2018 IN REVIEW

113 service dog placements
317 puppies born at 4 Paws
20,011 hours volunteered onsite

8 different types of service dogs placed
1 appearance on Netflix
1250+ service dogs placed since 1998
Letter from CEO ........................................ 2
Mission, Vision, Advantages ...................... 3
Enrich their Lives .................................... 4
Train and Place ..................................... 8
Increase Independence ............................ 12
Educate .............................................. 16
4 Paws Today ....................................... 18
Volunteer .......................................... 20
Financials .......................................... 22
Letter from Board Chair .......................... 24
People of 4 Paws .................................. 25
Welcome to the 4 Paws for Ability 2018 Annual Report.

2018 was a special year for 4 Paws for Ability. On October 20, 2018, 4 Paws celebrated 20 years of Freedom from “dis” Ability by holding a gala at the National Underground Railroad Freedom Center in Cincinnati. Service dogs and supporters from all over celebrated all that 4 Paws has become in 20 years. The first 20 have certainly been magical - from a one bedroom apartment in Batavia, OH to a world-renown, service dog placement agency placing more than 100 service dogs a year and totaling over 1250 dogs by year’s end. Although much of this night was reflective, 4 Paws is hardly resting on its laurels...

2018 was a year of growth and preparation, for the excitement and magic we anticipate out of the next 20 years. In 2018, we continued to grow our staff and volunteer base, continued to make technology improvements to increase our efficiency, and continued our diligence to fiscal responsibility, ensuring that the support from our donors provides the care, housing, and training necessary to place quality, task-trained service dogs to help children and veterans with disabilities.

This preparation was critical to our future. The Freedom from “dis” Ability Gala was also the formal announcement of our next big project - building a new “puppy house.” The puppy house is a 100+ year old home that currently houses our smallest service dogs in training and where the Puppy Enrichment Program begins for these little charges. We know an investment to this foundation, literally and figuratively, will change the way 4 Paws does business, the way puppies learn, and our ability to grow to place more service dogs each year with children and veterans who need them.

Thank you for being on this journey with us and helping make dreams come true for our children and our veterans with disabilities. We owe our success to limitless volunteers, staff members, donors, and supporters of our mission. With your support, the next 20 years will be filled with the love of the past and only the magic you can imagine!
Mission

The 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

Vision

The 4 Paws vision is 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.
- 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.
- Be financially independent with funds available to those clients who need assistance with the fundraising process.
- Be the preferred provider of service dogs for children at the national level.

Advantages

4 Paws unique competitive advantages:

1. **Challenges are welcomed.** 4 Paws is willing to reach out and tackle the more difficult placements.
2. **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%.
3. **Flexible training.** Training that can provide unique and highly customized kinds of placements.
4. **Global.** Global outreach rather than primarily regional.
5. **Open to more individuals.** 4 Paws has no minimum age requirement and does not discriminate based on severity of disability within the programs it provides.
6. **Pet Friendly.** 4 Paws does not require that recipients give up their pets to receive a service dog as many agencies do.
Tiki & Fuzzbert, Autism Assistance Dog

Auhner, more commonly known to friends and family as Tiki, was diagnosed at the age of three with Autism/PDD-NOS (Pervasive Developmental Disorder-Not Otherwise Specified). While Tiki’s family, including his three siblings, are very active, Tiki’s limitations could make normal everyday activities very challenging for him as well as for the rest of the family. Before 4 Paws, Tiki would become overly stimulated and agitated, many times resorting to stimming behaviors that could be perceived as aggressive and disruptive for those who were not accustomed to him. He has significant communication and sensory needs. Tiki struggled with social interactions and his family had to keep constant watch to ensure his safety.

After his parents, Nichole and Dale, discovered service dogs for children with autism, they heard about 4 Paws by word of mouth. A friend of a friend had received their own 4 Paws service dog and after talking with Silas and Abbott’s family, the Keffer family was all in. First and foremost, they hoped that their son would be safer with a service dog. Tiki was growing in age and want for independence, but unable to make decisions that impact his safety and wandering was a continuing concern for their family. Additionally, his family hoped that having a service dog would encourage Tiki to socially interact more with them as well.

