



## ASSISTANCE DOGS TRANSFORMING LIVES

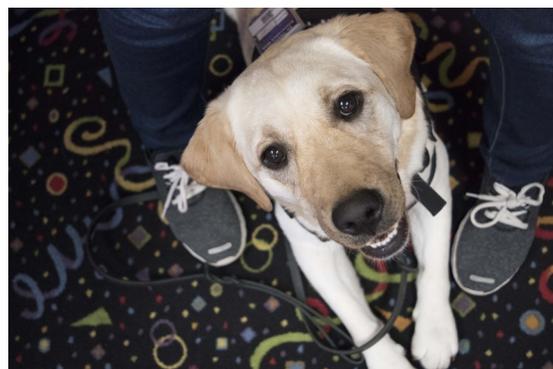
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# ASSISTANCE DOGS TRANSFORMING LIVES

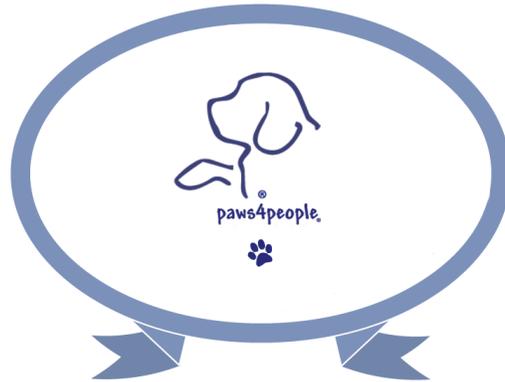
- 3-5** 2017 Statistics
- 6** Dog Certifications
- 7-15** Breeding Program & Puppy Development
- 16-19** paws4prisons
- 20** Bumps
- 21-22** UNCW/paws4people ADTP
- 23-27** Intervention Transfer Training<sup>SM</sup>
- 28** PAWS PTS|MST Centers (PPMC)
- 29** PAWS Family Support Network
- 30-34** Annual Family Reunion
- 35** paws4people Annual Events
- 36** 'Merica
- 37-41** Major Events Benefitting paws4people
- 42-44** Pay-It-Forward (PIF)
- 45** Combined Federal Campaign (CFC)
- 46** WWSDP Grant
- 47** North Carolina SECC
- 48-57** Spotlights
- 56-66** Sponsors
- 67** Staff Updates
- 68** Boards and Committees
- 69-72** Financials



paws4people sends a special thank you to Joan Brady Photography, Joe Bray, This Little Light Photography, Team Puppy, and our many Facebook friends for the photos included in this year's Annual Report.



# FY 2016-17 | Key Financial Highlights



## FY 2016-17 | KEY FINANCIAL HIGHLIGHTS:

Net Revenue: \$1,346,592 | a 7.4% increase vs. FY 2015-16

[Second year in a row with over \$1M in Net Revenue]

98.1% of every dollar of Functional Expenses was spent on Program Expenses

Operating Expenses: \$1,235,746 | a 29.9% increase vs. FY2015-16

Cash | Cash Equivalent On-hand: \$421,779 | a 23.4% increase vs. FY2015-16

Net Asset Valuation: \$9,357,228 | a 61.2% increase vs. FY 2015-16

Contributions from Corporate Sponsors: \$342,458 | a 25.4% increase vs. FY2015-16

Contributions from Federated Campaigns: \$275,985 | a 4.7% increase vs. FY2015-16

## SIX-YEAR AVERAGE | GROWTH RATE:

Net Revenue: 175.42%

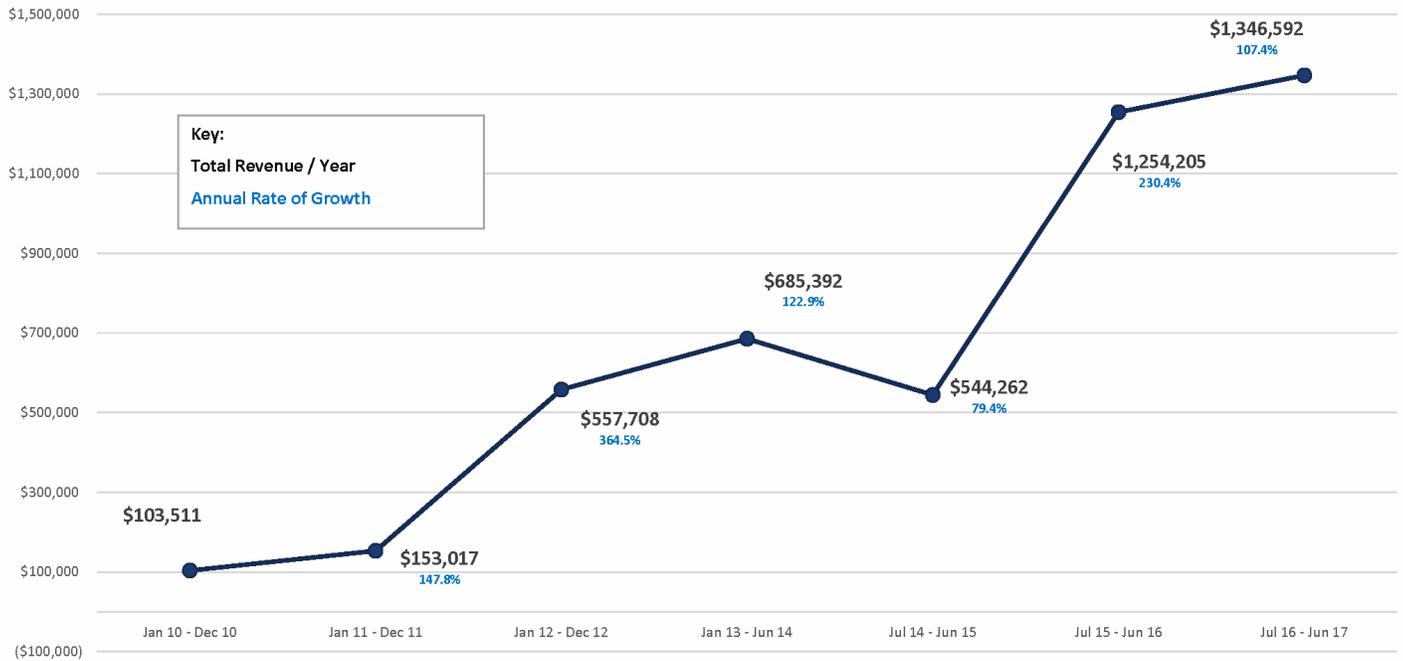


# FY 2016-17 | Key Financial Highlights



**paws4people, Inc.**  
**Statement of Activities (SoA)**  
**for the Year Ended June 30, 2017**

**TOTAL REVENUE**  
 By Fiscal Year w/ Annual Rate of Growth  
 [Audited]



# FY 2016-17 | Key Financial Highlights

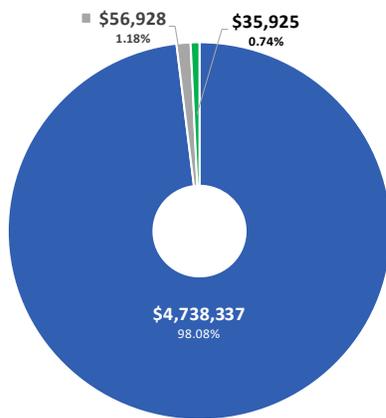
98.1% of every dollar of Functional Expenses was spent on Program Expenses

## FIVE-YEAR AVERAGE:

96.5% of every dollar of Functional Expenses was spent on Program Expenses

### Total Functional Expenses

Fiscal Year Ending, June 30, 2017



Over the past 5 years we have averaged

# \$0.965

of every dollar of

# FUNCTIONAL

# EXPENSES

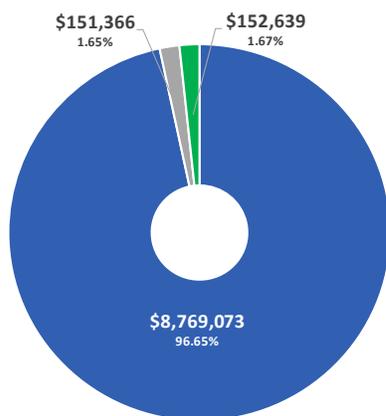
being spent on

# PROGRAM

# EXPENSES

### Total Functional Expenses

Last Five Fiscal Years [Audited]



- Programs
- Administrative
- Fundraising

# FY 2016-17 | Key K9 Highlights

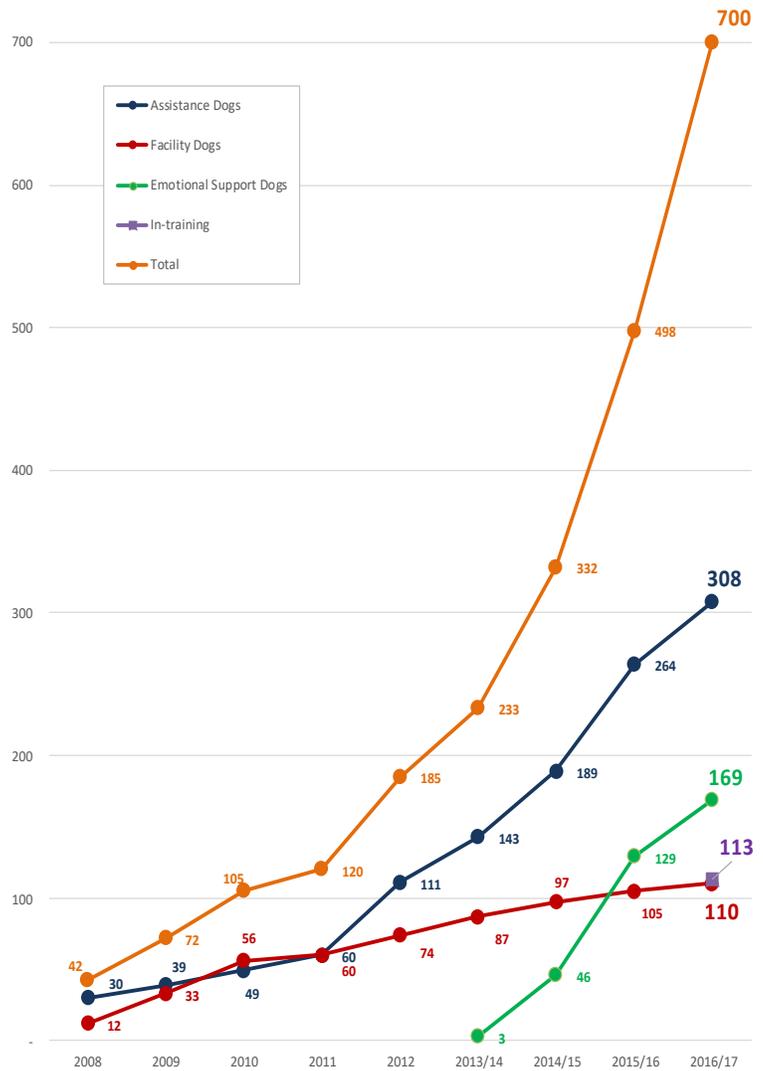
Number of Dogs: **700** | a 40.6% increase vs. FY2015-16

In-kind Trng. & Care Revenue: **\$7,039,868** | a 214.6% increase vs. FY 2015-16

K9 Asset Valuation: **\$8,880,627** | a 163.6% increase vs. FY2015-16

## SIX-YEAR AVERAGE | GROWTH RATE:

Number of K9s: **146.64%** per year



# 2017 Dog Certifications

\*per Snapshot Census December 31, 2017

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 - 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-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/>



# 2017 Breeding Lines & Litters

The paws4people Assistance Dog Breeding Program is a custom bloodline breeding program designed to produce Puppies with the personality, temperament, and disposition suitable for work as Assistance Dogs and Facility Dogs.

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



## OUR 2017 LITTERS





# 2017 Puppy Donations & Acquisitions



DESTIN

We carefully select breeders whose bloodlines and pedigrees produce Puppies with the required personality, temperament, disposition suitable to work as Assistance Dogs and Facility Dogs.

paws4people sends a very special thank you to the wonderful breeders who in 2017 helped paws4people to supplement our Breeding Program and allow us to improve our bloodlines!



HAMPTON & HARLOW



DUNE



DECLAN



DELIA



DEWEY



VIVIAN



# 2017 Tribute Puppies

A Legacy of Love Through Service

paws4people's Tribute Puppy Program honors Veterans, Service Members, First Responders, and persons who have led inspiring and exemplary lives. Please visit the Tribute Puppy Program page to read about the honorees: <https://paws4people.org/the-dogs/tribute-puppies/>

To date, 32 paws4people Dogs and Dogs In-Training have been named as tributes!



