

2022 ANNUAL REPORT





2022 IN REVIEW

136

service dog
placements

2

facility dog
placements

21,264

onsite hours
volunteered

340 +

volunteer trainer
homes raising
puppies

299

puppies born
at 4 Paws

1800 +

service dogs
placed since
1998



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From the Desk of Jennifer Lutes

"Time has flown by as I enter my 23rd year with 4 Paws for Ability, and the 4 Paws mission to place service dogs with children and veterans has continued to grow by leaps and bounds. We are excited to share that 2022 marked 1800 service dog placements since our founding in 1998!

This number reflects the many lives of children and veterans with disabilities who received the life-changing, and many times life-saving, support of a service dog.



Parents were alerted to their child's seizure and were able to give timely life-saving medication. Veterans were able to step out into their community with confidence and support from the service dog by their side. Of equal importance has been the way that having a new service dog best friend has positively impacted the mental health of so many.

It has been my pleasure to play a part in an organization that has such a positive impact on children and Veterans. All of our 4 Paws family can be proud of the work being done. Everyone in the 4 Paws Family of donors, volunteers, clients, staff, and of course dogs played an important role in these successful placements. It is with much appreciation that we thank you for your support over this past year and look with excitement to see the growing impact in the coming years. Thank you for walking this journey with us."

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Scan this QR Code
to continue our mission

Mission

Enriching the lives of people with disabilities by placing life changing service dogs.

Vision

4 Paws envisions a world where people with disabilities can realize their full potential one service dog at a time.

Values

The 4 Paws family (donors, volunteers, clients, staff and dogs) displays the 4 Paws PACT while fulfilling the mission and vision.

- Passion- refers to a strong and intense enthusiasm or drive for the work or the field of expertise related to your position at 4 Paws
- Ability- refers to the skills, knowledge, and competencies that an individual possesses to perform effectively in your specific position at 4 Paws
- Commitment- relates to an individual's dedication, loyalty, and sense of responsibility towards their position and this organization as a whole.
- Teamwork- refers to the ability to collaborate and work effectively with others towards a common goal within 4 Paws

MISSION, VISION, VALUES

Faith & Gazerbeam



For client families, their 4 Paws journey often starts with looking for a service dog. For Faith and her parents, Matt and Jenney, their journey started as one of the thousands of 4 Paws volunteers who make our mission possible. After another local family began fundraising for their own dog, Matt and Jenney got involved as puppy raisers. “This was about a year before my daughter was diagnosed,” Faith’s mom, Jenney says.

Now struggling with seizures, day-to-day life became a mystery. “We constantly wondered if she would have a seizure, if we should go on a trip, if we were staying out too late, etc. She had frequent EEGs to see what was happening as we missed small seizures, making bigger ones harder to control.”

Faith was facing a new challenge, but the solution was a familiar one. “About six months after diagnosis our neurologist suggested we get a service dog. I called and talked to several organizations, but 4 Paws was clearly the place for us,” and immediately, the process began.