Fuzzbert, a Newfoundland Retriever, met Tiki in July 2018, and turned their world around. Nichole said being at 4 Paws on the first day of class felt like being a kid on Christmas again. “When Megan walked Fuzzbert out of the waiting room and I first saw him, I remember hoping and praying that the big ball of fur waiting to meet his boy was everything I needed him to be for Tiki. I was nervous, excited, anxious, and so very hopeful.” Like many, Nichole found class to be exhausting and amazing all at the same time. Each day they spent time both in the classroom and in the “real world” practicing with their new service dog. “The best part of our training was learning how Fuzzbert is able to track Tiki if he wanders away. We spent many hours with our new 4 Paws family practicing these skills at the local parks, and every time one of our dogs was able to successfully track their child I knew we made the right decision.”

Life at home with Fuzzbert has been great for the Keffer family. “We have a sense of security that we didn’t have before. It’s amazing how much better we sleep at night. Tiki is so much calmer when Fuzzbert is with him. Going out to eat as a family was always difficult before due to Tiki’s sensory overload. Now, Tiki will encourage Fuzzbert to lay across his feet under the table when we are at dinner, helping him to self-regulate and keep his body in check. We are able to do so much more as a family now with much less stress and anxiety.”

Tiki spends his afternoons playing ball with Fuzzbert and enjoyed a summer full of camping, boating, swimming, and baseball games. Each day the Keffer family finds another joy to experience with Fuzzbert at their side, but some days the joy becomes hard to describe and harder to measure. “One day when we were out shopping, an employee approached Tiki to talk to him about Fuzzbert. She was genuinely interested in learning about how he is able to help Tiki. After talking with me, she turned and started talking with Tiki. She spoke to him. She asked Tiki what his dog’s name was, and he responded to her. She told him that Fuzzbert was a beautiful dog and smiled at him. Tiki looked her in the eyes, and he smiled back. It doesn’t seem like much to others, but for us, it was truly a magical moment. Fuzzbert gave Tiki a reason to interact with someone outside of our family, and for us, that was priceless. He was so proud, so happy.” If the least of which a service dog provides is community, that life has been enriched beyond measure, and 4 Paws is so glad Fuzzbert has enriched Tiki’s life in this way, among many others.
We needed Heracross for seizure alert, but what we got was so much more. We all sleep better knowing that she is protecting her girl, Kira. An added bonus is that she has reduced our daughter's anxiety significantly since we brought her home. We are so thankful for her addition to our lives!
Matt Powell left the United States Air Force as a Technical Sergeant, but his time serving his country had changed him, forever. Post Traumatic Stress left him only a fraction of who he was, unable to function in society that expected so much of him. He spent him his time at home, alone. The house was locked up, blinds were down and the depression and anxiety of life was all that kept him company. Matt certainly isn't alone in his struggle and like many other veterans, found resources limited and frankly, unsure of who or what would actually help him.

In December 2018, Matt was matched with his 4 Paws for Ability service dog, Razzmic. While most service dog relationships take time to blossom, for the bond to form, and for each half of the partnership to understand one another, it would be an understatement to say that in this case, the changes were happening at warp speed and Matt and Razzmic’s classmates saw these sometimes subtle and sometimes dramatic changes each and every day of class. Matt started the first day nestled in the corner, quiet and without much engagement with those around him. When Razzmic came out to meet him, Matt and Razzmic locked eyes, and it seemed like, at least for a few minutes Matt forgot the crowded room around him.

He doesn't remember being in a mall since 2004. Half of class would require working on public access...in the local mall. Unsure if he would be able to do that, Matt started to figure out what everyone means when they say 4 Paws is family. By graduation day, the person everyone met on the first day was gone. There was a long embrace with donors to the 4 Paws for Veterans program, and a verbose thank you, that touched everyone in the room. "Everyone is thanking me, thanking my fellow veterans, but you guys don't understand what you guys are doing here. All of this, the family and the unity that I've left when I got out of the military for PTSD. You don't understand, but this is family." Matt shared with everyone, he had been a prisoner of his home since 2007 and his life was running to the store for essentials and getting home as fast as possible to his closed blinds and empty rooms. But now, Razzmic. "With Razzmic...well, she gets everybody." And she definitely gets Matt.