## CLAUDE

in honor of  
Claude Edward Hancock, USN  
DOD: January 8, 1993



## CONNELL

in honor of  
Jon McConnell, USA  
DOD: August 25, 2012



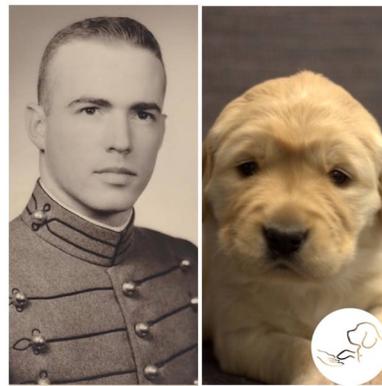
## CURRIER

in honor of  
PFC Eric Currier, USMC  
DOD: February 17, 2010



## HEATH

in honor of  
Captain David Heath, First Responder  
DOD: October 14, 2013



## SCHALL

in honor of  
James E. Schall, Jr., USA  
DOD: February 4, 1999



## VIVIAN

in honor of  
Vivian Bass  
DOD: March 23, 2016

# 2017 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, and who will train to become Facility Dogs for professionals and volunteers to be used in their workplace settings and volunteer environments. The working life of our Assistance Dogs and Facility Dogs is 8-10 years. At retirement, an Assistance Dog or Facility Dog becomes a pet of their Client or Handler.

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, paws4people's Deputy Executive Director, Training Programs and Client Services at [cece.mcconnell@paws4people.org](mailto:cece.mcconnell@paws4people.org) for more information.

# 2017 Breeding Ambassador Program Members



Connor, Kimberly & TYBEE



Harry & DARIEN



Nate & EMBER



Sara & ASPEN



David & SIDNEY



Chelsea & BRAXTON



Shane, Abby & BRITTON



Adam & BRISTOL



Sherry & SAYLOR



Cece & SHILOH



Shana & CONNELL



Madison & HEATH

# Puppy Host Family Program

In 2017, paws4people introduced the Puppy Host Family Program as part of our Puppy Development training process!

Puppy Host Families help paws4people to socialize and provide sensory experiences necessary for each Puppy to be confident and comfortable in a variety of settings and with many different people. That is an important part of the Puppy Development phase of our Assistance Dog and Facility Dog Training Program.

Each Puppy Host Family welcomes a Puppy into their home for about two weeks. The Puppy lives as a member of the Host Family and experiences the sights, sounds, smells, and activities of a home environment. The Puppy Host Family takes the hosted Puppy on outings such as soccer games, recitals, and other activities that occur in the Family's daily life. The time in a home environment prepares our Puppies for the work that each will do as Assistance Dogs and Facility Dogs, and provides an opportunity to experience a less structured schedule than the Puppies have at our Puppy Development Centers.

We thank each and every one of the 12 Puppy Host Families who participated in 2017!

If interested in becoming a Puppy Host Family, please contact Sarah Sayre, paws4people's Director, Puppy Development Centers at [sarah.sayre@paws4people.org](mailto:sarah.sayre@paws4people.org)



# Puppy Development Centers



During the Puppy Development phase of training, the focus is on intense socialization and exposure for our Puppies. It is widely accepted within dog training and psychology that the first 16 weeks of a Puppy's life have a permanent impact on the Puppy's temperament, psyche, and ability to train.

Our staff and volunteers take our Puppies on outings in order to expose them to many textures, sights, sounds, smells, members of the public, and experiences as possible during the imprinting phase. That results in extremely social, confident Puppies who are ready to begin their specialized training in our paws4prison Program!

paws4people has three Puppy Development Centers to provide the socialization and sensory experience for our Puppies during their crucial development phase:

**PDC ILM (WILMINGTON):** in conjunction with UNCW student trainers and interns.

**PDC MA (MID-ATLANTIC):** in conjunction with organization volunteers, this PDC focuses on the Maryland, Washington, DC, and Virginia region, educating and raising awareness of the importance of Assistance Dogs in and around the nation's capital.

**PDC NY:** in conjunction with organizational volunteers in the New York metropolitan area.

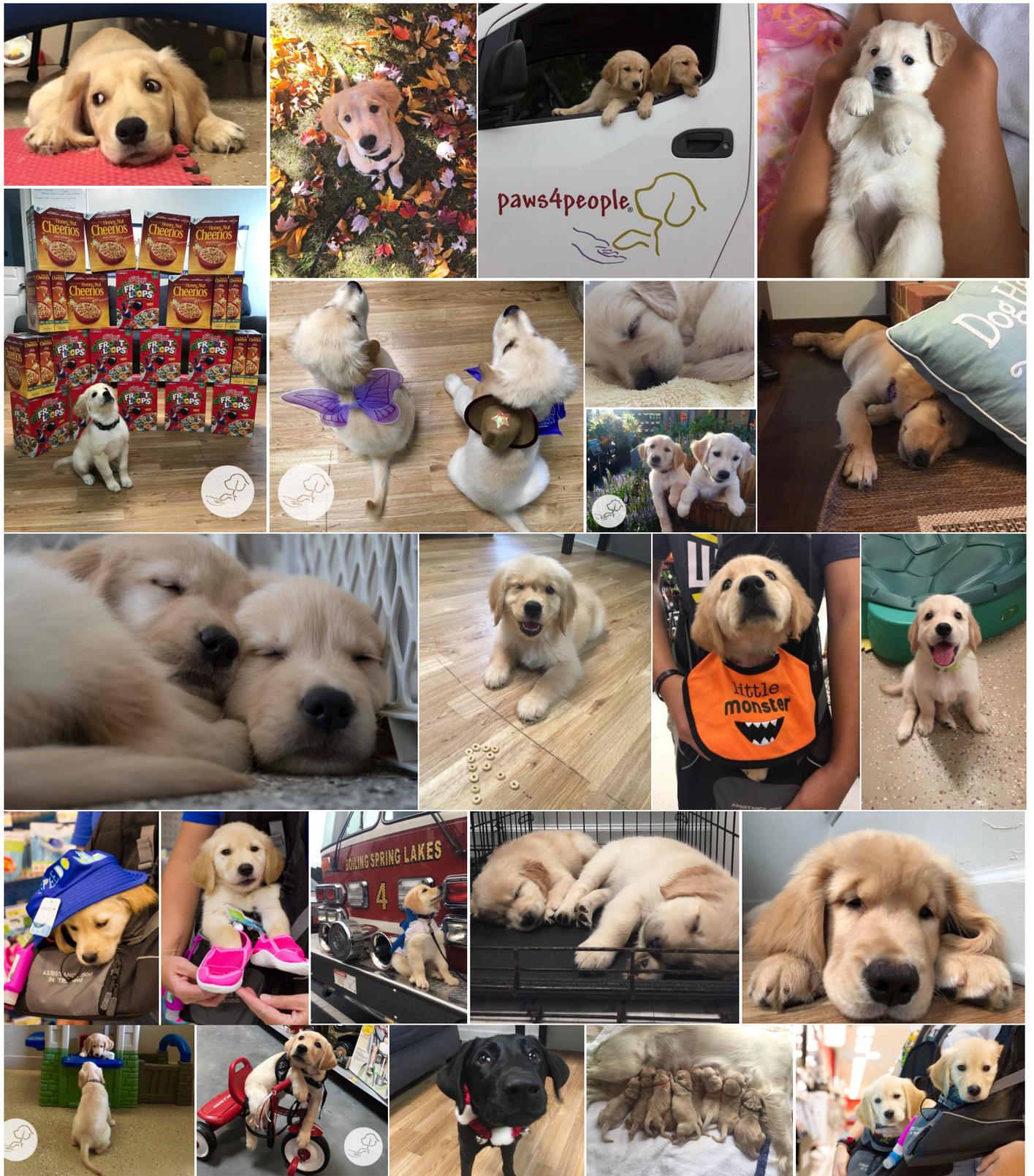
## 2017 PDC STATISTICS

- Completed over **400** puppy outings
- PDC Student Interns: **63**
- **55** puppies have called the PDC "Home"



In 2017, paws4people awarded Assistance Dog Trainer - Puppy Development certificates to **14** individuals.

# The 2017 Puppy Picture Party



# The 2017 Puppy Picture Party



# paws4prisons®, LLC

paws4prisons continues to be an integral part and is the largest training venue of the paws4people Assistance Dog Training Program.

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



paws4prisons®



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!



- |   |   |
|---|---|
| <ul style="list-style-type: none"> <li>• Mike Coleman, Acting Commissioner</li> <li>• Jim Rubenstein, Former Commissioner</li> <li>• Amanda Rubenstein, Unit Manager, SMCC and paws4prisons WVDOC Mentor</li> <li>• CJ Rider, Director of Inmate Services and Activities</li> </ul> | <ul style="list-style-type: none"> <li>• Ralph Terry, Acting Warden, Mt Olive CC</li> <li>• Valorie Adkins, Unit Manager, Mt Olive CC</li> <li>• Clifton Carr, Counselor, Program Manager, Mt Olive CC</li> </ul> |
| <ul style="list-style-type: none"> <li>• Patrick Mirandy, Warden, St Mary's CC</li> <li>• John Anderson, Deputy Warden, St Mary's CC</li> <li>• Jack Stollings, Associate Warden, St Mary's CC</li> </ul>   | <ul style="list-style-type: none"> <li>• J.D. Sallaz, Acting Warden, Lakin CC</li> <li>• Phillip Putney, Unit Manager, Lakin CC</li> <li>• Julie Price, Counselor, Program Manager, Lakin CC</li> </ul>           |

We greatly admire and are so appreciative of the five West Virginia Correctional Centers participating in the paws4prisons Program:

### LAKIN CORRECTIONAL CENTER (LCC)

LCC is an all female state facility located in West Columbia, WV. The paws4prisons Program has been operational inside of LCC for 7 years. LCC is one of the locations to which we send our Puppies from the Puppy Development Centers. The women begin to teach the Puppies our 100-Command Matrix before they move to other training venues within the paws4prisons Program.



### PRUNTYTOWN CORRECTIONAL CENTER (PCC)

PCC is an all male minimum and medium security state facility located in Grafton, WV. PCC began its participation in the paws4prisons Program in May 2013. PCC is a paws4prisons Program training venue for scent work. The S2P Program at PCC partners with the Marion County Animal Shelter.



### ST. MARY'S CORRECTIONAL CENTER (SMCC)

In February 2014, SMCC became the third WVDOC facility to partner with paws4people by implementing the paws4prisons Program. The paws4prisons Program teaches inmates to train various types of Assistance Dogs and then manages and supervises the training of these Assistance Dogs for and in support of the mission of paws4people. The S2P Program at SMCC partners with the Pleasants County Humane Society.



### MT. OLIVE CORRECTIONAL CENTER (MOCC)

MOCC is an all male maximum security state facility located in Mt. Olive, WV. MOCC began its participation in the paws4prisons Program in May 2014. MOCC provides an excellent training venue because of its prison hospital, infirmary, hospice center, and psychological treatment facilities, which give our Assistance Dogs In-Training valuable exposure to and experience in those environments.



### SALEM CORRECTIONAL CENTER (SCC)

SCC is an all male minimum security state facility located in Salem, WV. SCC began its participation in the paws4prisons Program in May 2014. SCC was the first paws4prisons Program training venue for scent work. The S2P Program at SCC partners with the Marion County Animal Shelter.



paws4people Assistance Dogs Actively Training in the paws4prisons Program as of end of each Fiscal Year:

2014: 132

2015: 128

2016: 73

2017: 113

132 total Inmate Trainers in the paws4prisons Program provided in-kind services of

**\$5,470,925**

July 1, 2016-June 30, 2017!



ROCKY

VEGAS

BRUNO

SPENCER

TUCKER

SULLY

JACK

# Shelter-2-Pet Program

paws4people, while not a rescue organization, recognizes the importance of helping to save our nation's homeless pets. As a result, we have a dedicated Shelter-2-Pet Program (S2P Program) in our paws4prisons Program locations.

We are very proud to work with the following organizations in West Virginia:

- Pleasants County Humane Society, St Mary's, WV
- Marion County Humane Society, Fairmont, WV
- New River Humane Society, Fayette, WV

These organizations 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 have much greater adoption potential. During those 8 weeks, S2P Program dogs build trust and bonds with Inmate Trainers, which helps them to build trust and bonds with the individuals and families who adopt them.

