2015 IN REVIEW

- 103 service dog placements
- 325+ puppies born at 4 Paws
- 3350+ hours volunteered onsite
- 8 different types of service dogs placed
- 1/2 new building (kennel & admin) opened for use
- 950+ service dogs placed since 1998
TABLE OF CONTENTS

Letter from CEO...................................... 2
Mission, Vision, Advantages................... 3
Enrich their Lives.................................... 4
Train and Place....................................... 8
Increase Independence........................... 10
Educate.................................................... 12
Volunteer................................................. 14
Financials................................................ 16
4 Paws Today.......................................... 18
Donors $5,000+....................................... 19
Letter from Board Chair......................... 20
Welcome to the 4 Paws for Ability Annual Report.

As I reflect on everything that happened in 2015, the most significant thing to share is that it was a year of change! Construction started on the new building and we watched it take shape. In August of 2015 we got to move into the new part of the building and the dogs finally had the kennels they deserved. We said good bye to crates! HiFive then gutted the old building and worked to restore it to a brand new existence.

The building is everything we imagined it would be and 4 Paws For Ability finally has a state of the art facility to call home. We want anyone who comes to 4 Paws to feel at home, to be a part of our family; after all, we are a place where every parent, no matter how their child is affected by their disability, can come and know they will be understood. So far, we have not been disappointed as class after class continues to graduate and express their gratitude not just for their service dog but for the new family they acquired, the 4 Paws family.

This has been a wonderful year for me because I have come to realize the magnitude of what I created when I sat down 18 years ago and wrote the name “4 Paws For Ability” on a piece of scrap paper. I sit in each graduation and listen with amazement as person after person describes how 4 Paws has affected them. Fosters, college students, staff, and families all speak, and it is just amazing. I think at that time of the number of inmates who have also been touched. Sometimes it is just hard to wrap my head around just how huge this amazing place I created has become.

I have to say, as much as we love the new building, the heart and soul of 4 Paws is not in the building but in the dogs, the kids, the veterans, the staff, volunteers, families of the kids and veterans, inmates, businesses and large corporations like Eisai, OneAmerica, Atlas Van Lines, and so many more. The building was needed to improve the lives of the dogs while they are in our care and so we could train more dogs, but this building does not define us. Each and every one of you who have pledged support in one way or another, it is you who define who we are and make us the fantastic organization that we have become!

Thanks to our staff, our volunteers, our donors, and our clients for continuing on this journey with us and helping make dreams come true for our children and our veterans with disabilities.
Mission

4 Paws for Ability, Inc. mission is to:

• Enrich the lives of children with disabilities by the training and placement of quality, task trained service dogs to provide increased independence for the children and assistance to their families
• Enrich the lives of veterans from recent conflicts whom have lost the use of their limbs or their hearing while in active combat
• Educate the public to accept the use of service dogs in public places
• Assist with animal rescue when possible

Vision

It is 4 Paws vision:

• To have a large corps of volunteers to assist in all areas of the day-to-day operations of the agency as well as serving on committees to assist in specialized areas of need, such as marketing and fundraising.
• To have a sufficient number of employees to manage a growing organization though it is 4 Paws desire to have volunteers meeting most of the agency's needs, to keep the costs associated with service dog placement at a reasonable level.
• To be financially independent with funds available to those clients who need assistance with the fundraising process.
• To be the preferred provider of service dogs for children at the national level.