Months out from class, Matt shines in the new life he has with Razzmic. He finds himself being more social, and while his anxiety isn't gone, he's able to manage it. He's made better connections to his family and finds himself actually talking to people when he's out shopping, which takes a little more time than it used to. He shared with us at one time he even debated getting a dog, but he did and it's the best thing he could have done to change his life. “Service dogs, it works.”
Happy has given his boy, Colton, the best friend he could have ever asked for. Unconditional love at its finest. Happy has helped Colton get over some of his fears of navigating uneven terrain - we would never have gotten these pictures without Happy. He gives him support and confidence daily. We have seen some great changes in Colton all around.
Train and place quality, task-trained service dogs

113 Dogs Placed in 2018

- Autism Assistance Dog
- Diabetic/Medical Alert Dog
- Mobility Assistance Dog
- Multipurpose Assistance Dog
- Multipurpose Assistance Dog with Seizure Assistance
- Seizure Assistance Dog
- Veteran's Service Dog
- Facility Assistance Dog
The EKCC program not only prepared Azure for when I fostered him, but it prepared him to be a service dog. At a very young age he already knew how to sit, lay down, shake, and go potty on command, which is a huge testament to how well his inmates trained him. I'm so glad that Azure and his litter had the chance to be a part of this program, and I'm so thankful to everyone who made it possible!
Puppy Enrichment - the EKCC way

To train and place quality, task-trained service dogs with children and veterans, 4 Paws for Ability must consider every aspect of breeding, raising, and training dogs such that the results include good temperament, sound body, and the necessary disposition for public work. Early enrichment is a critical element of the program and 2018 saw the launch of the Eastern Kentucky Correctional Complex Puppy Enrichment program. Although 4 Paws has worked within prisons for years, with many benefits to inmates and puppies alike, the EKCC program is markedly different from the other four prison programs. Instead of working with puppies 12 weeks and older on potty training and obedience, the men of EKCC would be working with whole litters at two weeks of age, weaning them from their mamas when ready, and continuing their early enrichment to around 10 weeks of age.

EKCC is a scenic three hour drive from Xenia, OH and one may wonder how exactly 4 Paws came to implement this very involved program in West Liberty, KY, a little town few have heard of. Kathy Littrel, former warden of EKCC, is just the kind of advocate 4 Paws is used to seeing. Fiery, persistent, and dedicated to leaving everything better than she found it. She knew, without wavering, that a dog program would change the world for her prison and she knew 4 Paws was going to be the organization to make that change. It’s unusual to find a safe prison environment that doesn’t already have a dog program, so this adamant knock on the door presented an opportunity that 4 Paws may never find again - without a dog program, the facility and outdoor space was free of typical health concerns associated with dog friendly spaces, like viruses that can survive in grass and dirt for years. A blank slate like this one is just what 4 Paws needed to start a puppy enrichment program that focuses on such early experiences.

Erin Bittner, Director of Socialization and Genetics, trained the staff and inmates on all the necessary information, everything from health and care to socialization and overcoming obstacles. Within the first week, Erin spotted changes in the men she was working with. “So many of these inmates at EKCC have already started to change their mindset, putting their puppies’ needs ahead of their own. Whether that is a bath, a potty break, their next meal, or even to check out the reflection in the glass they noticed for the first time. We received many simple thanks that almost stopped me in my tracks, ‘thank you for treating us like humans.’ ‘The fact that someone is entrusting me with the care and training of puppies, it gives me hope for the future that I can become a trusted member of society again.’ ‘Thank you for the opportunity to make a positive impact on someone’s life.”’ Ashley Waulk, guardian home to Kit-Kat, was able to visit the facility with the Sky Day Litter, the inaugural EKCC litter. She had positive reflections about everyone there. "The staff were so friendly and welcoming. They seemed so genuinely invested in the rehabilitation and growth of the inmates. The inmates were incredible with the puppies and it is very apparent how hard they have been working with them and how much they have already bonded. And the puppies have advanced so much in such short time. I can tell they have gained a lot of confidence and they are doing well with commands and potty training...at six weeks of age!"