When the S2P Program dogs show the temperament and characteristics for Assistance Dog, Facility Dog, Emotional Support, or scent work, they are given an opportunity to join the paws4prisons Program.



# 2017 Bumps

A Bump is paws4people's proprietary process by which each Assistance Dog In-Training chooses a Client.

Bump traditionally take place within our paws4prisons Program locations. That is done so that the only "variables" in the Assistance Dog In-Training's environment are the Clients from which the Dog will choose. Occasionally, circumstances require that a Bump is held in another location.

We identify Assistance Dogs In-Training who we believe will best mitigate each Client's disability and specific needs. During a Bump, each Dog is introduced to the Client while paws4people staff and trainers observe for bonding behaviors. Over the course of a Bump, a strong bond and relationship is confirmed in the eyes of the Client and paws4people staff and trainers, and that Dog has Bump with that Client.

The remainder of each Bumped Assistance Dog In-Training is devoted to customizing skills to the Client. Assuming that all graduation requirements are met during the duration of the Client's training, graduation is planned and a successful Team is created!

The majority of Assistance Dogs In-Training are born and raised through our Breeding Program and, as a result, they have a 90+% graduation rate!

March 2017 - St. Mary's CC  
 July 2017 - St. Mary's CC  
 December 2017 - St. Mary's CC



A total of 23 Clients Bumped in 2017.

8 paws4people Teams  
 12 paws4vets Teams  
 1 Facility Dog Team  
 2 paws4firstresponders Teams

We are so happy to welcome each new Team to the paws4people family!



# 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 for academic credit consisting of a four-course progression which focuses on the use of Assistance Dogs to *control, regulate, and mitigate*<sup>SM</sup> symptoms of life-altering physical, psychiatric, and/or behavioral disabilities in children, teens, adults, Veterans, and Service Members, and the use of Facility Dogs by professionals and volunteers in their workplace and other settings.

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

The ADTP completed its **6TH FULL ACADEMIC YEAR** in May 2017.

To date **OVER 1,000 STUDENTS HAVE PARTICIPATED** in the ADTP Program course work.

In FY 2016- 17, **37 STUDENTS COMPLETED THE FULL ADTP**, earning their paws4people Assistance Dog Trainer - Public Access Certificate!

During FY 2016-17 ADTP academic year, students completed **78,447 TRAINING HOURS!**

Many students remain active as volunteers providing help with training and by attending and hosting educational and awareness building events.

**8 ADTP ALUMNI** are employed full time with paws4people!



# UNCW Student Trainers & p4p Dogs In-Training



UNIVERSITY of NORTH CAROLINA WILMINGTON

# CHHS

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

## Assistance Dog Training Program

paws4people 





## Intervention Transfer Training<sup>SM</sup>

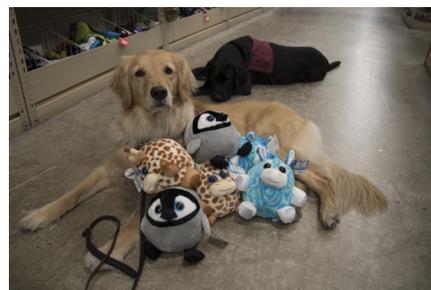
The process of a Client learning to utilize an Assistance Dog to *control, regulate, and mitigate*<sup>SM</sup> the symptoms of the Client's disability is known as *Intervention Transfer Training*<sup>SM</sup> (ITT).

ITT is conducted by highly-experienced and specially-trained paws4people staff and trainers who work closely with each Team to ensure that each Client knows how to use the Assistance Dog to meet individual needs. These sessions are customized for each Client. The number of ITT Sessions varies by Client and can take up to a year.

Clients come to Wilmington, NC for ITT Sessions which are 3 days long. A minimum of 3 ITT Sessions are required for each Client. The number of additional ITT Sessions is determined on an individual basis. The Dog will not go home with their Client until paws4people staff is assured that the Dog-Client Team is comfortable, safe, and working effectively together.

Civilians (children, adolescents, and adults), Veterans, Service Members, and First Responders 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 ITT Sessions.

In 2017, in addition to 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 11-13, 2017**

Attendees: 15  
 paws4people: 5 teams  
 paws4vets: 8 teams  
 paws4firstresponders: 2 teams  
 Black Vested: 2 teams

**FEBRUARY 8-10, 2017**

Attendees: 15  
 paws4people: 2 teams  
 paws4vets: 11 teams  
 paws4firstresponders: 2 team  
 Black Vested: 2 teams

**MARCH 15-17, 2017**

Attendees: 18  
 paws4people: 3 teams  
 paws4vets: 13 teams  
 paws4firstresponders: 2 teams  
 Black Vested: 2 teams  
 Red Vested: 4 teams



**APRIL 12-14, 2017**

Attendees: 23  
 paws4people: 5 teams  
 paws4vets: 16 teams  
 paws4firstresponders: 2 teams  
  
 Black Vested: 2 teams  
 Red Vested: 2 teams

**MAY 2-5, 2017**

Attendees: 14  
 paws4people: 2 teams  
 paws4vets: 11 teams  
 paws4firstresponders: 1 team  
  
 Black Vested: 3 teams  
 Red Vested: 1 team

**JUNE 7-9, 2017**

Attendees: 25  
 paws4people: 5 teams  
 paws4vets: 15 teams  
 paws4firstresponders: 1 team  
  
 Black Vested: 2 teams  
 Red Vested: 1 team  
 Secondary Handler: 4 teams



**JULY 5-7, 2017**

Attendees: 21  
 paws4people: 5 teams  
 paws4vets: 15 teams  
 paws4firstresponders: 1 team



**AUGUST 2-4, 2017**

Attendees: 25  
 paws4people: 4 teams  
 paws4vets: 19 teams  
 paws4firstresponders: 1 team

Red Vested: 4 teams  
 Secondary Handler: 1 team



**OCTOBER 11-13, 2017**

Attendees: 21  
 paws4people: 10 teams  
 paws4vets: 9 teams

Secondary Handler: 2 teams



**NOVEMBER 8-10, 2017**

Attendees: 19  
 paws4people: 10 teams  
 paws4vets: 9 teams

Black Vested: 1 team  
 Secondary Handler: 1 team



**DECEMBER 6-8, 2017**

Attendees: 16  
 paws4people: 8 teams  
 paws4vets: 8 teams

Black Vested: 9 teams

# 2017 ITTs In Action





# Handler Training

Handler Training is the process by which each Handler learns to utilize and integrate the Facility Dog into the workplace or volunteer setting and animal assisted interventions into the services that the Handler provides to individuals, clientele, and others in that setting.

paws4people provides Handler Training to enable the Handler and Dog to perform as an effective working Facility Dog Team. Handler Training includes proper care and maintenance of the Dog, the Dog's Command Set, and the laws concerning Facility Dogs and the Team's rights and limitations as such. Handler Training is conducted over no less than a 10-calendar day period of time. The number of additional Facility Dog Training Sessions is determined on an individual basis. The Dog is not released to the Handler until paws4people staff is assured that the Dog-Handler Team is comfortable, safe, and working effectively together.

On December 4-5, 2017, paws4people held its first exclusive Facility Dog Seminar and Handler Training in Wilmington, NC.





## PPMC

After years of searching, paws4people was presented with an opportunity in early 2017 to acquire an 11-acre property formerly utilized as an inpatient mental health facility in Castle Hayne, NC. During the last 10 months, the campus has been studied, surveyed, evaluated, and designed as the location for paws4people's ADDIE's Way.

Opening ADDIE's Way will allow us to transition from once-per-month, community-based training to an immersion program, accelerating progress and allowing us to work with far more severe, at-risk individuals (Veterans with PTSD, TBI, Military Sexual Trauma, and/or Moral Injury, or Civilians with Sexual Trauma, severe behavioral issues and/or suicidal histories).

While staying at ADDIE's Way, Clients will learn recovery strategies that will help them reclaim their lives. A customized wellness plan will be created to best suit each Client's circumstances and goals, combining professional coaching and peer mentoring with paws4people's proprietary *K9-centric Post Traumatic Growth<sub>SM</sub>* trauma-resiliency program to create real, lasting change to save their lives.

Client families and significant others also will be afforded the opportunity to participate in the Client training and programming, as well as participating in their own unique Family Support Network.



## ADDIE'S WAY

a campus for K9-centric Post Traumatic Growth<sub>SM</sub>

# PAWS Family Support Network

As an organization, we realize the stress and hardships family members must endure as they care for their loved ones. It can be a lonely and demanding task. We formed the PAWS Family Support Network in February 2016 to begin addressing the needs of the family.

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.



## 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 address self-care strategies for families; and
- constant encouragement from our Family Support Advisory Group to provide supportive links, hot-lines, and personal support so family members are never alone on their journey.



WE ARE NOT  
GOING TO TELL  
YOU TO GET  
OVER IT; WE  
ARE GOING TO  
HELP YOU GET  
THROUGH IT.



paws4people’s 6th Annual Family Reunion & Graduation was held over the weekend of October 6-7, 2017. 250 members of 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.

Wine and Wags was a much welcome time to relax after a full day of Public Access Tests (PATs) on Friday.

The Graduation Ceremony began on Saturday at noon. Masters of Ceremony, Terry Henry and Cece McConnell, were excellent hosts.

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 6 pm on Saturday.

MSgt Chris Willingham, USMC & K9 Lucca, SSD, keynoted our Annual Dinner. MSgt Willingham's speech was captivating, inspiring, and a profoundly moving experience for everyone!

Kyria Henry recognized staff and volunteers for all of their hard work, kindness, and generosity. Without all of you, we cannot do any of this. You are always willing to be there for us whenever we need you.



# 2017 Graduation Statistics

## GRADUATES PRESENT

- 14 MED-PSY (primary)
- 2 PND-MAD (primary)
- 1 MED-IRD (primary)
- 2 PND-STP (primary)
- 1 MED-AMB (primary)
- 1 MED-DAD (primary)
- 3 FD-CRD (primary)
- 1 FD-CEA (primary)



1 Dog was awarded **SECONDARY CERTIFICATION AS A FACILITY DOG** at Graduation: BOULDER II.

We are very proud of our UNCW 3rd and 4th semester students who completed **78,447** student training hours between July 1, 2016 and June 30, 2017, which has an In-kind Donation Valuation of **\$1,568,943!**







# The 2017 SIDNEY Awards

Introduced this year, The SIDNEY Awards are awarded for Excellence in Veterinary Care. Award winners were announced at our 6th Annual Family Reunion.



DR. KENNETH LAYTON, DVM  
PINE VALLEY ANIMAL HOSPITAL



DR. RUDI RICHMAND, VMD  
PINE VALLEY ANIMAL HOSPITAL & EASTERN CAROLINA VETERINARY REFERRAL  
(Accepted by Jeannie Layton of Pine Valley Animal Hospital)



DR. TODD SMITH, DVM  
HOPE ANIMAL HOSPITAL





# The 2017 ADDIE Awards

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. At her passing, she had the following certifications:

- SOCIAL-THERAPY DOG, EDUCATIONAL ASSISTANCE DOG;
- ASSISTANCE DOG-REHABILITATIVE FACILITY DOG; AND
- ASSISTANCE DOG-PSYCHIATRIC.

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 2017 ADDIE Awards winners are:

- paws4people Assistance Dog & Handler (over 18) presented to COAL (PND-MAD)
- paws4people/paws4vets Assistance Dog & Handler (under 18) presented to MASON (MED-HRG)
- paws4vets Assistance Dog & Handler (over 18) present to JACKSON (MED-PSY)
- paws4people Facility Dog & Handler presented to EMBER (FD-CRD)



# 2017 paws4people Annual Events

## 9TH ANNUAL 5K AND 1 MILE FUN WALK



paws4people hosted its 9th Annual 5K and 1 Mile Fun Walk at Empie Park on Sunday, April 23, 2017.

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 dogs on the course. The finish line was steps away from the off-leash dog park. Our four-legged friends loved this run.

Our great friends at the Wilmington Brewery Company hosted our 5K Kick Off Party on Friday, March 24, 2017 from 5 pm to 8 pm. Wilmington Brewery Company presented a new beer. \$1 from each of the new beers sold were donated to paws4people!

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

Thank you so much to all of our 9th Annual 5K and 1 Mile Fun Walk sponsors, including our official food and water sponsor, Publix!