Advantages

4 Paws unique competitive advantages:

1. **Faster turnaround time for training and receipt of a service dog.** The process typically takes 24-30 months from start to finish. The waiting period for most service dog organizations is 3 or more years.
2. **Challenges are welcomed.** 4 Paws is willing to reach out and tackle the more difficult placements.
3. **Enviable success rate.** We have a 98% success rate in placements: we have a 90% success rate with the first dog placed in the home and an overall success rate of 98%.
4. **Flexible training.** Training that can provide unique and highly customized kinds of placements.
5. **Global.** Global outreach rather than primarily regional.
6. **Open to more individuals.** 4 Paws has no minimal age requirement and does not discriminate based on severity of disability within the programs it provides.
7. **Pet Friendly.** 4 Paws does not require that recipients give up their pets to receive a service dog as many agencies do.
Emma & Franco, *Multipurpose Service Dog*

To learn about Franco, “Dog Master, master of all the dogs,” one should start at the beginning. Francesco Bernoulli, a golden lab, named after the character in Disney’s *Cars* was born at 4 Paws for Ability, June 10, 2014. He completed the Puppy Enrichment Program at 4 Paws before learning basic obedience in the 4 Paws Mission Pawsible prison training program. Franco also attended Wooster College where his college fosters helped continue that obedience and socialization work.

Back at 4 Paws for advanced training, Franco started learning how to help Emma with the known and unknown. Emma knows she has Hypermobile Ehlers-Danlos Syndrome and Hypotonic Cerebral Palsy, things that cause some mobility issues and communication issues between her brain and her muscles. They aren’t entirely sure what causes her GI issues, her ongoing energy crisis, or her seizure activity - but Franco doesn’t read so he doesn’t care so much what’s in her medical file. Franco doesn’t care if Emma is like a 6 year old spirit in the body of a 90 year old, or like an entire house running on just one battery. He knows that Emma is his girl to care for and to protect.

Because of her energy crisis, Emma has really benefitted from Franco’s mobility work. The fact that he can pick up dropped items or help Emma take her shoes off is energy Emma can save for being a kid. Franco can tell when Emma is crashing, before Emma or her parents can see it coming. This means everyone can help limit Emma’s body workload and minimize the impacts of disappearing energy. Jen, mom, says that while she knew Emma needed a service dog, the depths of Franco’s skills still surprise her. Like the time Emma collapsed in a parking lot - and against her motherly need to protect Emma - let Emma and Franco work together. Franco helped stabilize Emma, and Emma’s tired little hand never let go of his harness. A small, but powerful, moment for Emma and Franco.

Emma and Franco spend all of their time together. Franco accompanies her at school, where Emma has been able to walk some instead of using her chair all the time. He also seems to have no problem with the extra sleep Emma needs and is always ready to cuddle up for a nap. He’s there for movies and craft time. He never misses a bedtime story. And that is how Franco became Emma’s “Dog Master, master of all the dogs,” and her best friend.

Because of 4 Paws for Ability...

...I can close the bedroom and bathroom doors for a few minutes of privacy. My daughter is able to stay in a room alone because Ned is with her. Showers without pounding on the door is a joy!!!

-Rosemary Shulman
Maya & Ned

We haven’t been home long, but I already know...

...but I already know that Tekno is a miracle. I knew that from the moment I found 4 Paws. Before I fundraised the first dollar I knew this was going to be a miracle in our lives. I was right but, I was so much more right then I ever even thought. In ways I never imagined and this is just the start. The puppy raisers, the prisons, the students, the trainers, the volunteers, the families. 4 Paws is a miracle. One that has to be experienced to truly understand. You cannot explain it. One must go through it to comprehend it. Tekno is a gift of such incredible magnitude that if I lived a thousand lifetimes I could never even begin to repay. All I have is Thank You....from the absolute bottom of my soul....thank you.

-Misha Wofford
Jakob & Tekno

With our service dog we can...

...go places without having to leave when he gets over sensitized. Also, when he does have the occasional melt down, people don't stare like they used to. They give me my space and keep quiet, which allows me to address his needs.

-Jennifer Davis
Noah & DeeDee
Air Force Master Sergeant Ian Williams brings with him a very different set of life experiences than the average 4 Paws client. Ian is a veteran of the United States Air Force, serving 21 years active duty and finally retiring in September of 2012. Like too many veterans, Ian returned from service changed, with persistent pushing from his wife he finally decided to go seek help. Ian turned to the Dayton VA where they interviewed him and decided that he needed to be seen at the Post Traumatic Stress Disorder (PTSD) Clinic.