In 2018, 63 dogs of 317 born at 4 Paws were part of the EKCC program, with everyone else getting their early experiences in the onsite enrichment program. Golden Labs remain the core of the 4 Paws program, the best of our favorite Labrador and Golden Retriever breeds. Newfoundland and German Retrievers, Poodles and Goldendoodles, and Papillons also remain important components of the program, with almost every breed making an appearance in the EKCC program. 4 Paws is proud of the enhancements being made each day to our puppy enrichment program, knowing that our success relies on happy, healthy, confident puppies who grow up to be service dogs.
Increase independence for children

Leah & Dancer, *Seizure Assistance Dog*

Leah Manth and Dasher met each other at 4 Paws for Ability in May 2018. Leah has Neurofibromatosis Type 2 (NF2) and is deaf in her one ear, but still hears out of the other, along with a few other symptoms that have an impact on her daily life. Leah’s mom, Linda, struggled to find someone who could help them at first. "Finding organizations that provide hearing service dogs (and deal with those who are younger than 18, as Leah was at the time), was not an easy task. We found 4 Paws for Ability, applied, raised the money, and then came for training." Leah and Dasher spent two weeks together at 4 Paws learning each other and more importantly, learning all the things Dasher would be able to do to help Leah.

Leah’s family was honestly expecting Leah to be at a different spot in life right now. "We were expecting her progressive tumor growth to render her deaf in both ears. Thankfully, that has not occurred yet, and while we would like it to never occur, realistically it is on the horizon. Dasher is a good fit for our family but is trained to do more than Leah needs at this point,” Linda noted. That’s a small joy, often unheard. While Leah does maintain some hearing still, Dasher helps with what she doesn’t hear and with other aspects of her life. Leah has numerous brain and spinal tumors and receives IV chemotherapy every three weeks, plus takes oral meds and has a slew of doctor appointments/MRIs that Dasher now accompanies her to. He's adapting to Leah’s needs, like what to do at a crosswalk when Leah's deaf ear is closer to traffic - a gradual transition to a time when Leah will approach traffic and not hear at all. Dasher also provides Leah with some mobility assistance, a steady paw when her balance is off.

Dasher has become part of the Manth family, is truly loved by all. "Leah is our quiet introvert, and in the past year I have heard her speak more in public than I ever have before because he is a natural draw. When people ask what Dasher does for Leah it also opens up conversations about NF2 and service dogs that allows us to educate and inform people that otherwise may not occur. He has taught her more about responsibility and respect than my husband and I could ever hope for. Dasher provides comfort, companionship and an often-welcome distraction with her multiple medical appointments. With future surgeries inevitable because of her medical diagnosis, he is and will be a positive influence in an otherwise difficult situation,” explained Linda.

While the Manth family expresses some guilt that Dasher knows more than they ultimately need for Leah at this point, their partnership exemplifies that upon which 4 Paws was founded. Those with disabilities are worthy of the assistance of a service dog - Karen Shirk wasn't too sick, and Leah Manth isn't too well for assistance. Linda notes, "Dasher does everything we need him to do and way more than we were ever expecting and has the potential to grow with Leah as her needs evolve." And grow together, they will.
Having Tornado enter into Kai’s life has changed the entire dynamic of our family for the better. In addition to easing my own concerns as a parent, Tornado has helped Kai gain independence and confidence both in himself, and with the world around him. With Tornado by his side, Kai is always reminded that he is safe, loved, and has his boy to turn to if he needs him for any reason. With Tornado’s unconditional support and assurance, Kai has blossomed into a child that is far less fearful of the world than he used to be, which has had a profoundly positive impact on his emotional well being.
"It was a dream to have an animal, specifically a dog, in the classroom. There are students who really need a reason to come to school, and I knew a 4 Paws for Ability Autism Assistance Dog would be the perfect addition, a non-judgmental and calming presence for students who have many struggles. Our beautiful girl, Buffy, became a reality in 2018, and the effect she has had on not only our students in class, but our school, is remarkable. I remember when I spoke to 4 Paws during the interview process. I was so nervous. I knew this would help; I wasn't 100% certain of all manner of help. I knew this could help with meltdowns, but I never dreamed we would go from several meltdowns a week (sometimes more than one in a day) to one meltdown in a school year! It's hard to say exactly why. It could be Buffy's intuitive nature; she'll approach kids at times without being called as if she knows they are struggling. It could be that she is always happy to see the students; she greets them with enthusiasm daily. It could be that people are always willing to talk and interact with the students because she's with them. Or, it could be the reassurance that she's there, every single day, and most of the summer in fact. Buffy has been one of the best tools I have ever had as a teacher. The business teacher helped us make a video to introduce Buffy to the student body and teach how to interact with her and the students. It was so well received, and the students are very respectful. They follow the rules and know that she is accessible if they ask our students (not me) to pet her. Buffy loves school, and she loves work. Our students take her to visit with AP students and other students before big tests and "share the love." This now makes our students visible and approachable in a new way. High school can be a tough place, and it's hard to make your way when you are "differently abled" but thanks to "Buffy the Autism Slayer" (our name for her), life is good for years to come at Milford High School.