## 2ND ANNUAL STEP UP TO THE TEE FOR VETERANS



Many old and new friends gathered on Friday, May 19, 2017 for the paws4vets 2nd 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.

Over 100 golfers played golf and participated in silent and live auctions to honor our Veterans.

# 'Merica!

Thanks to a generous donation, paws4people was able to reveal our newest custom-wrapped vehicle. Nicknamed 'Merica, this vehicle is used as the paws4vets CFC vehicle, shuttling dozens of Clients, Handlers, staff, and Dogs to and from events to raise awareness for our Program. Featured on the vehicle is MSgt Steve Gagnon, USMC (ret.) with his AD-MED [PSY] SILER.

Both the vehicle and the custom wrap were donated anonymously to paws4vets. The official paws4vets vehicle has already attended a number of events across the nation, raising awareness about paws4vets and our life-changing Assistance Dogs. We are so very grateful for this generous and incredibly eye-catching donation.

Dog bless 'Merica!



# 2017 Major Events

## HOCKEY FOR HEROES AT NAVAL ACADEMY

For the 4th consecutive year, the Navy Youth Hockey organization hosted its season-ending Hockey for Heroes event on Friday and Saturday, March 10 and 11, 2017 at the McMullen Ice Arena in Annapolis, Maryland. The 24-hour ice hockey tournament to benefit wounded Veteran organizations has become both a mainstay and annual favorite for the club and local ice hockey community, creating an energetic and powerful fundraiser that brings families, players, companies and fans together for 7 selected charities.

The round-the-clock tournament featured 25 friendly games with kids, schools, and adult clubs signing up to compete and, more importantly, fundraise for several local and nationwide wounded-Veteran charities. The event's growth, with more than 700 players and nearly 100 volunteers, is a testament to the expansion of hockey in the region and the generosity of the Navy club toward Veterans. This year's tournament beneficiaries included paws4vets.

We thanked, honored, and celebrated our service men and women for 24 consecutive hours.



## 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 4, 2017, we gathered together at Stone Mountain Golf Course for the 8th Annual Charity Golf Tournament.

On behalf of everyone at paws4people and 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!



## THREE RANGER'S 1ST ANNUAL GOLF OUTING

A special thanks to all who attended the Three Rangers Foundation's 1st golf outing at Piney Branch Golf Course in Upperco, Maryland on Thursday, May 25, 2017.



The Three Rangers vision is to "Lead the Way" for Veteran-focused companies by setting the example of commitment, community, and leadership for all to follow. The Three Rangers Foundation was founded with the purpose of giving back to the Veteran community.

Proceeds from <http://threerangers.com> purchases directly support the Three Rangers Foundation: <http://threerangersfoundation.org/>

Marcus Hull is the Financial Director for Three Rangers Foundation. He served in combat with the 75th Ranger regiment. Marcus builds upon his professional experience as an Accredited Wealth Manager with RBC Wealth Management and chairs the company's Veterans Initiative.

paws4people staff Terry Henry & CAMPBELL, Cathy Demeroto & LINDEN, and Randy Powers & MORGAN attended.

From the golfers, sponsors, friends and patriots in attendance, you truly made the event a most memorable occasion. We look forward to next year!!



## 2ND ANNUAL SHORE POINT ADVISORS COCKTAIL RECEPTION

Shore Point Advisors hosted its 2nd annual fundraising event to benefit paws4vets at the Crystal Point Yacht Club in Point Pleasant, New Jersey on Sunday, June 4, 2017.

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

paws4people staff Sam Cleary along with paws4vets Clients SGT. Adam Campbell, USA (ret.) & KENAN and CW04 Rick Sambenedetto, USCG (ret.) & SALVI attended the event.

The event was a tremendous success, raising more than \$20,000.

We are so thankful for your gracious donation and continued support!

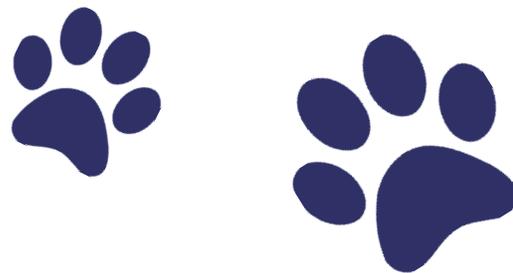


## MILITARY OFFICERS ASSOCIATION OF AMERICA PICNIC

Military Officers Association of America (MOAA) is the nation's largest and most influential association of military officers. MOAA is a powerful force speaking for a strong national defense and representing the interests of military officers and their families at every stage of their careers.

The event was held on Saturday, September 30, 2017 at the Maryland Agricultural Center in Cockeysville, Maryland, 150 acres including fields, forests, and trails.

paws4people staff Terry Henry & CAMPBELL attended along with paws4vets Clients April Cook, USN Veteran & Claire, Walter Parker, USA Veteran & JACKSON, and paws4people Client Eva Rocke & DAYTON.



## 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 2, 2017.

paws4people staff Cathy Demeroto & LINDEN and Randy Powers & MORGAN attended along with paws4vets LTC Elise Hunt, USA (ret.) & COWBOY.

A huge thank you to Iron Bow Technologies 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 the Raspberry Falls Golf & Hunt Club in Leesburg, VA on Friday, October 13, 2017.

Built in 1996, the Raspberry Falls Golf & Hunt Club stands on what was once a raspberry farm in a very fertile area of Virginia, and is Virginia's only Gary Player Signature Design Scottish links-style Golf Course.

paws4people staff Cathy Demeroto & LINDEN and Randy Powers & MORGAN along with paws4vets Client Nathan Pickering, USA Veteran & BANKS attended the event.

Nathan spoke with guests about the ways in which BANKS has changed his life. We are so grateful to have Warrior Salute as one of our Sponsors!



## BARKTOBERFEST

On Saturday, October 14, 2017, the St. James paws4vets Committee hosted their first Barktoberfest at Check Six Brewery in Southport, NC. Committee members BJ and Shelli did a great job coordinating such a fun evening.

We had entertainment from the band Lockwood, food from Wallace Catering Company & Sunset Slush, a 50/50 raffle, and Check Six donated \$1 to paws4people from each beer sold.

paws4people staff Sam Cleary and Bailey Moore along with paws4people Client Alexa & WALLIS had a chance to give the crowd a demonstration.

It's awesome when we get to show large groups how our highly-trained Assistance Dogs help to *control, regulate, and mitigate*<sup>SM</sup> the symptoms of many of our Clients.



## IRON BOW TECHNOLOGIES NATIONAL SALES CONFERENCE

On Saturday, December 16, 2017, paws4people staff Kyria Henry & RHYS and Cathy Demeroto along with paws4vets Client CPO John Fleming, USN (ret.) & MERCER attended the Iron Bow Technologies National Sales Conference in West Palm Beach, Florida.

It is an honor to be invited to our sponsor's events. We are so thankful for their love and support. Our organization couldn't grow and help so many without folks like you!



## ARMY-NAVY GAME & GENERAL'S HOT SAUCE TAILGATE

On Saturday, December 9, 2017, rivals faced off in a snowstorm at Lincoln Financial Field, Philadelphia for their 118th meeting.

paws4people staff Sam Cleary, Cathy Demeroto & LINDEN, Randy Powers & MORGAN along with paws4vets Client MSG Doug Alexander USN (ret.) & PARKER with his son Garrett Alexander enjoyed the football game tailgater with Veteran-owned and Louisiana-based Smoke Hall Foods L3C and sampled the 3 flavors of The General's Hot Sauce. Smoke Hall Foods L3C donates "a meaningful percentage" of its sales to paws4people for which we are very grateful!

The paws4vets Assistance Dog 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 PTS.

To order the paws4vets 3-Pack, which directly supports the paws4vets Assistance Placement Program:

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



# 2017 Pay-It-Forward (PIF) Campaign

The Pay-It-Forward (PIF) is a separate and distinct process whereby each Direct Client and Direct Handler voluntarily engages in education, awareness raising, fundraising, and/or other efforts on behalf of the organization, which help the organization to continue to raise, train, and place more Assistance Dogs and Facility Dogs with more people.

The PIF gives each Direct Client and Direct Handler an opportunity to tell their story, and to talk about the ways in which their Assistance Dog or Facility Dog is transforming their life and the lives of others.

For each Direct Client, the PIF is an important part of their process to build a fuller, more independent life. Each Direct Client is applying and honing skills acquired during ITT, and using their Dog to **control, regulate, and mitigate<sub>SM</sub>** their symptom set in new environments and while interacting with new people. Each Direct Client is building bonds and deepening connections, decreasing isolation, becoming more social, and increasing self-esteem, confidence, and feelings of self-worth and making a real difference. Each Direct Client inspires and motivates others to find a way forward and to deal with life-altering disabilities.

For each Direct Handler, the PIF raises awareness and educates communities about the ways in which each Handler utilizes and integrates the Facility Dog into the workplace or volunteer setting and animal assisted interventions into the services that the Handler provides to individuals, clientele, and others in that setting. Each Direct Handler is an innovator and leader in their profession or as a volunteer.

The average value of a fully trained paws4people Assistance Dog or Facility Dog is \$61,000. The PIF 1 Goal of \$10,000 is 16.7% of the average value of each fully trained Assistance Dog or Facility Dog. Thus, the \$10,000 PIF 1 Goal for Direct Clients and Direct Handlers is reasonable and realistic based on the value of the Dog placed with each.



**Clicks 4 Paws**  
A pet portrait event benefiting paws4people

Through participation in the PIF, each Direct Client and Direct Handler becomes a member of the paws4people family, and in turn, helps the next members of the paws4people family, just as the previous members helped them. This ripple effect among Direct Clients and Direct Handlers is the very essence of the PIF.

Analysis of financial data shows that in the fiscal year ended June 30, 2016 shows:

**PIF 1 INCOME WAS \$169,677.**

Total Net Income = \$1,254,205

**PIF 1 INCOME ACCOUNTED FOR 13.5% OF TOTAL ORGANIZATIONAL INCOME.**

Therefore, the organization is not solely reliant upon PIF 1s; however, without the support the PIF 1s of Direct Clients and Direct Handlers, our output of Assistance Dogs and Facility Dogs would decrease substantially.



#### EXAMPLES OF 2017 PIFs INCLUDE:

- January 27-28, 2017: Belle Grove Plantation (King George, VA) - all proceeds from daily plantation tours donated to paws4vets
- January 28-29, 2017: A Dog's Purpose Tabling Event (Paragon Village 12, Fredricksburg, VA)
- February 16, 2017: Veteran Rib Dinner and Safety Stand Down (Wilmington, NC)
- March 1, 2017: Janet Wall Paint Party Fundraiser
- March 8, 2017: Eve Rocke, BJ's Restaurant Give Back
- March 16, 2017: Mia Marchese, Panera Bread Give Back
- March 23, 2017: Brody's Bar and Grill Give Back Night (Beaufort, SC)
- March 26, 2017: Kate Mejaski, 2nd Annual Clicks4Paws
- April 5, 2017: Bully Free Club Event (Cedar Forest Elementary School, Fredricksburg, VA) with Randy and MORGAN and Walter and JACKSON
- April 9, 2017: Sensory Family Bunny Time with Randy and MORGAN (Spotsylvania Towne Center Mall, VA)
- May 6, 2017: One Call for Dustin Hess and TAHOE (South Boston Volunteer Fire Company Support Center, South Boston, VA)
- May 6, 2017: Sonya Rose, Dog Competition Fundraiser
- May 7, 2017: USMVMCWV Poker Run for Robbie and AVERY (Huntington, WV)
- May 9, 2017: Fat Patties Give Back Night (Beaufort, SC)
- May 29, 2017: Michael Scott, Community Fun Day
- June 16-18, 2017: 3rd Annual Topwater Classic Fishing Tournament at Red Nun (Dennis Port, MA)
- June 17, 2017: First Annual Ladies of Belle Grove Bazaar (Belle Grove Plantation, King George, VA)
- August 27, 2017: Benefit Concert for Anna and MOSS (Craven Community College, New Bern, NC)



paws4people awarded the 2017 PIF Excellence Award Recipient to Rachael Wessell & DAWSON!



# 2017 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 a fantastic CFC season. We did over 75 events from the Office of the President, to the CIA, and even Fort Mead. Pledges are still coming in from the 2016 campaign, and we are just shy of \$490,000. We hope that pledges hit the \$500,000 mark for the 2017 campaign (October 2, 2017-January 12, 2018). 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. MORGAN, JACKSON, CLAIRE, 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 or retiree of the Federal government anywhere in the world, we humbly ask that you pledge any amount you can through the CFC program to paws4vets CFC# 19324.

