help the next Client, because the same opportunity was afforded each of them by each Client who came before them. Thus, the definition of the “Pay-It-Forward” concept.

We have found that Clients who participate in PIFs are much more invested in receiving, utilizing, and caring for their Assistance Dogs. Furthermore, we have found setting a contribution goal for clients ensures they take an active role in the “sweat equity” mentality of the PIF concept.

PIFs are not measured solely by monetary contributions. While many PIFs are successful in fundraising, the concept of “sweat equity,” a client’s involvement of their time and effort, is far more important. It aids in the healing process. To stand in front of an audience of 15 or 1,500 and share your story is not easy for anyone, particularly with PTS, MST/ST, and/or TBI.

The PIF Advocate, Shelly Phillips, helps Clients with ideas, writing flyers, creating brochures, planning events, and designing t-shirts.

I love working with the clients, helping them reach their goal. It is very overwhelming for most to even think about raising \$10,000, let alone actually doing it. The ideas they have come up with are very inspiring. We are so grateful that our clients are willing to share their stories to bring awareness and funds for paws4people.



Examples of 2016 client events include:

- * January 17, 2016: Bob Evans Community Fundraiser to help Robbie and AVERY PIF in South Charleston, WV.
- * February 12, 2016: Valentine 's Day Dance to help Jeremy and EMMA PIF at the Conner Street Elementary School in Hurricane, WV.
- * April 3, 2016: Clicks4Paws to help Mack and MONROE PIF at Empie Park, Wilmington, NC.
- * May 26, 2016: Mama Lucia's Give Back Night for Eva and DAYTON to help with their PIF, Silver Spring, MD.
- * June 29, 2016 - July 16, 2016: 31 Party to Help Nathan and BANKS PIF, online.
- * July 25, 2016: Chick Fil A Fundraiser to help Brittany and GRIFFIN PIF, Wilson, NC.
- * September 10, 2016: Poker Run for Dustin and NOLEN at Harley Davidson of Asheville, NC.
- * November 20, 2016: Texas Roadhouse helping Mia and BRIAR PIF, Wilmington, NC.



2016 Combined Federal Campaign

The mission of the Combined Federal Campaign (CFC) is to promote and support philanthropy through a program that is employee focused, cost-efficient, and effective in providing all federal employees the opportunity to improve the quality of life for all. CFC is the world's largest and most successful annual workplace charity campaign, with almost 200 CFC campaigns throughout the country and overseas raising millions of dollars each year. Pledges made by Federal civilian, postal and military donors during the campaign season (September 1 to December 15) support eligible non-profit organizations that provide health and human service benefits throughout the world.

In 2014, our paws4vets program was thrilled to be recognized as a participating charity for the first time at the national level.

paws4vets had an awesome CFC season. We did over 60 events from the Office of the President, to the CIA, and even Fort Mead. The 2015 CFC Campaign resulted in approximately \$390,000 in pledges! We hope to hit \$500,000 in pledges for the 2016 campaign. Those funds are a huge help to pay our operating expenses and are greatly appreciated!

A huge thank you to all the paws4people staff and clients who attended these events. GOOSE, SHILOH, MORGAN, JACKSON, and all the other Assistance Dogs and Assistance Dogs in-training were troopers, sometimes meeting and greeting hundreds of people in a day.

If you are or know an employee of the Federal government anywhere in the world, we humbly ask that you pledge any amount you can through the CFC payroll deduction program to paws4vets CFC# 19324.

<http://paws4vets.org/cfc/>



Choose your cause and
show some love today.





WWSDP Grants I & II

Wounded Warrior Service Dog Program

paws4people completed its participation in the Uniformed Services University of the Health Sciences for the Wounded Warrior Service Dog Program on September 30, 2016 (WWSDP I, 2016 grant of \$106,000), under which it trained and placed 22 Assistance Dogs with Veterans and Service Members during that 1-year grant period.

On September 13, 2016, paws4people received notice that it was awarded \$250,000 by the Uniformed Services University of the Health Sciences for the Wounded Warrior Service Dog Program 2017 (WWSDP II).

The WWSDP II, a competitive grant program for non-profit Assistance Dog organizations that serve Veterans and Service Members with psychological and physical disabilities, was established by the Consolidated and Further Continuing Appropriations Act of 2015, which authorized a \$5 million appropriation for each of fiscal years 2016 through 2020.

It costs paws4people approximately \$36,000 to train and place an Assistance Dog through its paws4vets Program. The WWSDP II funds will support operational expenses associated with the training and placement of highly-trained Assistance Dogs with Veterans and Service Members during the grant period October 1, 2016 through September 30, 2017.

With the support of the WWSDP II, paws4people will provide healing and hope to more Veterans and Service Members and their families living with Post-Traumatic Stress, Traumatic Brain Injury, Military Sexual Trauma, Moral Injury, and other neurological, psychological and/or physical disabilities.

There are than 20 Veterans dying from suicide every day. paws4vets has been helping dozens of Veterans and Service Members each year. With the WWSDP II funds, we move one step closer to our goal of helping hundreds of Veterans and Service Members each year.

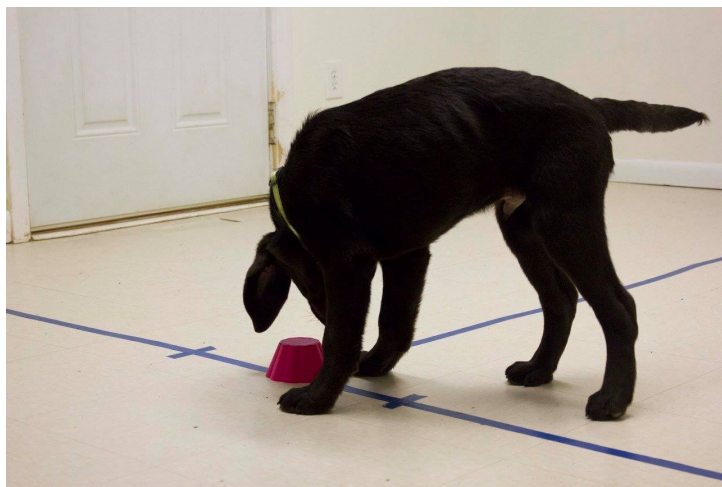
Thank you, USUHS!