My biggest advice to someone considering a facility dog for a class of students with autism or other multiple disabilities is to utilize ALL tools available to you as an educator. The dog has enhanced our toolbox in a big way, but we are always looking forward to when the students will not have Buffy. It's critical for them to learn to regulate to the best of their ability with tools they have on their person or have learned.

So many thanks to the professionals and fellow dreamers at 4 Paws!” -Trena Panko

Because of the success of this placement, 4 Paws has received other applications for Facility/Classroom Assistance Dogs.
Before I got Twist I rarely went anywhere without my mom. I hated staying home alone and I made my mom go with me when my friends went out. I didn't even go an aisle over from my mom in the grocery store because I was scared. Scared of what might happen. Scared I would trip or get dizzy and fall without her to hold on to. Scared I would pass out and be there alone.

But that was all before Twist. The week after I got home I went out with my cousins for a multiple hour long photoshoot along with going to lunch and Target for a couple hours. I walk through a store confident that if I trip Twist will steady me, alert someone if I pass out, or he will even just pick something up I've dropped so I don't get dizzy. Everywhere I go, he is there. - Amelia
One of the most popular shows on Netflix kicked off right here in the Dayton area. "DOGS" is a tear-jerking, earnest and adorable new series that made its debut on Netflix, a streaming service with approximately 51 million subscribers, in November and has remained on the “Trending” list ever since. The show features “six stories of unconditional love between humans and their best friends.” Netflix directors searched around the world for extraordinary human-canine connections, and chose 4 Paws For Ability, a nonprofit organization in Xenia founded in 1998, to be the first installment of the series.

The approximately 50-minute “docuseries” episode followed a 12-year-old from West Chester, Corrine Gogolewski, and her family through their journey with 4 Paws for Ability. Gogolewski struggles through the everyday obstacles of living with epilepsy. That’s when Rory the service dog comes in and changes the family’s life.

“It was amazing,” said Jeremy Dulebohn, director of training at 4 Paws. “A lot of the stuff that so many people don’t get to see, the behind the scenes of what the family’s day-to-day life is all about and the benefits a service dog can really supply. It’s one of the things, fortunately, we get to see — the change on a regular basis. Very few people actually get to witness that, but I think they captured it perfectly.”

Rory, an energetic 18-month-old Goldendoodle, prepared to be united with Gogolewski since birth. She is trained to recognize the scent of a seizure, should the teenager have one, and alert adults immediately. The Netflix crew followed the family for about three weeks to film, said Dulebohn. Even those who are not dog lovers will feel their heart strings pulled when Gogolewski is finally paired with Rory and the young girl’s life is changed for the better.