From there Ian underwent counseling for over a year and a half. Ian’s wife, Tanya, still noticed that he wasn’t getting any better and actually was getting worse from the stressful counseling sessions. Ian and Tanya talked about getting Ian a new friend; he grew up with dogs and needed a buddy. From there the search began, and 4 Paws for Ability was found. An email and phone call later Ian submitted his application and was accepted. Ian was matched with his new buddy, Windsor, of the Bean litter in July of 2015. The connection was instant. At the first meeting in class, Windsor was brought to Ian and immediately started barking at his new partner, and their worlds changed. Windsor was trained to help Ian with his conditions of PTSD, mobility support, and retrieval. Ian has overwhelming anxiety in crowded, public places, and while driving. During these situations Windsor can identify his growing anxiety and perform specific tasks to help him cope with that anxiety. Windsor will paw at Ian and rub up against him to get his attention, sometimes even laying over Ian and nuzzling him with his nose. This gains Ian’s attention to pay attention to him and not the environment and things going around him.

Windsor also has a great relationship with Ian’s family. At first Windsor was a little timid around his grandson, Ezra, but over time even they have bonded and play at times. Windsor goes everywhere with Ian: shopping, sporting events, and to work with Ian at Wright-Patterson Air Force Base. For Ian’s work they have even traveled to New Mexico where on the flight Windsor once again performed his duties flawlessly and calmed Ian down during waiting in lines and on the flight. Ian has said, “Windsor not only helps me, but he helps my family to know when I am having an episode. Before they thought I was just being a jerk, but now they can realize when I’m having an episode.” Ian and Windsor have a wonderful bond, and together they have changed each other’s lives, and now are an inseparable duo.
Because of 4 Paws for Ability...

...I’m able to be more independent.

-Sean Hatzer
Tennyson

...I can actually go to the store by myself and not worry! Tennyson really has given Sean a second chance in life.

-Melissa Davis-Hatzer
Sean & Tennyson

Looking back, I just can’t believe...

... how fast time at home has gone! And how much we love this dog already. And how confident my son has grown. Our skittish rescue pup even has a new best friend!! 4 Paws Magic - in its own unique form happening in its own unique way - such a gift to our lives.

-Denise Owens
Sam & Cider

In just two weeks at class...

...I feel like we went to service dog boot camp! We were fortunate enough to to get to know the incredible families on the same journey & the world class trainers those two weeks. We have lifelong friends in all of them and the extended members of the 4 Paws family because of it. We will never forget or take for granted our experience and our lives are forever changed by the impact having Cricket the wonder dog a part of our family has made. My son is making tremendous strides in development since we’ve been home and it’s been miraculous to witness. Thank you from the bottom of our hearts.

-Tianna Hall
Alexander & Cricket
Train and place quality, task-trained service dogs

2015 Placements

103 Dogs Placed

- Autism Assistance Dog
- Multipurpose Assistance Dog
- Diabetic Alert Dog
- Multipurpose Assistance Dog with Seizure Assistance
- FASD Assistance Dog
- Seizure Assistance Dog
- Mobility Assistance Dog
- Veteran's Service Dog
In 2015, 4 Paws’ continued its pursuit of purpose breeding service dogs with good temperament, sound body, conformation to breed standards, and with the best possible traits and disposition for public access work. 4 Paws continually works to better the processes involved and made strides in selecting future breeders from third and fourth generation 4 Paws bred moms as well as acquiring well suited males and females for the program from reputable breeders across the globe.