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Duke Canine Cognition Center

Canine Behavioral Research Partnership



From the Duke Canine Cognition Center, led by Dr. Brian Hare:

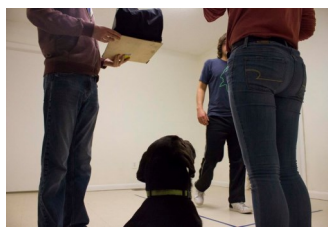
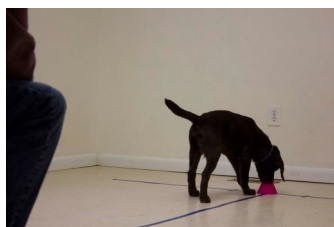
You don't need science to tell you humans and dogs have a special relationship. They live with us, they work with us, they enrich our lives in ways big and small. At the Duke Canine Cognition Center, we're fascinated by these connections. We want to better understand the social and communicative bonds between dogs and humans, and learn everything we can about the wonderful minds of our canine companions.

Over the years, we've worked with hundreds of dogs including family pets, military working dogs, and dogs from other service dog organizations in our quest to understand dog cognition. One of our unanswered questions has to do with the timing and development of cognitive skills and problem solving in young dogs. This is where paws4people and their magnificent animals come in to the picture

We've been testing paws4people puppies (BRISTOL's Litter and BRITTON's Litter) from 6-12 weeks of age in order to understand how many of these amazing dog skills develop. The tests, which are more like puzzles or games for the pups, demonstrate the strength of their working memory, their reliance on humans to solve problems, how they interpret communicative gestures like pointing, and much more!

The ultimate goal of this research is to connect cognitive abilities at a young age to performance later in life as an Assistance Dog. We are building a series of cognitive tests that will help us to distinguish which dogs will be the best Assistance Dogs, and even what kind of jobs they might be best suited to. Humans and institutions will get the best dogs for their needs, and dogs will get to do the jobs they're best suited for.

paws4people and the fantastic dogs that they raise have been absolutely integral to this project. You will never find a community more positive, gracious, supportive, and dedicated to both the people and dogs they work with. It has been an immense pleasure to work with them. Together we are greatly improving our understanding of dogs, and our relationships with them!



Duke Canine Cognition Center

Canine Behavioral Research Partnership



DOVER is watching as the experimenter places a treat under one of the cups. In this task, the yellow marker will be shown to the puppy to indicate which cup has the treat hidden underneath. The handler is looking down so she doesn't know either!

In this task, SHIRE approaches a bowl that may or may not contain a treat. The puppy will be rewarded with food and praise if he makes the correct choice.



EDEN is faced with an unsolvable task - there's food in that bowl and she wants it! Here she is showing a communicative gesture, trying to recruit the experimenter to open the container for her!

2016 NC State Employees Combined Campaign



The North Carolina State Employees Combined Campaign (SECC) launched the 2016 campaign on August 19, 2016 with a charity fair and lunch on Bicentennial Plaza in downtown Raleigh.

paws4people was a participating charity, which was a wonderful opportunity to showcase our work and impact. More than 1,000 State Employees and Retirees attended the kick-off on a very hot and sunny day in downtown Raleigh.

The 2016 campaign theme, Power of Giving, highlights the powerful difference that each donation makes as well as the tremendous power in the combined donations of all state employees. The 2015 campaign raised close to \$3.8 million pushing the total amount raised through the campaign over \$100 million.

paws4people is a very popular participant at campaign events held by different North Carolina agencies because there are always a few Dogs and Puppies in attendance.

In the fall 2016, paws4people staff, BOULDER, and an assortment of our Puppies attended events at the North Carolina Department of Revenue, Department of Public Instruction, and the Department of Public Safety, Division of Juvenile Justice.

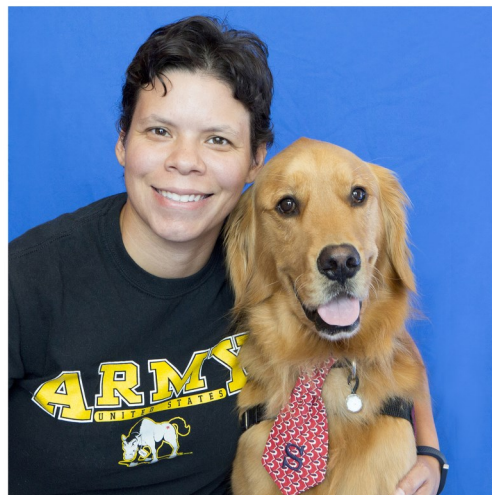
Thank you to the NCSECC, State Employees, and Retirees for your generosity and hospitality!



*Make a
Difference* **give**

SHERMAN - In Memoriam

October 4, 2011 - March 8, 2016



© 2014 Joan Brady

SHERMAN was born to CLAIRE on October 4, 2011. SHERMAN was a handsome, fiery red Golden Retriever with one of the most stubborn personalities a paws4people dog could exhibit. From a puppy up, he was often caught giving you the "look," the "do I really have to sit," or "are you sure you mean that," but his loyalty always shined through.

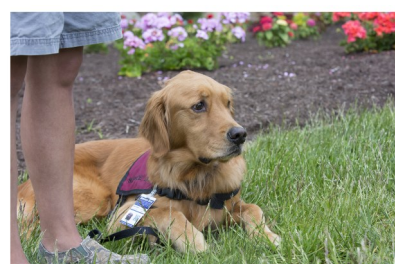
SHERMAN spent nearly two years training at Lakin CC surrounded by women who adored him, especially his trainer, Allison, who took his training to the next level. He was particularly great at retrieval and "pay attention."

From Lakin CC, SHERMAN moved to Wilmington, North Carolina and was assigned to Danielle as his public access trainer. He was able to enjoy several visits to special education classrooms, nursing homes, fundraisers, awareness events, and probably most important to him, the beach. SHERMAN loved to roll in the sand and chase his fellow four-legged friends.

SHERMAN was matched with Tania in the spring of 2014; it was love at first sight. Their bond was intense and they spent time training all around Wilmington at: the aquarium, the mall, Toys-R-Us, Whole Foods, Jungle Rapids, and many other noisy, and sometimes stressful locations. No matter where Tania was, SHERMAN kept his eyes on her and always had her six.

SHERMAN received the coveted Red Vest and certification of Medical Alert Assistance Dog -Psychiatric in October 2014 and he went on to work with Tania for two wonderful years. Together they conquered many doctor appointments and surgeries and they also enjoyed countless classroom visits and veteran retreats.

Unfortunately, SHERMAN was diagnosed with cancer in the spring of 2016, and passed away on March 8, 2016. He is missed tremendously every day by Tania, his public access trainer Danielle, his inmate trainer Allison, and the paws4people family as a whole.