As director of training, Dulebohn had his own starring role in the episode. For 25 years, Dulebohn has professionally trained service dogs. In fact, the unofficial first service pup of 4 Paws was trained by Dulebohn himself when founder and executive director, Karen Shirk, needed a service dog of her own. “She applied at several different agencies looking for a service dog for herself, but she continually was turned down because she was too disabled. So she decided to buy her own and I actually trained her first service dog for her in the mid-90s,” Dulebohn said. “What she thought was, well if I had this much trouble, how many people out there really need and could benefit from a service dog that are being turned down? You can get an in-depth look into the hard work Dulebohn, Shirk and the rest of the 4 Paws For Ability team are doing to help hundreds of families like the Gogolewskis now on Netflix — just make sure tissues are within arms reach.
Receiving our seizure alert service dog, Rory, for our daughter, Corrine, from 4 Paws For Ability has given our entire family a peace of mind and has given Corrine a sense of independence and freedom she had never had before receiving Rory! UGS, our Fabulous Flunky, has been an amazing companion for Corrine’s twin sister, Carly, and has added tremendously to the 4 Paws magic in our house! We were very grateful to have been able to have been part of the Netflix series “Dogs” so that we could share our story in hopes that it would help other families in our shoes know that they are not alone in their journey through life. We also wished that it would give them a sense of hope at finding strength when days are tough and celebrating the good days and even the smallest milestones because those are the days and moments that all of us live for and are grateful to be given!
Ours is a family of full-time world schooling, digital nomads. We sold everything over a year ago and have been traveling ever since. We have "lived" in a cabin on a lake in Maine, a funky beach town in South Carolina, several areas in Florida, and did some fun summer camps in Texas. Through visiting museums in DC, trips on public transportation, airplane rides, beach excursions to see newly hatched turtles, and boat rides to snorkel with manatees, Mavis has made our lifestyle possible! She has helped keep Mischka calm in the day to day and when a meltdown begins to amp up, Mavis is there to lay across her legs and keep her focused and calm. Normally we would have to leave when a meltdown starts, but now Mavis jumps in and after a bit of time together, we are good to continue our explorations!
4 Paws for Ability Service Dogs
Placements by State

Australia – 4
Canada – 19
Japan – 1
New Zealand – 7
Switzerland – 1
Germany – 1
Mexico – 1
Puerto Rico – 1

*Data through 31 December 2018

Upcoming Placements (2019-2020)

- Alzheimer Assistance Dog: 31%
- Autism Assistance Dog: 28%
- Diabetic/Medical Alert Dog: 15%
- Fasd Assistance Dog: 9%
- Hearing Assistance Dog: 2%
- Mobility Assistance Dog: 6%
- Multipurpose Assistance Dog: 5%
- Multipurpose Assistance Dog with Seizure Assistance: 2%
- Seizure Assistance Dog: 2%
- Veteran Service Dog: 2%
A large corps of volunteers...

Teamwork makes the dream work!

Behind each service dog is a team of fosters, onsite volunteers, and guardian homes giving of their time and resources. Our puppy raising program includes traditional family homes and college homes. Hundreds of families opened up their homes to a service dog in training. Twenty three colleges had 298 dogs living with students and attending class. Hundreds more support these full time homes as co-handlers and sitters in the program, to ensure each puppy has as many opportunities and experiences as possible on their journey.

"4 Paws is a magical place where we have the opportunity to be a part of something bigger than ourselves. We not only get to love on sweet puppies we are investing in future superheroes that are going to one day change the world for all they touch! Like Karen says when you see the look on the face of a child receiving their dog you know it needed to be done! And we get to be a small part of the process!" - Sarah Mark

In 2018, over 400 volunteers served a total of 20,011 hours onsite at 4 Paws. This is the equivalent to 10 full time staff members! Young minds were inspired and learned about service dogs through 58 educational visits. Eighty companies bonded over puppies by volunteering for a day.

“As I tell the puppies, they are destined for greatness...and I’m just happy to be part of that!” - Debbie Goldshot

Guardian homes voluntarily house our breeder dogs to continue the legacy of 4 Paws service dogs. The 4 Paws breeding program works hard to ensure that the temperament, soundness of health, and breed conformation of each dog is top notch and fit for service dog work. Each member of the 4 Paws breeding program is also a member of their own family. In order to do that, over 100 guardian homes continue to house our puppy moms and dads.