Golden Labs remain a popular and successful breed for 4 Paws, mixing the outgoing and caring qualities of the Labrador and Golden Retrievers. In 2015, 4 Paws resurrected a formerly used cross, the German Shepherd Golden Retriever and added a new cross, Newfoundland Labrador Retriever to the program. German Shepherds are loyal dogs and are known for their scent work abilities. Crossing with the Golden Retriever, 4 Paws hopes to see their best traits combine for an excellent working dog. As for the Newfoundland Retriever, Newfoundlands are historically known as nanny dogs, with great care and concern for their family. They also bring to the program their size, a necessary consideration for some of our service dog placements. Golden and Labrador Retrievers, Papillons, and Goldendoodles remain a strong hold of the program.

In 2015, 4 Paws bred 1 litter of Collies, 1 Newfoundland Retrievers, 2 German Retrievers, 7 Goldendoodles, 19 Golden Labs, 7 Golden Retrievers, 2 Labradors, and 5 litters of Papillons. This resulted in the birth of more than 325 purpose bred potential service dogs. Regarding gender, it was close, with a slight 52/48 male to female ratio.
Increase independence for children

Jake & Gust, Autism Assistance Dog

A Gust of Hope. That’s what mom, Joanne, has subtitled their life with Gust, a golden lab service dog, born at 4 Paws for Ability on April 19, 2014. Gust blew into their lives in the April 2015 class and has been helping Jake ever since.

Jake was given a laundry list of diagnoses early in life; Autism, ADHD, severe communication disorder, aphasia, sensory processing disorder, all among them. Together, these cause developmental concerns and anxiety; Jake needs significant support and he is a wandering and elopement risk. Even though mom is trained in special education, the first time someone mentioned the “A” word, Jake’s family was surprised, and definitely scared for what the world holds for a little boy who sees, hears, and experiences the world differently than those around him. Joanne had begun researching, even met a family who had received a dog from 4 Paws, but it wasn’t until Jake threw himself to the ground while walking into school that Joanne knew they needed a service dog. With headlights bearing down on the little boy, on the ground, in the crosswalk, Joanne felt helpless.

With Gust, there is no helplessness. From the camaraderie and family created during the training class to the partnership between Gust and Jake, the Wells family is breezing through activities they never thought possible. Gust is trained to track Jake in the event he does elope, although the ability to tether Gust and Jake helps alleviate that concern some. “Tethering has changed our life, especially Jake’s! The thing I didn't realize is that Jake was going to gain his independence.” Tethering allows Jake to walk independently - no “death grip”, no shopping carts, no strollers. With Gust by his side, Jake can experience the world as a curious, but safe, young child. While non-verbal, Jake has grown to request sensory input from Gust, in big sloppy kisses, and plays fetch with his best friend.

Gust and Jake also have been on some big adventures, like a trip to California for a wedding and a visit to Disneyland. Gust was able to help Jake on the flight, with the overwhelming sights and sounds of a busy amusement park, and with fireworks near the hotel. All of these things have been very hard for Jake in the past. His parents agree, before Gust, the trip would have been pretty stressful and limited in positivity. With Gust, Jake is calm, he is balanced, he feels secure…and he is deeply loved.
In a month with our new service dog...

...Coffee has changed our lives so much. Coffee has given us hope, something our family hasn't felt in years. Coffee has not only become Dylan's best friend but children are reaching out to befriend Dylan, something Dylan has never really had. Coffee is teaching Dylan responsibility. Coffee fills our house with love and laughter. Words can not describe my gratitude.

-Kim Halmess Dermon
Dylan & Coffee

Our lives are already different because...

...Ava’s meltdowns are down to 1 or 2 minutes from 45. Ava's vocabulary has increased and she absolutely loves Minaj. We are no longer planning on who stays home with the kids and who goes shopping; we are no longer held hostage in our home by Autism. When we want to go, we just go. Minaj works her magic everywhere! The entire family stress level has decreased. We are all so much happier and spend more time together. Minaj is so sweet and we are constantly talking about her, we can't imagine life without her.

-Amy Robertson
Ava & Minaj

We just got home but already...