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BRADIE LYNN - In Memoriam

May 31, 2004 - August 5, 2016



All dog lovers know what it is like to love a dog. You know how they change your life in such a way that you are never the same person as you were before you loved them. But those of us dog lovers who have had many, many dogs in our lives know that some of them are different than the rest.

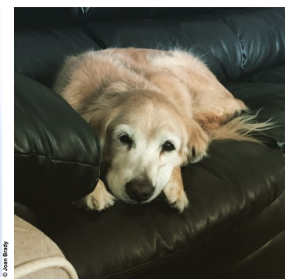
Soul mates are those special beings, who intuitively know what you feel and when they are needed, without you saying a word or even bring around. They are gifts from the Universe - timeless friends - who reconnect with us and love us into remembering our true nature and in doing so connect us back to the Source of our being. - Risha Joshi

And BRADIE LYNN was mine.

BRADIE LYNN was born in the 2nd litter of puppies I ever whelped, the summer before my senior year of high school. We decided to keep her and her brother CHAENEY (who became Terry's 2nd Assistance Dog), and they made the 6th and 7th dogs in our pack - yes, at one time.

Although RILEY was the first dog I ever had, BRADIE LYNN was the first dog who was ever truly mine. After my freshman year of college in the dorm, I moved straight out into a pet friendly apartment so she could come live with me, and we were inseparable ever since. She was with me from the time I was 17 until I was 29. She left home with me for the first time. She was there for every triumph and every failure of leaving home and trying really hard to be an adult...and also lots of late nights and late mornings in Morgantown. She was with me for 12 years, 2 degrees, 8 moves, and 5 boyfriends (yes, I counted). She was my Assistance Dog before I ever knew what Assistance Dogs really were. She was with me when I left home for the 2nd time and moved to Wilmington on a wing and a prayer, knowing no one, having no paying job, and praying really hard that paws4people was going to finally become "something." And she sat on the porch with me the night I closed on my first home, when all 10 of our employees and even more friends came over to celebrate with us, being able to finally know that paws4people had very much become "something" and we were, in fact, going to make it after all.

I had the privilege to hold her when she took her first breath in this world, and her last. Blessings like that don't come around often. And all the words that I have couldn't begin to convey all that she was. And I will miss her every day.



SHELBY - In Memoriam

October 10, 2012 - December 6, 2016



If you heard the sound of SHELBY'S paws on the floor getting closer, you knew that the epitome of joy on four legs was about to enter the room. SHELBY brought both happiness and healing to everyone that she encountered. There was no discrimination or preferences in her eyes; she loved everyone.

SHELBY taught others how to be patient when life became overwhelming. Her free spirit, quirkiness, and sassy attitude could always keep a smile on your face. She showed people how to lighten up and have fun even during the most serious of circumstances. Her willingness to please will always be remembered.

SHELBY was a very playful Dog and made sure everyone was aware of all her favorite toys. SHELBY was special. The first time her trainer Kristen witnessed SHELBY and Rich interacting was a moment she will never forget. SHELBY was so perceptive of everyone around her and she immediately matched the energy of Rich. She was so loving and gentle that it was obvious how much of a perfect fit they were. SHELBY and Rich were like a perfect puzzle that was apparent to anyone who saw them together. Kristen feels incredibly blessed that she was one of the many parts that helped bring this puzzle together and watch SHELBY be the light of Rich's life.

Remembering SSG Charles "Chuck" Ladd, USA (ret.)

February 7, 2016



Charles "Chuck" Ladd, lost his long, hard-fought battle with Post-Traumatic Stress Disorder (PTS).

Chuck, a U.S. Army Staff Sergeant and Purple Heart recipient, proudly served his country for 8 years. He lived in North Carolina with his wife, Jessica and his Psychiatric Medical Alert Assistance Dog, NIKKI. Chuck was an active member of the paws4people and maCares families.

Here are a just a few of the things paws4people family had to say...

When I was at my lowest, my lifelong friend, teammate and brother in arms showed me that I have a chance to live a normal life again. Even in high school he was always able to bring out the good in me, he always took up for me like any real friend is supposed to. I miss him so much. I took my time with him for granted I wish I could tell him one more time that I love him. - Matthew Currin

I will always honor you brother! You hold a special place in my heart. I looked up to you. You helped me when I was low. You gave me words of encouragement. Till we see each other again! May peace be with you and your family that you loved so much. - Brock Strickland

We lost a man who was a brother in arms, who was the son I never had, Chuck Ladd. I first met Chuck as we roomed together in the hospital. We spent weeks together in the hospital day and night, we have hunted together at my cabin, fly fished together. I had the honor to teach him how to tie

flies, an art which he mastered. He mastered the art building fly rods, and even won contests at it. I have stayed countless nights at his and Jess's home. Chuck was the type of person everyone loved who came in contact with him. He was one of the most kind-hearted people I have ever met. He kind of rubbed off on you. I loved Chuck like a son and even at times could pick him up and shake him, if you know what I mean. Chuck battled PTS for years, as many of us do. Even with all his friends, support groups, and fellow brothers in arms, a an Assistance Dog who he loved so much and an understanding wife who stood beside him for so long and loved him regardless of these problems, the demons were just too much. Why Chuck? I can't understand nor can I answer this question. It could have been any of us. All I know, is I am a better person for having him in my life, the world was a better place with him here. Chuck is at peace now, never having to fight these demons again. I LOVE YOU CHUCK. - Bob Brown

Chuck was buried at Arlington National Cemetery on March 11, 2016. He was loved by all who knew him and he will be missed.

A Tribute Puppy, LADD, will be trained in honor of Chuck and will do great things in his memory.

Remembering Captain Harry E. Bailey, USN (ret.)

March 9, 2016



The Captain said goodbye in his own words:

This has been a wonderful life! I have had the privilege to serve our great country for over 31 years from the Mekong River Delta in Vietnam to Desert Storm (First Gulf War); I have sailed in every sea and Ocean on the planet except the Antarctic; and have had the honor to serve with the best sailors and Marines in the world. To my shipmates, Fair Winds and Following Seas...to my Marines, Semper Fi!

A man is blessed to have a loving family and faithful friends, I have been such a man. To my children, Todd, Deborah and Leigh Ann, their spouses Anita, Kevin and Jeff; to my grandchildren Ali, TJ, Brigid, Eddie, Caelan, Tyler and Molly...you have my heart and pride. To my friends, I am honored that we have shared this life together, thank you! I will miss you all! To GRACIE, my extraordinary Assistance Dog, we found each other just in time and shared a special bond.