“There’s something special about being part of someone’s beginning. From the first moment, each puppy is the puppy someone dreams about at night. Years of hard work are in front of them, but in that moment it’s just a beautiful beginning and it’s amazing to be part of it.” - Jaki Waggamon

Together, more than 1,000 volunteers supported 4 Paws in 2018, doing everything from laundry to raising puppies to filing papers to cleaning. These volunteers, “assisting in all areas of operations,” accomplished new things and set new records in 2018, and they’re already on their way to new heights in 2019!
...assisting in all areas of operations.
2018 Revenue

- Contributions and Gifts: 48.4%
- Program Service Fees: 45.3%
- Sales and Fees: 4.2%
- Donations In-Kind: 1.5%
- Other Income: 0.7%

2018 Expenses

- Administrative: 8.4%
- Program: 8.8%
- Fundraising: 82.8%
### Statements of Financial Position

**As of December 31, 2018 and 2017**

<table>
<thead>
<tr>
<th>Assets</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current assets:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>$3,158,332</td>
<td>$3,099,709</td>
</tr>
<tr>
<td>Inventory</td>
<td>149,131</td>
<td>98,511</td>
</tr>
<tr>
<td>Other current assets</td>
<td>46,944</td>
<td>4,569</td>
</tr>
<tr>
<td>Total current assets</td>
<td>3,354,407</td>
<td>3,202,789</td>
</tr>
<tr>
<td>Land, building and equipment, net</td>
<td>3,538,104</td>
<td>3,624,759</td>
</tr>
<tr>
<td><strong>Total assets</strong></td>
<td><strong>$6,892,511</strong></td>
<td><strong>$6,827,548</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Liabilities and Net Assets</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current liabilities:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts payable and accrued expenses</td>
<td>$88,953</td>
<td>$180,460</td>
</tr>
<tr>
<td>Mortgage payable, current portion</td>
<td>84,329</td>
<td>80,880</td>
</tr>
<tr>
<td><strong>Total current liabilities</strong></td>
<td><strong>173,282</strong></td>
<td><strong>261,340</strong></td>
</tr>
<tr>
<td>Mortgage payable, net of current portion</td>
<td>1,886,615</td>
<td>2,070,943</td>
</tr>
<tr>
<td><strong>Total liabilities</strong></td>
<td><strong>2,059,897</strong></td>
<td><strong>2,332,283</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Net Assets</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Without donor restrictions</td>
<td>4,808,282</td>
<td>4,495,265</td>
</tr>
<tr>
<td>With donor restrictions</td>
<td>24,332</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total net assets</strong></td>
<td><strong>4,832,614</strong></td>
<td><strong>4,495,265</strong></td>
</tr>
<tr>
<td><strong>Total liabilities and net assets</strong></td>
<td><strong>$6,892,511</strong></td>
<td><strong>$6,827,548</strong></td>
</tr>
</tbody>
</table>