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



# USU



## Spotlight: WWSDP III

### Wounded Warrior Service Dog Program III

On September 27, 2017, paws4people received notice that it was awarded **\$300,000** by the Uniformed Services University of the Health Sciences for the Wounded Warrior Service Dog Program (WWSDP III).

The WWSDP III funds support operational expenses associated with the training and placement of 10 highly-trained Assistance Dogs with Veterans and Service Members during the grant period October 1, 2017 through September 30, 2018.

The average total cost of each fully trained Assistance Dog is \$61,000.

With the support of the WWSDP III, paws4people will place more life-saving Assistance Dogs with Veterans and Service Members and their families living with PTS, TBI, MST, Moral Injury, and other neurological, psychological, and/or physical disabilities.

There are 22 Veterans dying from suicide each and every day. paws4vets has been helping dozens of Veterans and Service Members each year. With the WWSDP III funds, we move one step closer to our goal of helping hundreds of Veterans and Service Members each year.

## THANK YOU, WWSDP!



# 2017 NC SECC

## North Carolina State Employees Combined Campaign

The North Carolina State Employees Combined Campaign (NC SECC) launched the 2017 campaign on August 18, 2017 with a charity fair and lunch on Bicentennial Plaza in downtown Raleigh. paws4people was one of 80 charities invited to participate, 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 2017 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 2016 campaign raised more than \$3.8 million pushing the total amount raised through the campaign to almost \$104 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.

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



Are you a state employee?



We're participating in the SECC!

Designate Code # 5043



# Assistance Dogs International

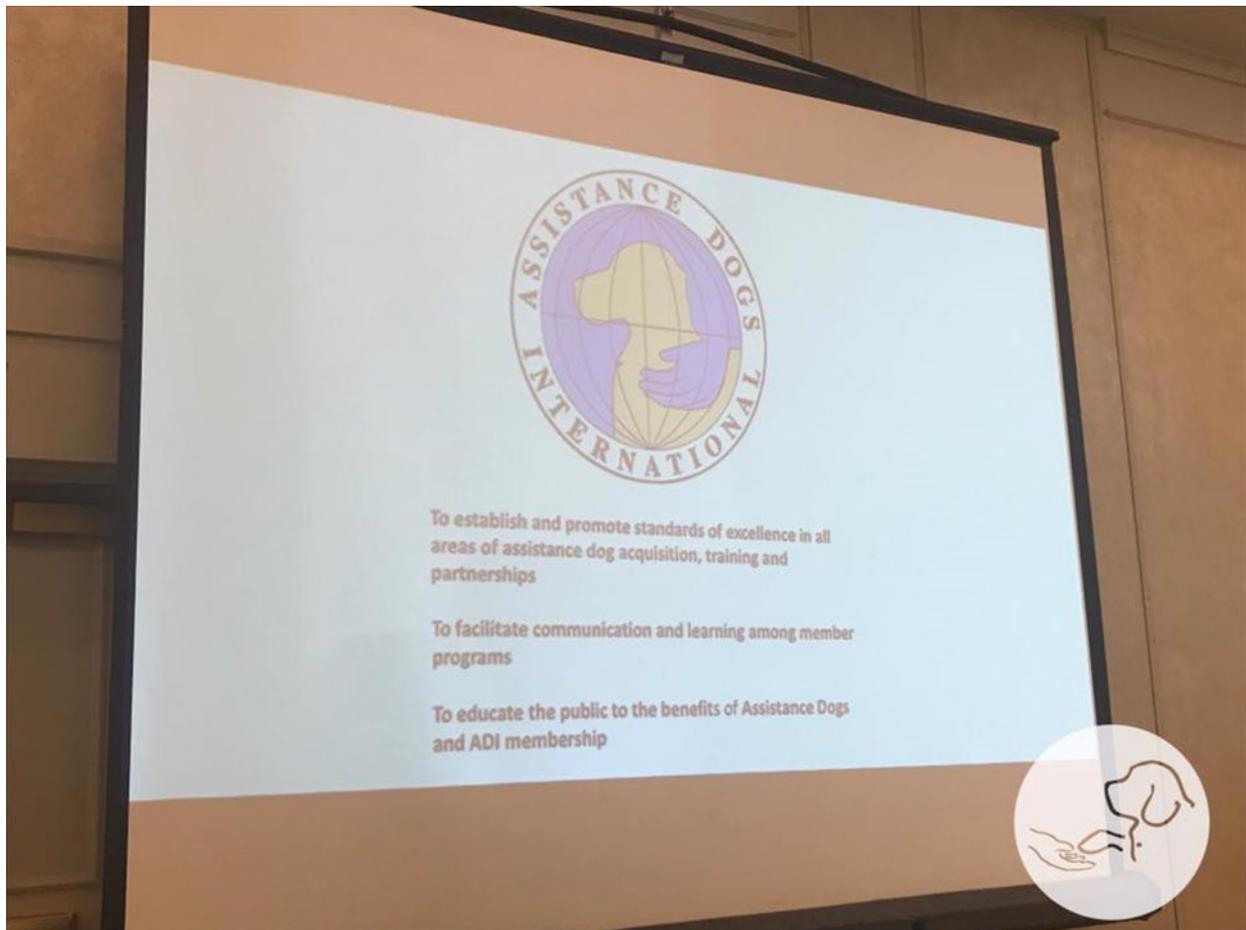
PTS Trainers' Symposium in Gaithersburg, Maryland

On October 28-October 30 2017, Kyria Henry, Danielle McPhail, and Dawn Richard-Cook travelled to Gaithersburg, Maryland and attended the Assistance Dogs International (ADI) PTS Trainers' Symposium. paws4people is a Candidate of ADI.

We met with ADI trainers, mental health professionals, officials from the U.S. Department of Veteran Affairs, and Veterans for three days of training workshops, presentations, panel discussions, and sharing information focused on the placement of Assistance Dogs with Veterans with military-related PTS.

We learned ways in which we can continue to improve and elevate our standards to produce life-changing and life-saving Assistance Dogs. We were so excited to be able to meet with and collaborate with our peers!

We can't wait for the ADI conference on August 18-23, 2018 at the Hyatt Regency Mall of America in Bloomington, Minnesota!





# AAll International Conference

Animal Assisted Intervention International (AAll) in Vienna, Austria

In May 2017, Kyria Henry and Kaylie Miller travelled to Vienna and attended the Animal Assisted Intervention International (AAll) Development Meeting for members only. paws4people is a Full Member of AAll.

AAll grew out of many discussions within Assistance Dogs International (both the American and European chapters) about how best to support the growing number of organizations working in the field of Animal Assisted Intervention. AAll is a separate organization to ensure that a clear distinction between the Assistance Dog and Animal Assisted Intervention working models is maintained. There are also many common factors in the work promoted by ADI and AAll, and the two organizations maintain close contact - including holding joint conferences.

They also took time to enjoy the beautiful city of Vienna, which apart from being regarded as the City of Music because of its musical legacy, is also said to be "The City of Dreams" because it was home to the world's first psycho-analyst - Sigmund Freud.



# Spotlight: Our Facility Dogs

Ben David is a District Attorney for New Hanover and Pender Counties in North Carolina. He works with victims of crimes, many of whom are children, both in and out of the courtroom. These victims have witnessed trauma that they often find difficult to talk about. POTTER is a great asset for the District Attorney's office. POTTER is able to bring comfort to victims of crime both in the office, and in the court room during trial. He puts these individuals at ease, allowing Ben David and office staff to help guide them through the trial process much easier. He is also a big help in improving staff morale, providing comfort to office staff who often are confronted daily by upsetting and, often times, devastating crimes.



Sherry Cain is the Center Supervisor at the New Hanover County Juvenile Detention Center. SAYLOR works alongside Sherry Cain in her day-to-day work in the center. SAYLOR is there for kids while being checked in, as it can often be an intimidating and stressful process. SAYLOR is a ball of happiness that adds a unique twist to a normal detention center. SAYLOR motivates the kids to have good behavior, do their schoolwork, and helps relieve stress when they are missing home. SAYLOR also welcomes lots of pets from the detention center's staff anytime they need some decompression. She is also in paws4people's Breeding Program and has had two litter of future Assistance Dogs. The kids enjoy being able to watch SAYLOR's puppies learn and grown into Assistance Dogs that will be changing people's lives.



First Sergeant "TK" Nowell is with the Brunswick County Sheriff's Office (BCSO). She assists with the Project LifeSaver Program, teaches RAD (Rape Aggression Defense/Self Defense to Women), works with victims of sexual assault/trauma and works in the school districts educating children. Deputy BOULDER is a tremendous asset to BCSO! BOULDER assists TK Nowell when she is working in her career, visiting the Project LifeSaver participants, working with sexual trauma victims and children in the community. He also helps TK Nowell by alerting to her anxiety and anchoring when necessary to reduce the stress that comes with working in a high stress career.



Alethea Jenkins is the owner and director of the Jenkins Preschool Academy in Wilmington, NC. COLLIER works along-side her, visiting the different classrooms throughout the day. COLLIER and Alethea Jenkins work together encouraging and enhancing students' various social and emotional developmental skills. COLLIER also adds an exciting component to the many hands-on learning activities in the daily pre-school environment. Students can "teach" and learn with COLLIER as she has been trained to read cue cards with commands and numbers. Alethea Jenkins and COLLIER are looking forward to working and learning together with all the students at JPA!



Amy Kibler is an occupational therapist at Doshier Memorial Hospital and helps people with activities of daily living, from helping them learn to cook and do laundry or working buttons and snaps on clothing. Her Facility Dog RECON also assists with treatments. Someone recovering from a stroke practiced his motor skills while throwing a ball for the dog, Kibler said. A patient with a walker added another challenge by holding a leash and walking RECON. "Sometimes therapy is painful," she said. "And he helps with that, too." While patients are receiving treatment, RECON can offer comfort and support. Kibler also takes the dog to visit patients in other departments.



Victoria Willets and NORAH are currently attending The University of North Carolina at Charlotte they been accepted as a doctoral candidate studying post traumatic growth and interpersonal relationships. Victoria and NORAH work as a team to help individuals who have experienced traumatic events along their road to recovery. They also visit local nursing homes, libraries, churches, and schools, giving elderly adults and young children the chance to experience the healing powers of a Dog. Victoria Willets is also an alumna of the Assistance Dog Training Program. This experience allows her to assist patients is most effectively utilizing and interacting with NORAH.



Dawn Richard Cook, MA, LPC is a licensed professional counselor and national certified counselor working at a group practice in the local Wilmington area. Her Facility Dog RUPP accompanies her to work at Trinity Wellness Center to facilitate Animal Assisted Therapy in Counseling. RUPP assists Dawn and her clients by providing comfort, encouragement, and support to Dawn's clients as they work through their treatment plans. He also provides behavior interruption and anxiety alerts to clients who are experiencing discomfort during sessions. Together, Dawn and RUPP are able to utilize Animal Assisted Therapy to provide the best possible support to their clients.



# Spotlight: 4health®

Official Dog Food Sponsor of the paws4people Assistance Dog Training Program

We are thrilled that 4health®, available exclusively from Tractor Supply Company, has entered its second year as 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](http://www.tractorsupply.com/landing-pages_brands_4health)



# SPOTLIGHT: RBC WEALTH MANAGEMENT

## RBC WEALTH MANAGEMENT EAST DIVISION "HELP OUR HEROES" CAMPAIGN

In the summer 2016, the RBC Wealth Management-East Division launched a campaign called "Help Our Heroes," aimed to help Veterans suffering from trauma, 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 paws4vets 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 paws4vets. -- 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 \$108,500 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 the other Veteran-Assistance Dog Teams: SGT. Adam Campbell USA (ret.) & KENAN; Adam Snow, USMC Veteran & RUSHMORE, and SCPO John Flanagan, USN (ret.) & CROSBY.



Our heartfelt thanks to RBC Wealth Management-East Division for its generous donation to support our paws4vets Program and for being a part of the 6th Annual Family Reunion!

Together, we are transforming and saving lives!

# Spotlight: Iron Bow® Technologies

Founded in 1983, Iron Bow Technologies has earned the trust of hundreds of government and commercial customers by providing IT solutions that enable them to work faster and better. Iron Bow Technologies achieved this success by hiring the best people, investing in advanced knowledge, and committing to a customer-first culture.