And to my best friend, my partner in life for over 50 years, the Love of my Life, Audrey. I will be with you forever, Harry

paws4people will always be grateful for the time we had with the Captain.

A Tribute Puppy, CAPTAIN, will be trained in honor of Captain Bailey and will do great things in his memory.

Spotlight: Terry Henry



The Order of the Long Leaf Pine Society

Among the honors and awards the Governor of North Carolina can bestow, none is more valued than The Order of the Long Leaf Pine.

It is awarded to persons for exemplary service to the State of North Carolina and their communities that is above and beyond the call of duty and which has made a significant impact and strengthened North Carolina. Other recipients include William C. Friday, the Rev. Billy Graham, Charles Kuralt, Oprah Winfrey, and Michael Jordan.

New Hanover County District Attorney Benjamin R. David presented the Order of the Long Leaf Pine to Terry Henry during a ceremony on December 3, 2016 held at the Warwick Center Ballroom on the UNC Wilmington Campus.

The ceremony was a highlight of paws4people's 5th Annual Family Reunion & Graduation, which took place on December 2-3, 2016, and had an attendance of over 250 people. The Annual Family Reunion & Graduation is the culmination of all activities involving paws4people's Assistance Dogs and clients over the last 12 months.

The Order of the Long Leaf Pine came as a complete surprise to Terry, our staff, and our clients, which is exactly as we planned.

Terry's parents and Kyria's grandparents, Jim and Pat Henry, were so honored to watch as Terry was presented with the Order of the Long Leaf Pine.

It was an evening we will remember fondly and for many years to come!



© Joan Brady

Spotlight:

RBC Wealth Management-East Division "Help Our Heroes" Campaign



Wealth Management



In the summer 2016, the RBC Wealth Management-East Division launched a campaign called "Help Our Heroes," aimed at helping Veterans living with disabilities, including post-traumatic stress, traumatic brain injury, and other psychological, neurological and/or physical conditions, and to raise awareness of how widely the issue affects the Veteran community.

Over the course of 6 months, employees throughout the East Division raised money by participating in special events, and learning more about paw4vets through informational sessions with paw4vets clients who have had their lives changed by Assistance Dogs.

Our wounded soldiers face many difficult challenges after selflessly serving our country. I'm proud that RBC Wealth Management employees did their part to help our heroes by supporting a great organization like paw4vets. -- Pat Vaughan, RBC Wealth Management-East Division Director and Executive Sponsor of the firm's Veteran-focused Employee Resource Group.

One employee did more than just his part to help. Rockville, Maryland financial advisor Bob Linn, who served in the U.S. Army Reserve from 1966 to 1971, participated in one of the campaign's informational sessions, and was stunned to learn just how strongly an Assistance Dog can impact the life of a Veteran. Bob Linn donated \$36,000 of his own money to the campaign, enough to sponsor RANGER and Jeff Crosby, USANG (ret.), and to provide a client scholarship for Jeff's PIF campaign.

It's unbelievable what veterans have given up for us. I want to do whatever I can for them. -- Bob Linn

RBC Wealth Management-East Division employees also sponsor other Veteran-Assistance Dog Teams of Sgt. Adam Campbell, USA (ret.) and KENAN, Adam Snow, USMC Veteran and RUSHMORE, Michael Schwartz, USMC Veteran and ROSEY, and Anthony Rohrbaugh, USMC Veteran and CREEK, the military dependent Assistance Dog Team of Anna Nicholson and MOSS, and Assistance Dog in-training, BRINDLEE.

Our heartfelt thanks to RBC Wealth Management-East Division for its generous donation of \$108,000 to support our paw4vets program and for being a part of the 5th Annual paw4people Family Reunion!

Together, we **are** transforming and saving lives!



Spotlight: Advanced Training Concepts

Brock and JASE on the Chase

Advanced Training Concepts (ATC), a new program of PAWS PTS|MST Centers LLC (PPMC), provides specialized canine training for clients with unique and PTS-friendly career opportunities.

ATC's first client is Brock Strickland. Brock is completing the training of JASE, our first scent detection dog to identify bed bugs in hotels, dormitories, and other facilities.

Brock Strickland shares his training and progress with JASE:

Since getting the privilege and honor to work with JASE from paws4people/paws4vets, a shelter dog saved from certain death, I have learned a lot about him and myself. JASE is very loyal, very obedient, and has a super nose to find those bed bugs.

I brought JASE home at the end of July 2016 after training with paws4people. We have been training ever since. It has been a learning curve for the both of us. There isn't always a textbook answer to all scent dog work. The key is to find what motivates your dog to want to work. In JASE's case it was food, praise, and love to him from our family.

At first JASE was very visual and would want to see the vial sometimes before he would fully alert. I wanted him to trust his nose and nose only. To accomplish this I would hide the vials in much more difficult places. Places he could never see, no matter how hard he tried (because he can't open drawers on his own). This makes him trust and utilize his nose and nose only. It also embeds trust between him and me.

The second obstacle we had to overcome was live vs. dead bed bug alerts. JASE is only to alert on live bed bugs, although he does know what dead ones smell like. Once a dog is taught to alert on a certain scent, it's even harder to break that pattern. JASE and I have made leaps and bounds with this and I'm certain he will do great come certification time.

When JASE "seeks" a room his nose is to the floor, up on every surface, scanning for those little tiny bed bugs. You can hear his little nose scanning away. I can read his body language when he is on the scent. I can tell in his breath speed, his posture, and the speed of his movements, etc. It's quite amazing to watch him work and I can't wait to see what the future holds for JASE and me.

Brock is looking forward to the time when JASE obtains his certifications and begins professional searches.





Spotlight:

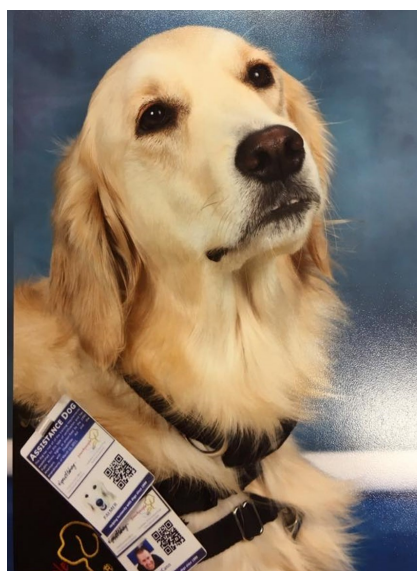
Mark & PALMER

In January 2016, the New Hanover County Board of Education approved an agreement with paws4people to pilot a Facility Dog at Pine Valley Elementary School. Pine Valley Elementary School is the first school in New Hanover County to use a Canine-Assisted Education (CAE) Facility Dog (PALMER) as a curriculum-based and school-sponsored tool within the 5th grade classroom of Mr. Mark McCann.