### Statement of Activities

**For the Year Ended December 31, 2018 (with Comparative Totals for 2017)**

<table>
<thead>
<tr>
<th></th>
<th>Without Donor Restrictions</th>
<th>With Donor Restrictions</th>
<th>Total 2018</th>
<th>Total 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenue:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Program service fees</td>
<td>$2,042,746</td>
<td>$-</td>
<td>$2,042,746</td>
<td>$1,966,215</td>
</tr>
<tr>
<td>Donations</td>
<td>2,158,442</td>
<td>24,332</td>
<td>2,182,774</td>
<td>2,653,982</td>
</tr>
<tr>
<td>Donations in-kind</td>
<td>66,452</td>
<td>-</td>
<td>66,452</td>
<td>-</td>
</tr>
<tr>
<td>Sales and fees</td>
<td>188,890</td>
<td>-</td>
<td>188,890</td>
<td>149,441</td>
</tr>
<tr>
<td>Other income</td>
<td>29,747</td>
<td>-</td>
<td>29,747</td>
<td>13,060</td>
</tr>
<tr>
<td><strong>Total revenue</strong></td>
<td>4,486,277</td>
<td>24,332</td>
<td>4,510,609</td>
<td>4,782,698</td>
</tr>
<tr>
<td><strong>Expenses:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dog care</td>
<td>2,270,324</td>
<td>-</td>
<td>2,270,324</td>
<td>2,097,676</td>
</tr>
<tr>
<td>Dog training</td>
<td>1,186,845</td>
<td>-</td>
<td>1,186,845</td>
<td>1,133,776</td>
</tr>
<tr>
<td>Administrative</td>
<td>367,234</td>
<td>-</td>
<td>367,234</td>
<td>280,527</td>
</tr>
<tr>
<td>Fundraising and program development</td>
<td>348,857</td>
<td>-</td>
<td>348,857</td>
<td>275,565</td>
</tr>
<tr>
<td><strong>Total expenses</strong></td>
<td>4,173,260</td>
<td>-</td>
<td>4,173,260</td>
<td>3,787,544</td>
</tr>
<tr>
<td><strong>Change in net assets</strong></td>
<td>313,017</td>
<td>24,332</td>
<td>337,349</td>
<td>995,154</td>
</tr>
<tr>
<td><strong>Net assets, beginning of year</strong></td>
<td>4,495,265</td>
<td>-</td>
<td>4,495,265</td>
<td>3,500,111</td>
</tr>
<tr>
<td><strong>Net assets, end of year</strong></td>
<td>$4,808,282</td>
<td>$24,332</td>
<td>$4,832,614</td>
<td>$4,495,265</td>
</tr>
</tbody>
</table>
This was a milestone year for 4 Paws, with an October event to celebrate the 20th Anniversary since the founding of the organization. This is a great achievement, and a tremendous testimonial to the dedication, focus and hard work performed by the entire 4 Paws community to continue a successful pattern of growth for 20 years. Data indicates that 30% of non-profit organizations cease operations within ten years of being started, which highlights the great success of 4 Paws reaching 20 years and going strong!

But the year was not just a look back and celebration of the past accomplishments – during 2018, a total of 113 new families were able to start experiencing the “4 Paws Magic” when they attended class to train with their specifically task trained dog.

Additionally, in 2018 the 130 million Netflix audience had the opportunity to watch the series “Dogs,” with the first episode featuring 4 Paws dog Rory who is trained to alert for oncoming seizures suffered by the 11-year-old daughter of an Ohio family.

Internally, 4 Paws continued on its digital evolution, adopting tools that make it easier to keep records of all the dogs, develop the highly specialized training programs to train each dog for the specific needs of the client, and optimize the breeding program.

Since 4 Paws breeds the dogs for the training program, it is imperative to have a strong puppy development/enrichment program, which in turn requires an effective and efficient puppy house. This need led to one of the key initiatives of 2018, developing the approach for the replacement of the current puppy house which is greatly deficient when it comes to the needs of the puppies and the staff and volunteers that work with them. Collaborating with a local university, 4 Paws Leadership developed a high-level conceptual design which will be developed through a formal proposal process in 2019.

One disappointment for 4 Paws and all legitimate service dog organizations is the recent increase in dogs that are presented as service and therapy dogs, but clearly do not have any of the required training. Ordering a vest on-line is not a training program, and unfortunately incidents where an untrained dog causes issues are increasing. Educating the public and business community about the laws regarding service animals and the value they provide their owners continues to be one of our primary goals.

It is impossible to overemphasize the importance of the dedicated volunteers and staff that make the 4 Paws Magic happen every day that led to a very successful 2018 and is paving the path for the next great 20 years!

With Appreciation to the Entire 4 Paws Community,

Amy Wilcox
Board of Trustees Chair
Key Staff

Karen Shirk
Executive Director & Founder

Jeremy Dulebohn
Training Director

Jennifer Lutes
Associate Director

Kelly Camm
Development Director

Jessa Kenworthy
Head Trainer

Peg Walsh Bernert
4 Paws Alaska Head Trainer

Kevin Corcoran
DVM

Ruth Keller
DVM

Erin Bittner
Genetics and Socialization Director

Brian Arney
Operations Director

KaLynn Clark
Volunteer Engagement Director

Board of Trustees

Amy Wilcox
Board Chair

Helena Brooks
Operations Committee

John Jolly
Fundraising Committee

Eddie Young
Fundraising Committee

Jessica Heaton
Operations Committee

Jamie Lindemann
Finance and Accounting Committee

Ralph Brueggemann
Operations Committee

Wally Gerbus
Finance Committee

Jake Persky
Finance Committee

As of December 31, 2018