Iron Bow Technologies is committed to making a positive impact not only for its customers, but also in its community. With its customer first approach at the forefront of all that it does, Iron Bow Technologies chose to focus its charity efforts on paws4vets and to bettering the lives of our Veterans and their families. To date, Iron Bow Technologies has donated \$90,000 to paws4people.

Iron Bow Technologies is proud to sponsor paws4vets Teams LTC Elise Hunt, USA (ret.) & COWBOY and MSG Doug Alexander, USA (ret.) & PARKER.



# paws4people at Island Dolphin Care

Key Largo, Florida



Island Dolphin Care, located in Key Largo, Florida, provides unique, therapeutic, motivational, and educational dolphin assisted therapy programs for children and adults with special needs and their families through the use of innovative therapy techniques, which enables participants to discover and achieve desired goals, strengths and their maximum potential for individual fulfillment. Through interactive programs, education, and research, children and adults alike are inspired to value and respect marine mammals and their environment.

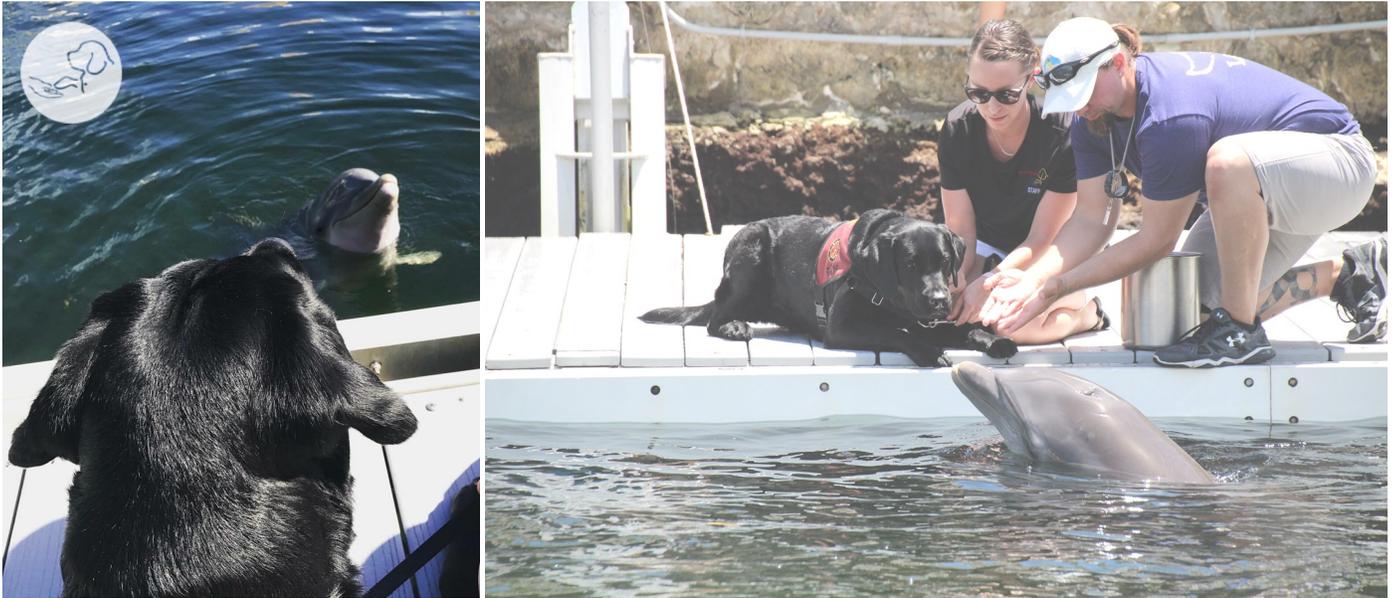
The Island Dolphin Care building was completed and opened in 2005. This spacious, multi-function center provides accessibility to accommodate visitor's needs. The museum style facility incorporates Marine Science and Conservation Education through multiple educational displays and aquariums located in the indoor learning center. Once outdoors visitors enjoy observing the dolphins, interacting in the invertebrate touch tank and the peace of the sensory garden.



On Wednesday, August 9, 2017, Island Dolphin Care staff and Kyria Henry & RHYS, Danielle McPhail & WATSON, and Sarah Sayre hosted a meet and greet to learn about how Assistance Dogs, dolphins, and people can together transform lives!

paws4people and Island Dolphin Care are working on a unique partnership to utilize Assistance Dogs and dolphins to assist children and Veterans with life-altering disabilities.

Stayed tuned for exciting news!





## Spotlight: MATTIS



Blue Puppy was the first Puppy born in BRITTON's second litter on June 5, 2017. At three days old, our Whelping Master noticed Blue Puppy was failing to eat well, although trying hard. We soon discovered, with great dismay, that he had developed a cleft palate that had not been visually apparent at birth.

Clefts can be devastating to Puppy Development, but they can also be overcome. True to the paws4people philosophy, our team decided to do everything it took to give Blue Puppy a chance to thrive. Interns took extra shifts caring for mom Dog BRITTON and the other 6 thriving Puppies so that the specialty team could focus on Blue Puppy. With the help of our vet, Drs. Layton and Richmand and the team at Pine Valley Animal Hospital, the careful consultation of Dr. Todd Smith, as well as the specialists at NC State, we developed a plan and trained the care team on how to tube feed Blue Puppy.

With amazing (and tireless) critical care, Blue Puppy slowly gained weight and meet all other normal developmental milestones. Following BRITTON's Americana naming theme, these 7 star Puppies are named in honor of great American leaders, past and present. We thought that General James "Mad Dog" Mattis was a fun and fitting name for this Puppy who has fought courageously to live, and has more obstacles still facing him.

MATTIS has been to over a dozen consultations with multiple veterinarians including specialists at NC State and is currently progressing very well. He currently eats a carefully calculated diet that is manually fed to him via a tube, but is growing just fine. After a bit more growing, he will be scheduled for surgery to repair his cleft palate; this will allow him to live a typical life.

MATTIS will continue to work on basic commands, socialization, and confidence building like the rest of the paws4people Puppies. Along with his scheduled outings, MATTIS is also receiving private lessons to help him catch up to his friends!

We can never be sure what any Dog's future holds, which is why paws4people always lets our Dogs choose their jobs. With his extenuating medical needs, MATTIS won't be a candidate for traditional Assistance Dog placement. However, we intend to help him learn, grow, thrive, and develop his talents to find a very special place in this world one day.

We wanted to share this very special story with all of our supporters in hopes that it would give you even greater insight into our true philosophies and commitment to the dogs of paws4people.

# MATTIS on the Move



# 2017 Official Training Venues (OTVs)

In 2017, paws4people piloted Official Training Venues to provide new and varied experiences for our Puppies during their Puppy Development stage!

We thank you for your enthusiastic participation as a paws4people Official Training Venue in 2017 hosting monthly Puppy visits and an awareness-education-fundraising event to benefit paws4people:

- Wrightsville Beach Brewery
- Fairfield Inn & Suites, Wilmington-Wrightsville Beach
- WAVE
- Exceptional Educators
- Castle Hayne Elementary School
- The Davis Community
- NC DPS
- Live Oak Bank
- OASIS NC
- Bitty & Beau's Coffee
- Goodson & Taylor, CPAs
- DREAMS
- Orangetheory Fitness
- J. McLaughlin



You and your employees, customers, clients, and students helped to prepare our Puppies for their future roles as Assistance Dogs for our Clients with life-altering disabilities, and Facility Dogs who are trained to work with professionals and volunteers in a variety settings.



# 2017 Official Training Venues (OTVs)



# 2017 Top Dog Sponsors



4health®



Heroes First Foundation



**Wealth  
Management**

RBC Wealth Management

The Linn Group



**Wealth  
Management**

RBC Wealth Management  
The Linn Group

# 2017 Dog Team Sponsors



Iron Bow Technologies



American Dog Rescue



# 2017 Leader of the Pack Sponsors

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Loudoun Country Day School

---



Hockey for Heroes

---



TransCanada

---



maCares

---



Shore Point Advisors

---



Warrior Salute

---

# 2017 Pawsitive Partner Sponsors



The Foundation for Gender Equality



Active Care Chiropractic



The General's Hot Sauce



High Fives for Soldiers



# 2017 Official Services Sponsors

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Pine Valley Animal Hospital

---



Ward and Smith, P.A.

---



Joan Brady Photography

---



Severna Park Veterinary Hospital

---



CIMA

---



Fiore Fine Flowers

---

# 2017 Official Product Sponsors

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Dinovite

---



Kong

---



Dr. Baker's Canine System Saver

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# 2017 Official Hospitality Venues



Fairfield Inn & Suites

Wilmington, NC

Marietta, OH



# 2017 Staff Changes



**MEGAN LAUGHINGHOUSE**  
DIRECTOR, PUBLIC AWARENESS

In June 2017, paws4people welcomed new staff member (and former ADTP student), Megan Laughinghouse, as Community Outreach Coordinator. Megan and her husband Will, share a home with their two beloved dogs. Megan witnessed her own dogs help her and Will during their struggles.

Seeing paws4people Assistance Dogs transform the lives of people on the brink of giving up, made Megan realize she had found her calling.

Megan helps with marketing and event planning, while keeping everyone informed with the weekly newsletter. She also has gone completely out of her comfort zone helping Renee with newborn Puppy care duties. When she learned of MATTIS' unique condition, Megan jumped into the emergency Puppy caretaker assistant role.

In November 2017, Megan became Director, Public Awareness.



**LISSY KLATCHKO**  
PROGRAM MANAGER, PUBLIC AWARENESS

In November 2017, paws4people welcomed new staff member, Elizabeth "Lissy" Klatchko, as Program Manager, Public Awareness.

Lissy Klatchko recently relocated to the Wilmington area after graduating from Towson University. She says she was drawn to the nonprofit arena in the hopes of finding a sense of purpose. She loves the work we do, and finds herself inspired by the employees and Clients alike. Lissy said, "This organization helps Clients embrace the most challenging parts of themselves and puts a dog by their side to provide support and unconditional love."

Lissy has set the bar pretty high for her role as one of the Program Managers, Public Awareness. One of her biggest goals is to have a video she produces for paws4people go viral! She is always thinking of new ideas to help spread our mission to others. She hopes through her love of writing that she will show what amazing work paws4people does. Most of all she hopes to provide resources and materials that resonate with others so they don't feel so alone and will take the first step to seek help.



# 2017 BOARDS & COMMITTEES

AS OF DECEMBER 1, 2017

## Board of Trustees – paws4people, Inc.

Terry Henry, Chairman  
 Kyria Henry, MAHS, Vice-Chairman  
 LtCol. Mark George, USMC  
 Harry Martens  
 Jonathan Peskoff

## Executive Committee paws4people foundation

Kyria Henry, MAHS  
 Terry Henry  
 Susan "Cece" McConnell, MACL  
 Danielle McPhail

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

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

## Executive Committee paws4prisons, LLC

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

## Consulting Committees

Sharon Antoszyk, DPT  
 Chair, Chapter Operations Committee



## Advisory Board paws4people foundation

Arthur E. Benjamin  
 Founder and President, American Dog Rescue  
 Joan Brady  
 Kelly George  
 Cathy Abrams Demeroto, J.D.  
 Jill Rosenblum, J.D., MPH  
 Bob Drury  
 New York Times® Best-Selling / Pulitzer-nominated Author  
 Glen Owens  
 Award Winning Film & TV Producer & Director, State Line Films  
 John Blackshear, Ph.D.  
 Academic Dean, Trinity College of Arts & Sciences, Duke University  
 Principal, Blackshear & Blackshear Clinical Services  
 Heidi Giard, OTR/L, CLC  
 Rev. Jeffrey Smith, M.Div, CFM  
 Judy Sarwark  
 Jim Rubenstein  
 Former Commissioner, WV Division of Corrections