...we feel the calming Lightening brings to Eli. We experienced a calm 15 hour drive home. We experienced a calm day before school starting. Both these events would have previously been filled with behaviors and yelling. We are seeing a bond develop between Eli and Lightening that with time we hope will help Eli navigate a sensory overloaded extreme anxiety filled misunderstood world in a much better way. A calmer Eli is a load lightened! Thanks Lightening and 4 Paws!!

-Teresa Christiansen
Eli & Lightning
On July 26, 2015 the Americans with Disabilities Act (ADA) celebrated its 25th anniversary. 4 Paws for Ability prepared a month long online initiative, *25 Ways the Americans with Disabilities Act has Changed Lives*, in honor of the 25th anniversary of the signing. 4 Paws shared 25 individual client stories linked to a specific impact the ADA has made on their lives, as determined by those who need the assistance of this law the most. On the actual anniversary, July 26, 4 Paws shared additional client stories, future client stories, volunteer stories, and additional content from journal and news articles on the topic. In total 88 independent and unique posts to Facebook, and 25 replicated for the website, Twitter, and Instagram were shared to increase awareness of the importance of the ADA, its impact on people who need service dogs, and the aspects of coverage the law provides to service dog teams. Followers were able to help spread awareness about the ADA and service dog law as well as have meaningful discussion on topics such as the benefits of this law and potential changes that would bring greater assistance. At the conclusion of the campaign 4 Paws published a culminating booklet of these stories, which many families since have used to educate others in their communities and to support presentations to youth in local schools. Service dogs and service dog laws are still misunderstood and confusing to communities and businesses. With every placement 4 Paws hopes to aid families in their future endeavors, including educating those around them.

Caden and Elf’s story, and 24 others can be found on our blog with the tag 4PawsforADA.

1. All service dogs are covered – not just guide dogs!

This is Caden and his service dog Elf. Elf is an autism assistance service dog. The ADA provides public access rights for all types of task trained service dogs. While guide dogs, sometimes called seeing-eye dogs, have the most public exposure, service dogs serve a wide breadth of accessibility needs. All of 4 Paws for Ability’s service dogs have public access rights: these include seizure assistance, hearing assistance, autism assistance, FASD assistance, mobility assistance, facilitated guide, diabetic alert, and PTSD alert dogs.

“Without the law Caden would have to endure a lot of fear and anxiety without his best friend by his side. The ADA allows Caden the opportunity to just be a kid and enjoy the world around him”.

-Caden’s Mom
On Thursday, March 5, 2015 the Cincinnati ReelAbilities Film Festival presented “Travis: A Soldier’s Story” hosted by 4 Paws for Ability at the Cincinnati Museum Center. The VA Mobile Health Screening Unit and other agencies that provide services and recreational opportunities for veterans were present before the event. A handful of staff and service dogs in training, including Zappa, shown here, and many supporters also attended the event.

The film, “Travis: A Soldier’s Story”, is an inspiring documentary of United States Army Staff Sergeant Travis Mills, one of only five quadruple-amputees from the wars in Iraq and Afghanistan. Mills’ shares the internal and external struggles wounded veterans face while expressing the difficulties of rehabilitation. Following the showing, Travis was joined by Major Laurae Rettig, the critical care doctor who provided medical care during his air care transport from Kandahar to Bagram, Afghanistan, and other members of the University of Cincinnati/United States Air Force Center for Sustainment of Trauma & Readiness Skills team (CSTARS). Mills and Rettig reunited for the first time since the critical care flight at the ReelAbilities Film Festival. SSG Mills expressed during the question and answer session that he is grateful to all that assisted in saving his life and simply, grateful to be alive. The ReelAbilities Film Festival and the Travis film showing were a wonderful demonstration of the vibrant community opportunities available to people of all abilities in the Cincinnati-Dayton region, including 4 Paws for Ability.