On June 1, 2016, paws4people was awarded \$3,000 by the Wells Fargo Community Investment Grant Program. Wells Fargo supports organizations that promote academic achievement for low- and moderate-income students by eliminating the pre-K - 12th grade achievement gap in public education through curriculum-based or school-sponsored programs. The Wells Fargo funds supported operational expenses associated with training and placement of PALMER with Mark's classroom.

PALMER joined Mark's classroom in the fall 2016. Since then, Mark's students' interaction with PALMER have had physical, social, cognitive, emotional, and environmental benefits. Placement of PALMER at Pine Valley Elementary School affords benefits far beyond Mark's 5th grade classroom and that school. The placement enhances Wilmington's quality of life through a project involving education, and therefore carries with it benefits directly and indirectly to an unlimited number of citizens.

Please be sure to keep up with Mark and PALMER at: <https://www.facebook.com/palmer.pinevalley>





Spotlight:

Terri Jo & REMINGTON

Terri Jo Rucinski is the clinical coordinator for the UNC Campus Health Physical Therapy/Athletic Training Clinic and is the Staff Athletic Trainer for the UNC Baseball team.

Kyria Henry introduced REMINGTON to UNC Baseball fans at the Military Appreciation Baseball game v. Georgia Tech on March 26, 2016.

paws4people staff provided specialized training to Terri Jo and REMINGTON, spending many hours with them and the UNC Baseball team, in the training room, at practices, and at games during the spring and summer of 2016.

REMINGTON is an inspiration and brings joy to all that meet him. Injuries can be difficult to deal with and REMINGTON seems to be a source of motivation and can enhance a person's mood. It is often heard from patients and athletes leaving the facilities that this "has been the best day ever in rehab thanks to REMINGTON."

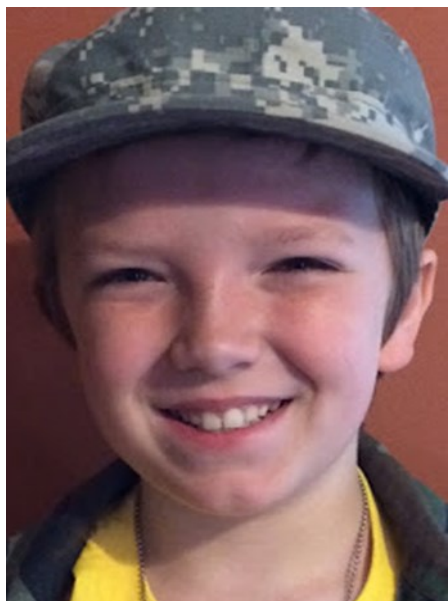
REMINGTON has become a part of UNC and a part of the "TEAM." He will continue to assist in the PT clinic and the athletic training facilities, and will also participate in community outreach activities including local schools to read with children, visiting patients in hospitals, and visiting residents of nursing home facilities.

Please keep your eye on Terri Jo and REMINGTON at: <https://www.facebook.com/homerunremington/>



Spotlight: Zeke Lemieux

Founder of High Fives for Soldiers: Nickels for a Higher Cause



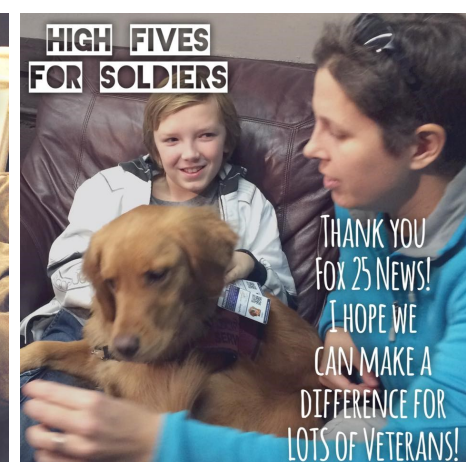
Zeke Lemieux is the founder of High Fives for Soldiers: Nickels for a Higher Cause, a non-profit dedicated to helping veterans.

Zeke started collecting nickels because he wants to use them to help soldiers with PTS. He read about PTS in *Scholastic News*.

On September 24, 2016, Zeke was honored as part of the Young Heroes Night 2016 at the Hanover Theatre in Worcester, Massachusetts.

Zeke is from Brockton, Massachusetts, and is the son of Louis and Janis Lemieux. He has 2 awesome sisters, Faith and Joy.

paws4people was honored to have Zeke as the keynote speaker at the 2016 Annual Reunion Dinner on December 3, 2016!



Spotlight: Dylan Donates



© Joan Brady Photography - #hairinair

Dylan is a 12 year old boy who donates time, energy, and fundraising efforts to charities and service projects that make the world a better place. His favorite community service projects involve helping children, Veterans, individuals with disabilities and dogs. The majority of Dylan's community service has been focused on paws4people! Dylan attended the July Bump where he met our wonderful trainers at St Mary's CC and watched new Teams form to include, Ava/DAPHNE and Adam/RUSHMORE.

On October 5, 2016, Dylan held a fundraiser at Mookie's BBQ/Big Mook's BBQ, which donated 10% of all lunch, dinner, and take out sales to paws4people!

Everyone also had a blast spinning at the Great Falls Cycle Studio and the Make A Difference Day Charity Ride on October 22, 2016 and it was a huge success!

Thank you Dylan from the paws4people family!



© Joan Brady

Spotlight: ADI Conference

Assistance Dogs International (ADI) International Conference

Prague, Czech Republic



In May 2016, Kyria Henry, Caroline Salevan, and Erica Steele travelled to Prague and attended the Assistance Dog International (ADI) Conference. They were excited and fortunate to be able to attend, and looking forward to learning and working with colleagues from all over the world. One of the highlights of the conference was spending time with Dr. Bonnie Bergin, who founded the concept of Assistance Dogs.

Spotlight: 4health®



We are thrilled that 4health®, available exclusively at Tractor Supply Company stores, has become the Official Dog Food Sponsor of the paws4people Assistance Dog Training Program. paws4people has partnered with 4health®, a premium pet food, to feed the Puppies and Dogs in our Assistance Dog Training Program for an entire year. A nutritious diet plays an important role in training Assistance Dogs.