## 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

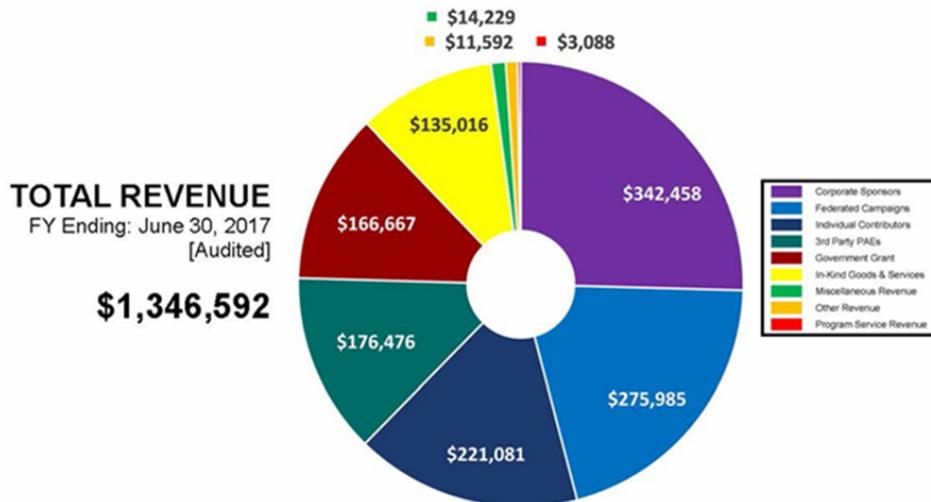
Kenneth Layton, DVM  
 Pine Valley Animal Hospital, Wilmington, NC  
 Todd Smith, DVM  
 Hope Animal Hospital, Shelby, NC  
 Lauri Fauss, DVM & Cheryl Collins, LVT  
 Stonewall Veterinary Clinic, Gainesville, VA



# 2017 FINANCIALS

paws4people, Inc.  
Statement of Activities (SoA)  
for the Year Ended June 30, 2017

Ref:	AUDITED	FYE, June 30, 2017				FYE 2015/16 Comparative Total
		Operations	Canines	Temporarily Restricted	Total	
	<b>PUBLIC SUPPORT &amp; REVENUE</b>					
	Public support (Note 2)		\$ 1,182,667			\$ 487,622
	In-Kind Goods & Services	\$ 135,016				703,889
IRS 990 Page 10 Line 24b	Program Service Revenue	\$ 1,317,683	\$ -	\$ -	\$ 1,317,683	63,974
IRS 990 Page 9 Line 1h	Other Revenue	3,088	-	-	3,088	
IRS 990 Page 9 Line 2a	Investment Income	1,014			1,014	
IRS 990 Page 9 Line 3	Fundraising Event (net)	10,578			10,578	
IRS 990 Page 9 Line 8c	Miscellaneous Revenue	14,229	-	-	14,229	
IRS 990 Page 9 Line 11a						
IRS 990 Page 9 Line 12						
	<b>Total PUBLIC SUPPORT &amp; REVENUE:</b>	<b>1,346,592</b>	<b>-</b>	<b>-</b>	<b>1,346,592</b>	<b>1,255,485</b>
	Net assets released from restriction:	31,827	-	(31,827)	-	
	<b>Total PUBLIC SUPPORT &amp; REVENUE:</b>	<b>1,378,419</b>	<b>-</b>	<b>(31,827)</b>	<b>1,346,592</b>	<b>1,255,485</b>
	<b>OPERATING EXPENSES</b>					
	Program	1,142,893	-	-	1,142,893	844,486
	Administrative	56,928	-	-	56,928	63,510
	Fundraising	35,925	-	-	35,925	43,082
	<b>Total EXPENSES:</b>	<b>1,235,746</b>	<b>-</b>	<b>-</b>	<b>1,235,746</b>	<b>951,078</b>
	<b>Change in Net Assets Before In-Kind &amp; Other:</b>	<b>142,673</b>	<b>-</b>	<b>(31,827)</b>	<b>110,846</b>	<b>304,407</b>
	<b>IN-KIND CANINE TRAINING &amp; CARE REVENUE</b>					
	In-Kind Canine Training & Care Expenses					
	In-Kind paws4prisons ADTP	-	5,470,925	-	5,470,925	3,280,800
	In-Kind UNCW ADTP	-	1,568,943	-	1,568,943	
	<b>Total In-kind Canine Training &amp; Care Revenue:</b>	<b>-</b>	<b>7,039,868</b>	<b>-</b>	<b>7,039,868</b>	<b>3,280,800</b>
	<b>IN-KIND CANINE TRAINING &amp; CARE EXPENSES</b>					
	In-Kind Canine Training & Care Expenses	-	2,494,701	-	2,494,701	492,858
	<b>Total In-kind Canine Training &amp; Care Revenue:</b>	<b>-</b>	<b>2,494,701</b>	<b>-</b>	<b>2,494,701</b>	<b>492,858</b>
	<b>Change in Net Assets Before Other Revenue (Expense):</b>	<b>142,673</b>	<b>4,545,167</b>	<b>(31,827)</b>	<b>4,656,013</b>	<b>3,092,349</b>
	<b>OTHER REVENUE (EXPENSE)</b>					
	Unrealized gain (loss) on investments	(1,204)	-	-	(1,204)	-
	Gain (Loss) on sale of property	-	-	-	-	(1,667)
	Depreciation:					
	Real Property	(9,412)			(9,412)	(1,480)
	Canines		(1,091,331)		(1,091,331)	(847,448)
	<b>Total OTHER REVENUE (EXPENSE):</b>	<b>(10,616)</b>	<b>(1,091,331)</b>	<b>-</b>	<b>(1,101,947)</b>	<b>(850,595)</b>
	<b>Change in Net Assets:</b>	<b>132,057</b>	<b>3,453,836</b>	<b>(31,827)</b>	<b>3,554,066</b>	<b>2,241,754</b>
	<b>Net Assets (Deficit), Beginning</b>	<b>344,544</b>	<b>5,426,791</b>	<b>31,827</b>	<b>5,803,162</b>	<b>3,561,021</b>
	<b>Net Assets (Deficit), Ending</b>	<b>\$ 476,601</b>	<b>\$ 8,880,627</b>	<b>\$ -</b>	<b>\$ 9,357,228</b>	<b>\$ 5,803,162</b>



# 2017 FINANCIALS

**paws4people, Inc.**  
**Statement of Functional Expenses (SoFE)**  
**for the Year Ended June 30, 2017**

Ref:	Expenses	FYE, June 30, 2017				FY2016-17	FY2015-16
		Programs				Total	Comparative
		Operations	Canines	Administrative	Fundraising		Total
<b>AUDITED</b>							
IRS 990 Page 10 Line 5	Compensation:						
	Officers	\$ 55,350	\$ -	\$ 11,070	\$ 7,380	\$ 73,800	\$ 63,000
IRS 990 Page 10 Line 7	Salaries & wages	234,723	-	9,394	12,810	256,927	165,422
IRS 990 Page 10 Line 10	Payroll taxes & Fees	26,962	-	-	-	26,962	24,476
	Fee for Service: Professional Services						
IRS 990 Page 10 Line 11b	Legal	3,149	-	7,709	-	10,858	17,325
IRS 990 Page 10 Line 11c	Accounting	3,886	-	9,514	-	13,400	4,250
IRS 990 Page 10 Line 11g	Program Management & Other	143,064	-	7,377	-	150,441	75,202
IRS 990 Page 10 Line 11g	Advertising and Promotion General	-	-	-	15,735	15,735	19,653
	Operations Expenses:						
IRS 990 Page 10 Line 13	Office Supplies	17,861	-	3,892	-	21,753	23,408
IRS 990 Page 10 Line 14	Information Technology	26,427	-	7,972	-	34,399	14,083
IRS 990 Page 10 Line 16	Occupancy	51,518	-	-	-	51,518	48,076
IRS 990 Page 10 Line 24d	Facility Maintenance	59,846	-	-	-	59,846	-
IRS 990 Page 10 Line 23	Insurance	33,714	-	-	-	33,714	15,801
IRS 990 Page 10 Line 17	Travel	23,563	-	-	-	23,563	60,385
IRS 990 Page 10 Line 24c	Program Mgmt & Support Svcs	106,704	-	-	-	106,704	83,414
IRS 990 Page 10 Line 24a	K9 Operations & Care	158,620	-	-	-	158,620	125,552
IRS 990 Page 10 Line 24b	In-Kind Goods & Services	135,016	-	-	-	135,016	211,031
IRS 990 Page 10 Line 24e	Other Expenses	62,450	-	-	-	62,450	-
	<b>Total Operating Expenses:</b>	<b>1,142,893</b>	<b>-</b>	<b>56,928</b>	<b>35,925</b>	<b>1,235,746</b>	<b>951,078</b>
	<b>DEPRECIATION</b>						
IRS 990 Page 10 Line 22	Real Property	9,412	-	-	-	9,412	1,480
IRS 990 Page 10 Line 22	Canines	-	1,091,331	-	-	1,091,331	847,448
	All Certifications	-	-	-	-	-	-
IRS 990 Page 10 Line 25	<b>Total Operating &amp; Depreciation Expenses:</b>	<b>1,152,305</b>	<b>1,091,331</b>	<b>56,928</b>	<b>35,925</b>	<b>2,336,489</b>	<b>1,800,006</b>
	<b>Percentage of TOTAL OPERATING &amp; DEPRECAITION Expenses:</b>	<b>96.03%</b>		<b>2.44%</b>	<b>1.54%</b>		
	In-Kind Canine Training & Care	-	2,494,701	-	-	-	492,858
	<b>Total Functional Expenses:</b>	<b>\$ 1,152,305</b>	<b>\$ 3,586,032</b>	<b>\$ 56,928</b>	<b>\$ 35,925</b>	<b>\$ 4,831,190</b>	<b>\$ 2,292,864</b>
	<b>Percentage of TOTAL FUNCTIONAL Expenses:</b>	<b>98.08%</b>		<b>1.18%</b>	<b>0.74%</b>		



# 2017 FINANCIALS

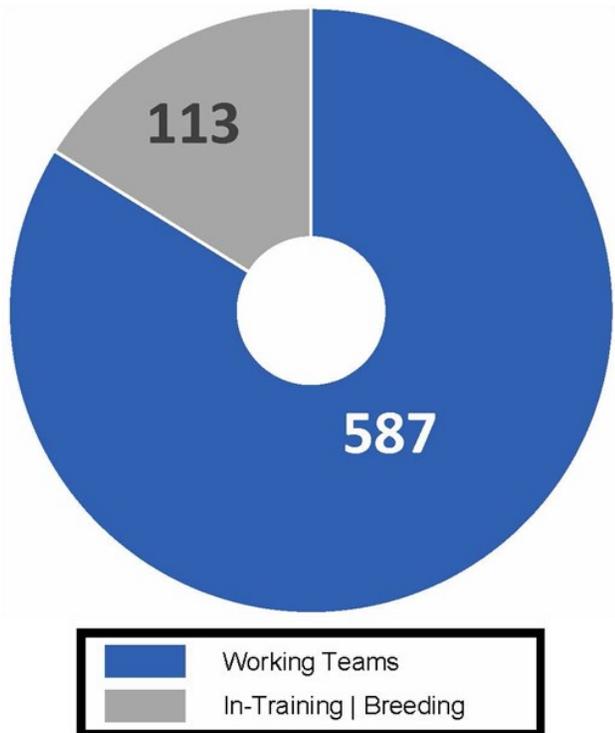
**paws4people, Inc.**  
**Statement of Activities (SoA)**  
**for the Year Ended June 30, 2016**

**AUDITED**

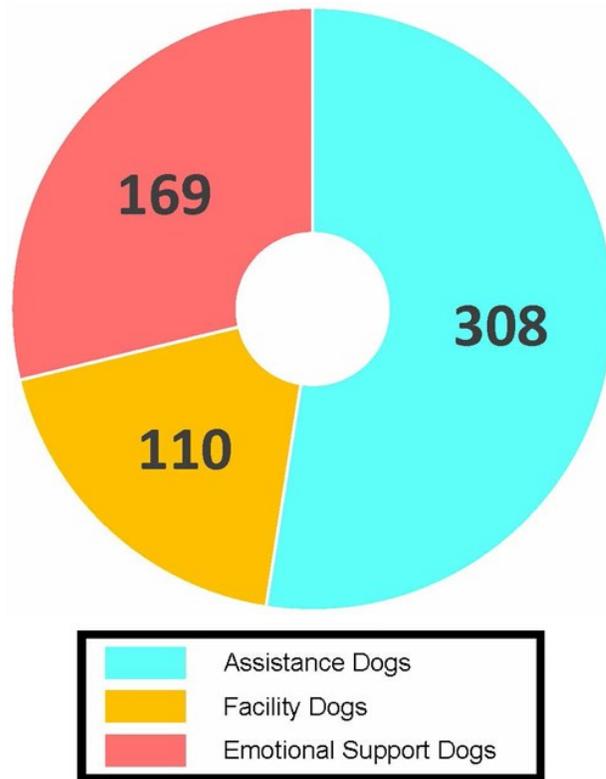
	for period prior years	for period 160701 - 170630	CUM TOTAL
<b>Assets - ALL Canines</b>			
Active Service - Private Placement			
Assistance Dogs (AD)	\$ 5,755,296	\$ 2,114,068	\$ 7,869,364
Facility Dogs (FD)	\$ 625,952	\$ -	\$ 625,952
Emotional Support Dogs (ESD)	\$ 359,200	\$ 778,893	\$ 1,138,093
	\$ 6,740,448	\$ 2,892,961	\$ 9,633,409
Less: Accumulated Depreciation			
ALL Certifications	\$ (2,362,273)	\$ (1,091,330) *	\$ (3,453,603)
<b>Total Canines   Active Service:</b>	\$ 4,378,175	\$ 1,801,631	\$ 6,179,806
<b>Total Canines   In-Training / Breeding Program:</b>	\$ 1,048,616	\$ 1,652,205	\$ 2,700,821
<b>Total Canines:</b>	\$ 5,426,791	\$ 3,453,836	\$ 8,880,627