**Dayton Dragons Community All Stars**

On July 19, the Dayton Dragons baseball team invited 4 Paws for Ability to have a table on the concourse during a game and meet with community members. Training and socialization staff along with Buffy, Eduardo, and Oompa had a great time despite the rainy weather. The game was great, they talked with a lot of people, the puppies showed off their amazing love for being petted, and 4 Paws even gathered a few donations from the supportive baseball goers. Engagements like this are a wonderful way to introduce our work to our local community - you never know where you will find the next donor, volunteer, or service dog applicant. It was a wonderful and exciting surprise to be invited back to the Dayton Dragons just a month later, this time for CEO, Karen Shirk, to accept the Community All Star Award. Throughout the season, the Dragons honored five local Community All Stars who make a difference every day. Karen, her kids, and members of the training staff, along with four pups in training attended the game on August 11. They shared a short video and recognized all the 4 Paws people and pups in attendance during the third inning. Additionally, the Community All Star Award and 4 Paws for Ability were included in the program for eight home games!
A large corps of volunteers...

More than 50 pups in traditional foster homes at any given time...

Top 10 Onsite Volunteer Hours

Barbara Kimmel  Trish Clute
Karen Gebhard   Linda Moulton
Molly Arneson   Sarah Moulton
Susan Marshall  Dana Gallagher
Linda Davis     Jane Harshberger

More than 3,350 hours volunteered onsite, giving puppy baths, puppy play time, walking dogs and everything else they can get their hands on, like washing dishes!

More than 164,000 hours volunteered through 4 Paws Mission Pawsible prison training program (assuming just 6 hours a day per pup).

...with seasoned veterans, like the Organisacks and Rubix who is foster number 12 and brand new helpers like the Gambinos, who fostered Rupunzel and Chaquita, fosters 1 and 2.
...assisting in all areas of operations.

192 puppies raised through the 4 Paws University program at 13 different colleges and universities...

...with former university program members like Bennett taking on her first traditional foster in 2015 and new grads like Heidi prepping for her first traditional foster in 2016!

More than 100 breeder moms and dads in loving guardian homes...

...including first time mommas, newly selected mommas, and recently retired mommas. And then there’s the Cox family, taking volunteering to a whole new level by turning their neighborhood into a guardian home metropolis!
2015 Revenue

- Contributions and Gifts: 98.87%
- Federated Campaign: 3.46%
- Sales and Fees: 0.96%
- Other Income: 0.10%

2015 Expenses

- Administrative: 7%
- Program: 6%
- Fundraising: 87%
Statement of Financial Position

Assets
- Cash and cash equivalents $1,669,761
- Inventory 86,908
- Other assets 1,263
  Total current assets 1,757,932
- Land, building and equipment, net 3,591,609
  Total assets $5,349,541

Liabilities and Net Assets
Liabilities
- Accounts payable and accrued expenses $167,643
- Mortgage payable, current portion 74,141
  Total current liabilities 241,784
- Mortgage payable, net of current portion 2,229,359
  Total liabilities 2,471,143

Net Assets
- Unrestricted 2,644,622
- Temporarily restricted 233,776
  Total net assets 2,878,398
  Total liabilities and net assets $5,349,541

Statement of Activities

Revenue:
- Donations $2,844,300
- Sales and fees 27,500
- Other income 2,990
  Net assets released from restrictions 342,944
  Total revenue 2,757,734

Expenses:
- Dog care $1,568,982
- Dog training 736,995
- Administrative 205,878
- Fundraising and program development 206,788
  Total expenses 2,718,643

Change in net assets 39,091

Net assets, beginning of year 2,605,531

Net assets, end of year $2,644,622 $233,776 $2,878,398
4 Paws for Ability Service Dogs
Placements by State

*Data through 31 December 2015
*Data is for active placements and address of retirement
*Data includes types of dogs no longer placed by 4 Paws for Ability.