In 2012, paws4people chose to feed 4health® to all of the Puppies and Dogs in its Assistance Dog Training Program because it does not contain wheat, corn, soy, or artificial colors and flavors, and is a high quality reasonably priced food accessible nationwide. paws4people understands the care put in every bag of 4health®.

Our Dogs are the foundation of what we do – they've been given a big responsibility that involves helping people, and if we don't keep them healthy they can't do that. Through our partnership with 4health®, we know that our Puppies and Dogs are being fed the best ingredients, and as a result, they're strong, energized, and ready to transform lives!

For more information about our 4health® and our Sponsorship, please go to:

http://www.tractorsupply.com/landing-pages_brands_4health



Spotlight: Our Veterinarians

Official Veterinary Care Provider

paws4people Headquarters & the UNCW/paws4people Assistance Dog Training Program



Dr. Jeff Ward, DVM

Dr. Stacy Ward, DVM

Wilmington Animal Healthcare

Wilmington, NC

www.wilmingtonanimalhealthcare.com



Dr. Lauri Fauss, DVM

Cheryl Collins, LVT

Stonewall Veterinary Clinic

Gainsville, VA

www.stonewallvet.com



Dr. Jim Taylor, DVM

Morgantown Veterinary Hospital

Star City, WV

www.morgantownvetcare.com



Animal Emergency & Trauma Hospital

Wilmington, NC

www.ecvrwilmingtonnc.com



Dr. Angie Dahse, DVM

Riverbend Animal Clinic

Gallipolis, OH

www.riverbendanimalclinic.com



Dr. Jenna Jones, DVM

Parkersburg Veterinary Hospital

Parkersburg, WV

www.parkersburgveterinaryhospital.net



Dr. Ned Williams DVM

Eastern Carolina Veterinary Referral

Wilmington, NC

www.ecvrwilmingtonnc.com/



Dr. Jessica Heard, DVM

Severna Park Veterinary Hospital

Severna Park, MD

www.severnaparkvh.com/



Dr. Covil DVM

Port City Animal Hospital

Wilmington, NC

www.portcityanimalhospital.com/

Sponsors

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Dr. Baker's Canine System Saver
caninesystemsaver.com

Official Hospitality Venues



Fairfield Inn & Suites
Wilmington, NC
Stafford, VA
Marietta, OH
Durham Southpoint, NC





Staff Updates & Changes



Sarah Sayre: Director of Puppy Development

Sarah Sayre was born and raised in Wilmington, NC. She grew up with a love of dogs fostered by a family Boxer and multiple English Setters. She volunteered at local Humane Societies and practically lived in horse stables as a child. Sarah graduated with a degree in Pre-medical Biology from UNCW in 2004. Post undergrad Sarah accepted a position training dolphins and sea lions in the Florida Keys with Dolphins Plus, Inc. and Island Dolphin Care. Sarah progressed with her operant conditioning knowledge eventually obtaining the position of Assistant Director of Training for Dolphins Plus, Inc. In 2012 Sarah moved to New Orleans, LA to work as the Senior Pinniped Trainer for Audubon Nature Institute, helping the organization obtain and train non-releasable rescued California sea lions pups. In 2015 Sarah joined the Mammal and Bird team of Georgia Aquarium working with Beluga whales, Asian small clawed otters, and harbor seals.

Sarah excitedly joined the paws4people team in October of 2016 as the Director of Puppy Development. She is eager to utilize her experience of managing interns, having held the position of Internship Coordinator at all three of her previous facilities, and volunteers to help continue the growth and development of paws4people's Puppy Development Centers.



David Riley: Accounting Manager

David Riley has been a life-long dog lover since acquiring his first dog, Toby, at age 10. David completed the 4 course Assistance Dog Training Program at University of North Carolina Wilmington and placing his first Assistance Dog, KENAN, with a Veteran living with PTS. After graduating with a degree in accounting, David could not ignore his passion for dogs so he became involved with paws4people.

David quickly learned the cost of training Assistance Dogs is invaluable for their clients who are in such great need and is the proud dad of SIDNEY, who is a part of our Breeding Ambassador Program.

David has successfully finished out the training for KENAN, BRAGG, GRACIE, SIDNEY, and MORGAN.

David has taken on accounting duties within paws4people, in addition to assisting with ITT and Public Access Training when time allows.



Staff Updates & Changes



Sam Cleary: Marketing & Events Coordinator

Sam knew from a very young age that she wanted to work with animals. With this dream in mind she attended the University of North Carolina at Wilmington where she received her Bachelors of Arts in Psychology with a focus in Animal Behavior. On top of her studies she was also a member of the University's NCAA Division I Track & Field Team for all 4 Academic years. During her senior year at UNCW she started the Assistance Dog Training Program by taking Classes 1 & 2. She knew she wanted to finish her Public Access Training and in the Fall of 2015 she accepted the position as Puppy Care Coordinator for the Wilmington Puppy Development Center. Through this position she was able to complete her Public Access Training Certification and her Puppy Care Certification.

Sam has completed the training of 3 paws4people Assistance Dogs and will be completing her training to become an ITT instructor and PAT evaluator. She volunteers at the local Juvenile Detention Center 3 to 4 times a month where she brings the paws4people puppies and dogs in training to visit the resident adolescents.

When Sam is not planning awareness and fundraising events for paws4people she can be found at the range practicing her marksmanship skills for her Steel Challenge competitions.

2016 Boards & Committees

as of: December 4, 2016

Board of Trustees – paws4people, Inc.