\* \$1 rounding Error between Audit Report and 2016 IRS 990

Number of DOGS: 700  
 as of - June 30, 2017



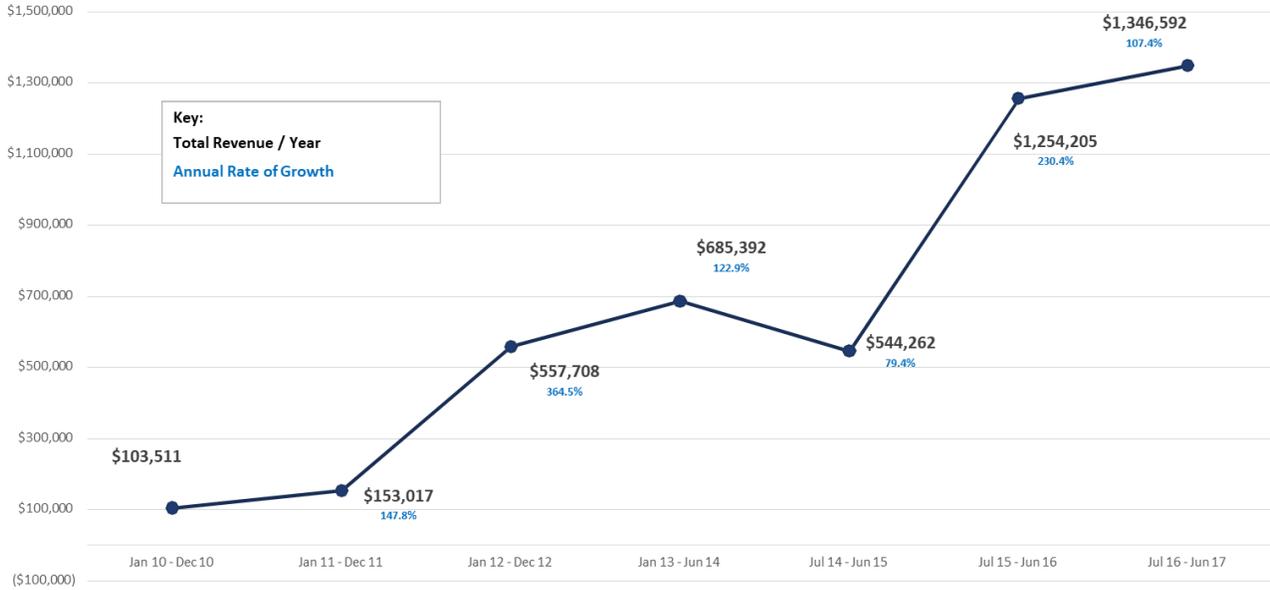
Number of WORKING DOGS: 587  
 as of - June 30, 2017



# 2017 FINANCIALS

## TOTAL REVENUE

By Fiscal Year w/ Annual Rate of Growth [Audited]



## AUDITED

Ref:	Expenses	FY2016-17				FY2016-17	FY2015-16
		Programs		Administrative Fundraising		Total	Comparative Total
		Operations	Canines				
IRS 990 Page 10 Line 5	Compensation:						
IRS 990 Page 10 Line 7	Officers	\$ 55,350	\$ -	\$ 11,070	\$ 7,380	\$ 73,800	\$ 63,000
IRS 990 Page 10 Line 10	Salaries & wages	234,723	-	9,394	12,810	256,927	165,422
	Payroll taxes & Fees	26,962	-	-	-	26,962	24,476
	Fee for Service: Professional Services						
IRS 990 Page 10 Line 11b	Legal	3,149	-	7,709	-	10,858	17,325
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IRS 990 Page 10 Line 11g	Advertising and Promotion	-	-	-	15,735	15,735	19,653
	General Operations Expenses:						
IRS 990 Page 10 Line 13	Office supplies	17,861	-	3,892	-	21,753	23,408
IRS 990 Page 10 Line 14	Information Technology	26,427	-	7,972	-	34,399	14,083
IRS 990 Page 10 Line 16	Occupancy	51,518	-	-	-	51,518	48,076
IRS 990 Page 10 Line 24d	Facility Maintenance	59,846	-	-	-	59,846	-
IRS 990 Page 10 Line 23	Insurance	33,714	-	-	-	33,714	15,801
IRS 990 Page 10 Line 17	Travel	23,563	-	-	-	23,563	60,385
IRS 990 Page 10 Line 24c	Program Mgmt & Support Svcs	106,704	-	-	-	106,704	83,414
IRS 990 Page 10 Line 24a	K9 Operations & Care	158,620	-	-	-	158,620	125,552
IRS 990 Page 10 Line 24b	In-Kind Goods & Services	135,016	-	-	-	135,016	211,031
IRS 990 Page 10 Line 24e	Other Expenses	62,490	-	-	-	62,490	-
	<b>Total Operating Expenses:</b>	<b>1,142,893</b>	<b>-</b>	<b>56,928</b>	<b>35,925</b>	<b>1,235,746</b>	<b>951,078</b>
	<b>DEPRECIATION</b>						
IRS 990 Page 10 Line 22	Real Property	9,412	-	-	-	9,412	1,480
IRS 990 Page 10 Line 22	Canines	-	1,091,331	-	-	1,091,331	847,448
	All Certifications	-	-	-	-	-	-
IRS 990 Page 10 Line 25	<b>Total Operating &amp; Depreciation Expenses:</b>	<b>1,152,305</b>	<b>1,091,331</b>	<b>56,928</b>	<b>35,925</b>	<b>2,336,489</b>	<b>1,800,006</b>
	<b>Percentage of TOTAL OPERATING &amp; DEPRECAITION Expenses:</b>	<b>96.03%</b>		<b>2.44%</b>	<b>1.54%</b>		
	In-Kind Canine Training & Care	-	2,494,701	-	-	-	492,858
	<b>Total Functional Expenses:</b>	<b>\$ 1,152,305</b>	<b>\$ 3,586,032</b>	<b>\$ 56,928</b>	<b>\$ 35,925</b>	<b>\$ 4,831,190</b>	<b>\$ 2,292,864</b>
	<b>Percentage of TOTAL FUNCTIONAL Expenses:</b>	<b>98.08%</b>		<b>1.18%</b>	<b>0.74%</b>		

# 2017 FINANCIALS

**paws4people, Inc.**  
**Statement of Financial Position (SoFP)**  
**for the Year Ended June 30, 2016**

**AUDITED**

	FYE, June 30, 2017				FY2015-16 Comparative Total
	Operations	Canines	Temporarily Restricted	Total	
<b>ASSETS</b>					
<b>Current Assets</b>					
Cash & cash equivalents	\$ 421,779	\$ -	\$ -	\$ 421,779	\$ 341,757
Account Receivable	-	-	-	-	41,302
Investments	24,573	-	-	24,573	20,531
<b>Total CURRENT ASSETS:</b>	<b>446,352</b>	<b>-</b>	<b>-</b>	<b>446,352</b>	<b>403,590</b>
<b>Canine Assets - Private Placement</b>					
Service Dogs	-	7,869,364	-	7,869,364	5,755,296
Facility Dogs	-	625,952	-	625,952	625,952
Emotional Support Dogs	-	1,138,093	-	1,138,093	359,200
Less: Accumulated Depreciation	-	(3,453,603)	-	(3,453,603)	(2,362,273)
<b>Total CANINE ASSETS - Private Placement:</b>	<b>-</b>	<b>6,179,806</b>	<b>-</b>	<b>6,179,806</b>	<b>4,378,175</b>
<b>Canine Assets - In-training   Breeding Programs</b>					
In-training   Breeding Dogs	-	2,700,821	-	2,700,821	1,048,616
<b>Total CANINE ASSETS - In-training   Breeding Programs:</b>	<b>-</b>	<b>2,700,821</b>	<b>-</b>	<b>2,700,821</b>	<b>1,048,616</b>
<b>Property</b>					
Vehicles & Equipment	75,784	-	-	75,784	41,909
Less: Accumulated Depreciation	(33,648)	-	-	(33,648)	(24,425)
<b>Net Property:</b>	<b>42,136</b>	<b>-</b>	<b>-</b>	<b>42,136</b>	<b>17,484</b>
<b>TOTAL ASSETS:</b>	<b>\$ 488,488</b>	<b>\$ 8,880,627</b>	<b>\$ -</b>	<b>\$ 9,369,115</b>	<b>\$ 5,847,865</b>
<b>LIABILITIES &amp; NET ASSETS</b>					
<b>Current Liabilities</b>					
Accounts Payable	10,802	-	-	10,802	30,515
Notes Payable	1,085	-	-	1,085	14,188
<b>TOTAL CURRENT LIABILITIES:</b>	<b>\$ 11,887</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 11,887</b>	<b>44,703</b>
<b>Net Assets</b>					
Unrestricted	476,601	8,880,627	-	9,357,228	5,771,335
Temporarily Restricted	-	-	-	-	31,827
<b>TOTAL CURRENT LIABILITIES:</b>	<b>\$ 476,601</b>	<b>\$ 8,880,627</b>	<b>\$ -</b>	<b>\$ 9,357,228</b>	<b>5,803,162</b>
<b>TOTAL LIABILITIES &amp; NET ASSETS:</b>	<b>\$ 488,488</b>	<b>\$ 8,880,627</b>	<b>\$ -</b>	<b>\$ 9,369,115</b>	<b>5,847,865</b>

**paws4people, Inc.**  
**Statement of Cash Flow (SoCF)**  
**for the Year Ended June 30, 2016**

**AUDITED**

	FY2016-17				FY2015-16 Comparative Total
	Operations	Canines	Temporarily Restricted	Total	
<b>Cash Flow From Operating Activities</b>					
<b>Cash Collections for:</b>					
Contributions & other	\$ 1,251,864	\$ -	\$ -	\$ 1,251,864	\$ 1,003,152
Investment Income	1,014	-	-	1,014	387
<b>Less: Cash Payments for:</b>					
Total Expenses	(1,131,730)	\$ -	\$ -	(1,131,730)	(716,112)
<b>Net Cash Provided (Used) By Operating Activities:</b>	<b>121,148</b>	<b>-</b>	<b>-</b>	<b>121,148</b>	<b>287,427</b>
<b>Cash Flow From Operating Activities</b>					
Increase in Investments	(26.00)	-	-	(26.00)	(10,547.00)
Purchase of Property & Equipment	(27,997.00)	-	-	(27,997.00)	(14,898.00)
<b>Net Cash Provided (Used) By Operating Activities:</b>	<b>(28,023)</b>	<b>-</b>	<b>-</b>	<b>(27,997)</b>	<b>(25,445)</b>
<b>Cash Flow From Financing Activities</b>					
Payments on Notes Payable	(13,103)	\$ -	\$ -	(13,103)	(10,336)
<b>Net Cash Provided (Used) By Operating Activities:</b>	<b>(13,103)</b>	<b>-</b>	<b>-</b>	<b>(13,103)</b>	<b>(10,336)</b>
<b>Net Increase (Decrease) in Cash:</b>	<b>80,022</b>	<b>\$ -</b>	<b>\$ -</b>	<b>80,022</b>	<b>251,646</b>
<b>Cash &amp; Cash Equivalt, Beginning:</b>	<b>341,757</b>	<b>-</b>	<b>-</b>	<b>341,757</b>	<b>90,111</b>
<b>Cash &amp; Cash Equivalt, Ending:</b>	<b>\$ 421,779</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 421,779</b>	<b>\$ 341,757</b>



# ASSISTANCE DOGS TRANSFORMING LIVES

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