Upcoming Placements (2016-2017)

- Autism Assistance Dog: 37%
- Diabetic Alert Dog: 20%
- FASD Assistance Dog: 9%
- Mobility Assistance Dog: 4%
- Hearing Assistance Dog: 21%
- Multipurpose Assistance Dog: 5%
- Multipurpose Assistance Dog with Seizure Assistance: 1%
- Seizure Assistance Dog: 1%
- Veteran’s Service Dog: 2%
Thank You!

$50,000+
- Anonymous Trust – $100,000
- The E. Kenneth & Esther Marie Hatton Foundation – $50,000
- The Calipari Foundation Inc – $50,000

$49,999 - $25,000
- Tzell Travel Foundation c/o Tzell Travel – $31,056
- Chardith Foundation – $25,000
- Eisai Inc – $30,000
- Allied Van Lines – $29,450

$14,999 - $10,000
- Anonymous – $14,000
- Richardson Foundation – $12,000
- Epilepsy Foundation of Western Ohio – $13,000
- MEA Charitable Foundation – $10,000
- Steve Wambold – $10,000
- Scott Urban – $12,000
- Make-A-Wish Foundation of Nebraska Inc. – $14,000
- Gerald & Carole Miller Family Foundation – $10,000
- Make-A-Wish Foundation – $13,076

$9,999 - $5,001
- Terri & Andrew Herenstein Fund c/o Jewish Communal Fund – $7,000
- Friends of Nathan Foundation – $5,339.03
- Michael & Joyce Mallon – $6,060
- Mad River Local Schools – $9,463.88
- Illinois Elks Children’s Care Corp – $8,526
- Susan K Gericke – $7,000
- First Baptist Church, Inc – $7,370
- Bashcraft Enterprises LLC – $6,122
- Rebekah Assembly of Illinois IOOF – $7,933
- VCA Charities – $7,055.87
- PTT LLC D/B/A HIGH 5 GAMES – $5,140
- The Arc of Washington State – $7,000
- Friendship Trust – $6,000
- Jay Burkett – $7,759.24
- Anonymous – $6,000
- Nanci Puwalski – $7,500
- Brandon Hite – $6,755.51
- The Ethan Foundation for Autism – $5,500
- Elements IV Interiors – $5,250
- Laura Duncan (Girl Scout Group) – $7,239.03

$24,999 - $15,000
- The Virginia Conlogue Foundation – $20,000
- Vital Projects Fund, Inc – $20,000
- PetSmart – $23,326
- Make-A-Wish Foundation – $15,000
- Alton Research LLC – $15,000
- Make-A-Wish Foundation – $15,000
- Schwab Charitable – $20,000
- Tafya’s Trot – $19,000
- Irwin Epstein – $15,000
- Gladys E. Reid – $22,000
- Make-A-Wish Foundation of Nebraska – $15,000
- Schwab Charitable – $20,000

$9,999 - $5,000
- Richard Boyle – $14,000
- Anonymous – $10,000
- MetLife – $10,000
- Ultimate Sports Gym – $10,000
- Southland Christian Church, Missions – $10,000
- Anonymous Foundation – $10,000
- Anonymous – $10,990
- The Dayton Foundation – $10,000
- Helen W. Bell Charitable Foundation – $10,000
- Wash Depot Holdings, Inc – $13,850
- Cyrus Spurlino – $10,000
- Mr. and Mrs. Gary Bergren – $10,000