Terry Henry, Chairman
 Kyria Henry, MAHS, Vice-Chairman
 Scott Nottingham, J.D., MBA
 LtCol. Mark George, USMC
 Harry Martens
 Jonathan Peskoff

Executive Committee paws4people foundation

Kyria Henry, MAHS
 Terry Henry
 Susan "Cece" Miller, MACL

Executive Committee PAWS PTS | MST Centers, LLC (PPMC)

Terry Henry
 Kyria Henry, MAHS
 LtCol. Mark George, USMC
 David Burry
 Rev. Jeffrey Smith, M.Div, CFM

Executive Committee paws4prisons, LLC

Kyria Henry, MAHS
 Terry Henry
 Susan "Cece" Miller, MACL

Consulting Committees

Sharon Antoszyk, DPT
 Chair, Chapter Operations Committee

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 Joan Brady
 Kelly George
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 Principal, Blackshear & Blackshear Clinical Services
 Heidi Giard, OTR/L, CLC
 Rev. Jeffrey Smith, M.Div, CFM

Military Advisory Board paws4people foundation

Col Daniel O'Brien, USMC (ret.)
 US Naval Academy – Class of 1973
 Daniel White, CFP
 US Naval Academy – Class of 1986, Class President 1986-2006
 The Marshall White Hicks Group, Senior Vice President - Wealth
 Management, Merrill Lynch//Bank of America Corporation

Veterinary Advisors paws4people foundation

Jeff Ward, DVM & Stacy Ward, DVM
 Wilmington Animal Healthcare, Wilmington, NC
 Lauri Fauss, DVM & Cheryl Collins, LVT
 Stonewall Veterinary Clinic, Gainesville, VA



Board Committees Advisors-v67.160901

2016 Financials

[AUDITED]

paws4people, Inc. Balance Sheet As of June 30, 2016

	July 2015—June 2016
ASSETS	
Current Assets	
Checking/Savings	341,758.15
Accounts Receivable	41,302.00
Total Current Assets	383,060.15
Fixed Assets	
1400 · Fixed Assets	5,444,275.00
Total Fixed Assets	5,444,275.00
Other Assets	
1450 · Other Assets	20,531.26
Total Other Assets	20,531.26
TOTAL ASSETS	5,847,866.41
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	30,514.31
Long Term Liabilities	14,188.04
Total Liabilities	44,702.35
Equity	
1800 · Retained Earnings	2,653,596.11
32000 · Unrestricted Net Assets	907,424.80
Net Income	2,242,143.15
Total Equity	5,803,164.06
TOTAL LIABILITIES & EQUITY	5,847,866.41

paws4people, Inc. Statement of Cash Flows July 2015 through June 2016

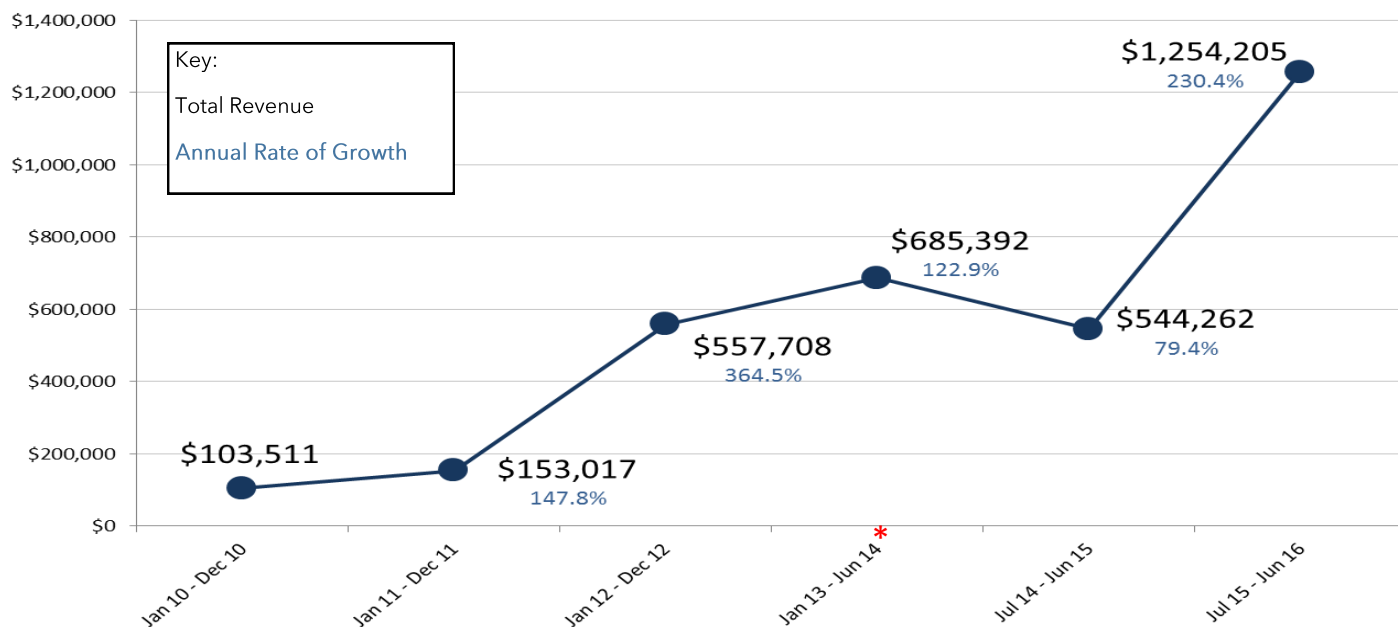
	July 2015—June 2016
OPERATING ACTIVITIES	2,224,775.46
INVESTING ACTIVITIES	-1,962,792.26
FINANCING ACTIVITIES	-10,334.94
Net cash increase for period	251,648.26
Cash at beginning of period	90,109.89
Cash at end of period	341,758.15



2016 Financials

Total Revenue

2010 - 2016, by Fiscal Year



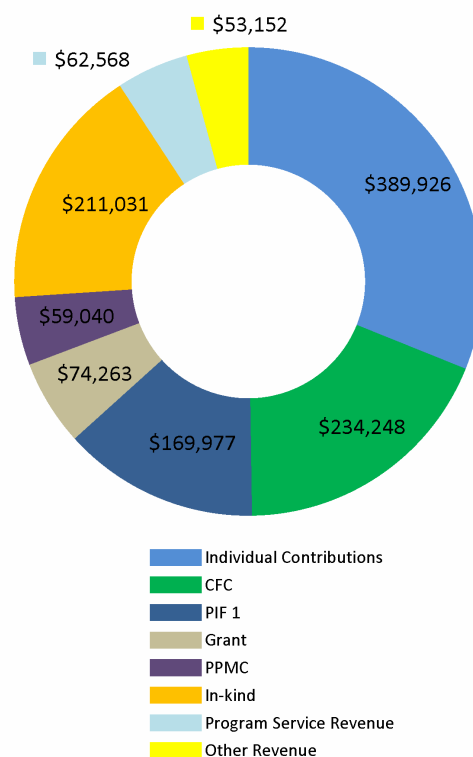
Total Revenue

Fiscal Year End 2016 [Audited]

\$1,254,205

We broke the \$1M/Year Revenue Mark
for the First Time!

Compounded
average growth rate of
189%
over the past six years!



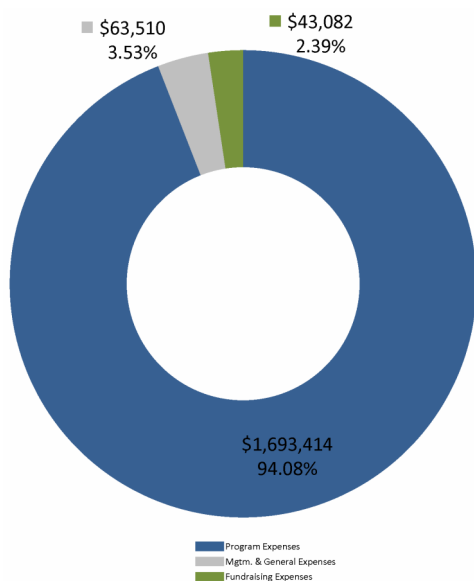
* Note: This period covers 18 months versus the standard 12 months. The Fiscal Year was changed from Jan 1–Dec 31 to July 1–Jun 1.

2016 Financials

Total Functional Expenses

Fiscal Year End 2016 [Audited]

\$1,800,006

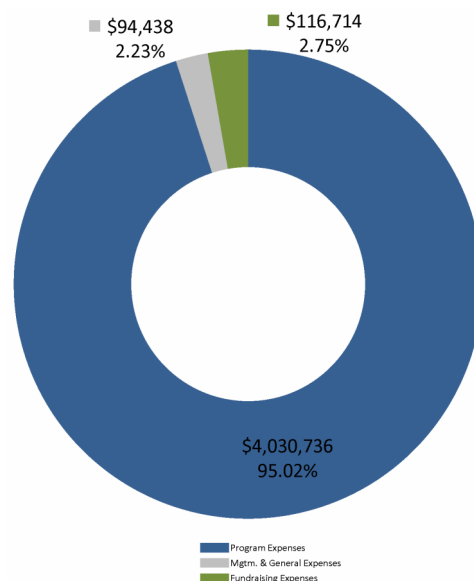


Over the past 4 years
we have averaged
\$0.95
of every dollar of
FUNCTIONAL EXPENSES
being spent on
PROGRAM EXPENSES

Total Functional Expenses

Last Four Fiscal Years [Audited]

\$4,241,888

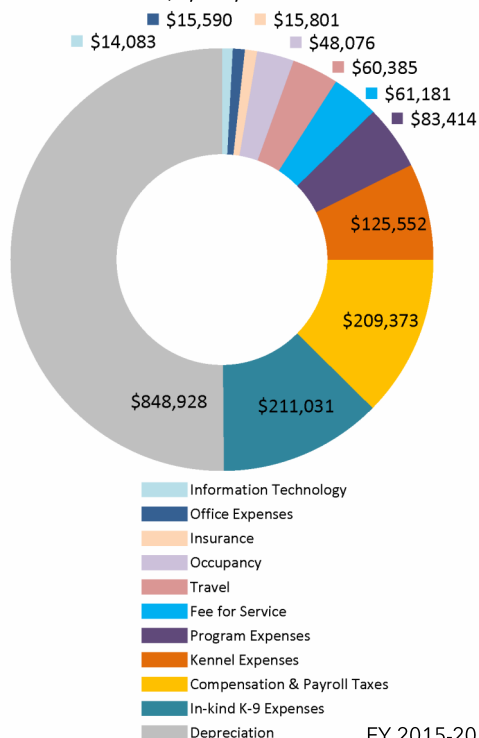


Breakdown of Functional Expenses (FE)

Fiscal Year End 2016 [Audited]

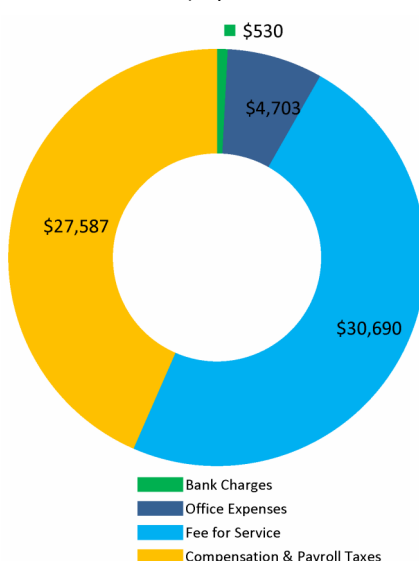
Program Expenses

\$1,693,414



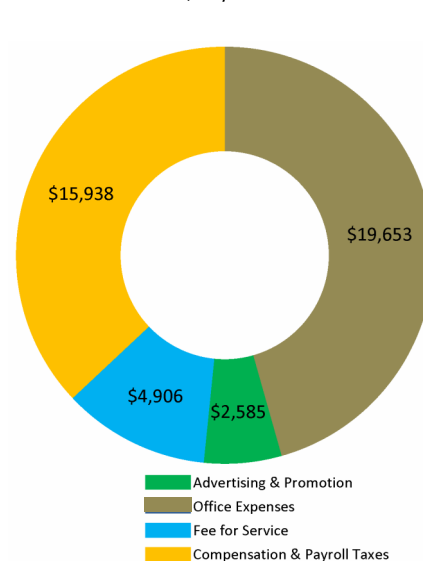
Mgmt. & General Expenses

\$63,510



Fundraising Expenses

\$43,082



FY 2015-2016 Audit Report & FY 2015-2016 IRS 990 available on our website's Legal Documentation section.

2016 Financials

[AUDITED]

paws4people, Inc. Profit & Loss July 2015 through June 2016

July 2015—June 2016

	July 2015—June 2016
Ordinary Income/Expense	
Income	
2000 · Income	
2001 · Contributions	868,414.18
2002 · Interest Earned	387.41
2003 · Program Income	62,567.89
2090 · Total Fundraising Income	112,429.79
2101 · PPMC	59,040.00
2110 · Gain/Loss on sale of Property	-1,667.00
Total 2000 · Income	1,101,172.27
Total Income	1,101,172.27
Gross Profit	1,101,172.27
Expense	
5000 · Expense	1,379,290.16
7000 · K-9 Kennel Operation	235,882.34
8000 · Office Operation	33,204.62
Total Expense	1,648,377.12
Net Ordinary Income	-547,204.85
Other Income/Expense	
Other Income	3,493,237.13
Other Expense	703,889.13
Net Other Income	2,789,348.00
Net Income	2,242,143.15





ASSISTANCE DOGS TRANSFORMING LIVES

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