$5,000
- Steve Meng – $5,000
- The Minneapolis Foundation – $5,000
- Ricky & Bonnie Winkles – $5,000
- F.O.P. Lodge #170 – $5,000
- Matthew & Rebecca Boyle – $5,000
- Commercial Properties – $5,000
- Community Wrench – $5,000
- The Pecho Foundation – $5,000
- Sheila Papez – $5,000
- Delaware Valley Veterinary Hospital, P.C. – $5,000
- Dayton Freight Lines – $5,000
- John C. Hench Foundation – $5,000
- Emergency Restoration – $5,000
- Dave & Peggy Meador – $5,000
- Shelia Papez – $5,000
- Schwab Charitable – $5,000
- Marjorie Neuhoff – $5,000
- Joyce Brindley – $5,000
- Polyguard Products, Inc – $5,000
- Schwab Charitable – $5,000
- Michael Gertsema – $5,000
- Scott & Krista Hamrick – $5,000
  c/o Joyful Blessings Foundation
- Slagle Family Charitable Fund – $5,000
  c/o Fidelity Charitable Fund
Thank you so much for supporting 4 Paws for Ability. Together, we are truly enriching the lives of children with disabilities and veterans from recent conflicts through the training and placement of high quality service dogs.

4 Paws for Ability has much to celebrate this year. December 2015 marks the completion of a massive construction project to update and expand our primary operating facility. The project has been years in the making and includes the addition of kennels, a state of the art training center, a veterinarian clinic, whelping rooms, and much more. The upgrades will enable us to provide best in class care to our dogs, provide a more comfortable and enriching experience for our families, and begin scaling up the number of families we help each year. We are very proud of our new building and would love for you to come visit!

The organization was able to repeat previous levels of service, placing over 100 dogs with families, despite the fact that our facility was an active construction site for the balance of the year. In an effort to maintain our high services levels during construction, temporary measures were taken that increased operating expenses – construction sites can be muddy places and, although my dog would disagree, dogs and mud don’t always mix.

Thank you for your commitment to 4 Paws for Ability and our cause. I am humbled by the generous support we receive each day. I look to 2016 with gratitude in my heart and excitement for the future of 4 Paws for Ability.

Kind regards,

Greg Brelsford
Board of Trustees Chair
# Key Staff

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Karen Shirk</td>
<td>Executive Director &amp; Founder</td>
</tr>
<tr>
<td>Jeremy Dulebohn</td>
<td>Training Director</td>
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<td>Jennifer Lutes</td>
<td>Associate Director</td>
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<td>Kelly Camm</td>
<td>Development Director</td>
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<td>Jessa Kenworthy</td>
<td>Senior Trainer</td>
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<tr>
<td>Brit Insley</td>
<td>Senior Trainer</td>
</tr>
<tr>
<td>Kevin Corcoran</td>
<td>DVM</td>
</tr>
<tr>
<td>Ruth Keller</td>
<td>DVM</td>
</tr>
<tr>
<td>Erin Bittner</td>
<td>Genetics and Socialization Director</td>
</tr>
<tr>
<td>Brian Arney</td>
<td>Operations Director</td>
</tr>
<tr>
<td>Peg Walsh Bernert</td>
<td>4 Paws Alaska</td>
</tr>
</tbody>
</table>

# Board of Trustees

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Greg Brelsford</td>
<td>Board Chair</td>
</tr>
<tr>
<td>Helena Brooks</td>
<td>Operations Committee</td>
</tr>
<tr>
<td>Ken Valentine</td>
<td>Programming Committee</td>
</tr>
<tr>
<td>Jenna Whipp</td>
<td>Finance and Accounting Committee</td>
</tr>
<tr>
<td>Maggie Kroeger</td>
<td>Programming Committee</td>
</tr>
<tr>
<td>Eddie Young</td>
<td>Expansion Committee</td>
</tr>
<tr>
<td>Amy Wilcox</td>
<td>Programming Committee</td>
</tr>
<tr>
<td>Gregory Edwards</td>
<td>Operations Committee</td>
</tr>
<tr>
<td>Jessica Heaton</td>
<td>Operations Committee</td>
</tr>
<tr>
<td>Jamie Lindemann</td>
<td>Finance and Accounting Committee</td>
</tr>
</tbody>
</table>

As of November 15, 2016
4 Paws for Ability
253 Dayton Avenue
Xenia, OH  45385