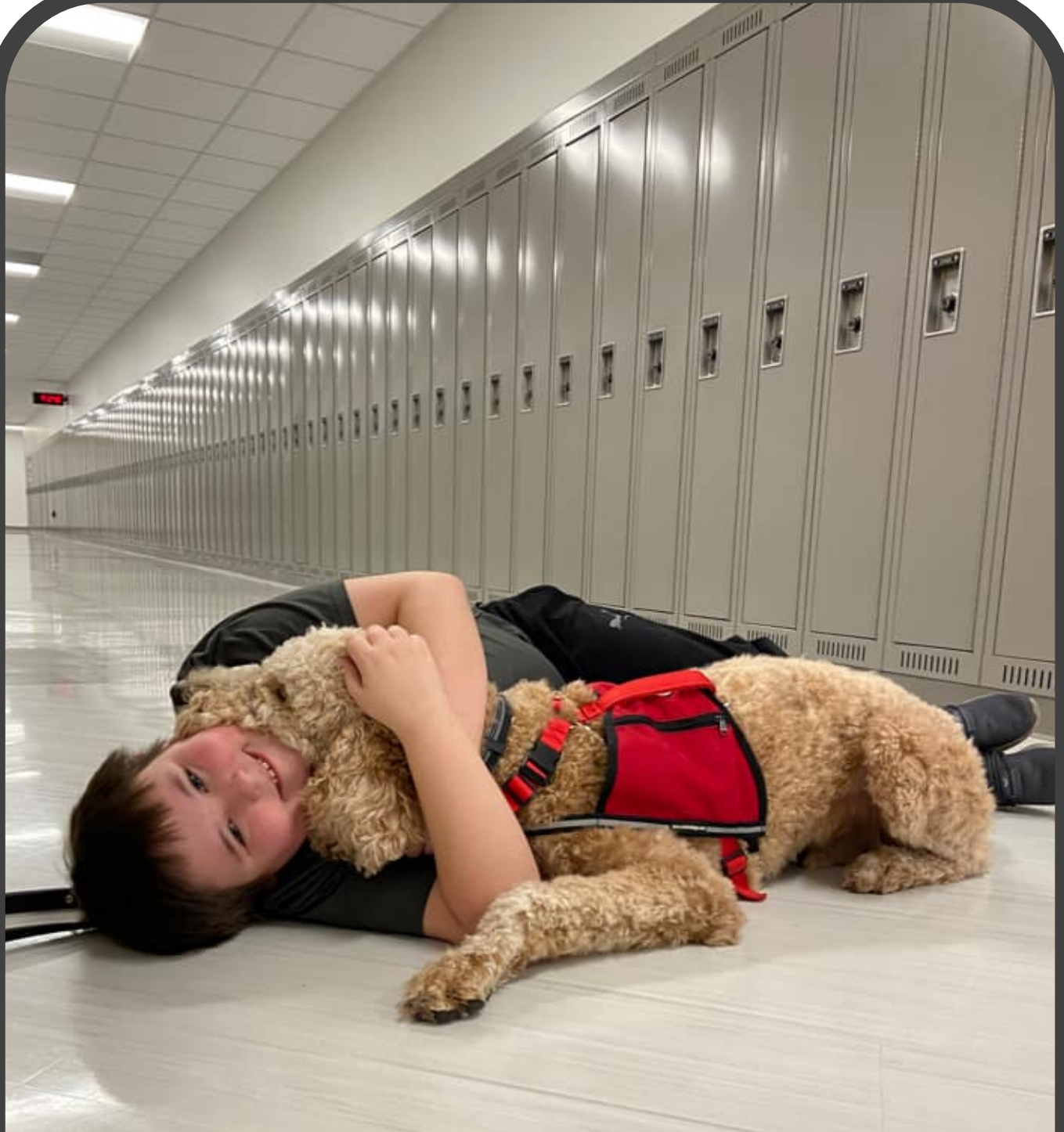
“It seemed like a long time, but in reality, it went by quickly.” A time that was well spent for Faith and her family, as they continued volunteering and getting used to the three-unit team before they met their own service dog. “We are unique in that we puppy raised or weekend fostered up until a week before class so Faith has always had a buddy for appointments and procedures.”

In April 2022, Faith, Matt, and Jenney received their official Orchid Class match letter, from their soon-to-be 19-month-old golden lab.

Fast forward to today and life with Gazerbeam has been super. “They have been a team for nearly a year. I knew it would be good. People told us it would be good. Insert me getting super emotional. I had no idea how good. Gazer has not missed a single seizure. He sleeps with her and wakes up my older daughter, and wakes us up while camping. He alerts us before seizures start.”

Gazerbeam’s day-to-day tasks go beyond seizure alert. “He also is trained to tether and we used that a lot when she was on heavy medication and unable to stop straying from us in public. He helps her through blood draws and appointments.”

With Faith and Gazerbeam together, life for Matt and Jenney is no longer a mystery. “The peace of mind we have is...incredible. Faith has so much more independence. The wait is worth it. The cost is worth it. Don’t give up!”



Matthew & Auti



Jordan & Sport

Terri & Atlas

7



"I enlisted because it was a sense of pride for me, a way to have a career that makes a difference." Specialist 4th Class Army Air Defense Artillery veteran, Terri Ambrose, comes from a line of military heroes. "My little brother and I served during the Cold War and my husband served in Desert Shield/Desert Storm. My Uncle Jesse served in Pearl Harbor, my Uncle Bill was part of the liberation of Dachau, my cousins Ronnie and Marvin both served in Vietnam and my Dad, was on his third deployment to Vietnam when he was taken prisoner and is still considered MIA 58 years later."

After four years of active duty, and two years in reserves Terri Ambrose made a career change, what she calls "truly one of the hardest jobs with the military." I had experienced my fill of sexual harassment, physical and emotional trauma that I felt it best to serve another way; as a military spouse."

"Luckily as an Army wife, I maintained the family and sense of duty I had while on active duty but there were many challenges. Life was not as structured, there were times that were difficult which allows the mind to have time to remember the trauma. For the longest time, I didn't equate my service to be as important as someone that had retired or seen combat, my physicians helped me to overcome that struggle and apply for help."

With mental health struggles and a need for a cane or walker, Ambrose started her quest to find a service dog. "In the beginning, while we were on our way to Xenia for my husband to do a paratrooper jump there, it was such a strange coincidence, I happened to receive a call from 4 Paws to do a tour of the facility!"

"The employees, volunteers, and trainers all became family. There wasn't a step in the process that I felt alone," Ambrose reminisces. In December 2022, Ambrose's compass pointed forward, straight to Atlas, and the two graduated with the Winter Sky Class.

In the same way that veteran, wife, and mother Terri Ambrose, joined the Army, Atlas can live with a sense of pride in a career that makes a difference. "I love him and need him and he needs me too which in itself life-changing."

ENRICH THEIR LIVES



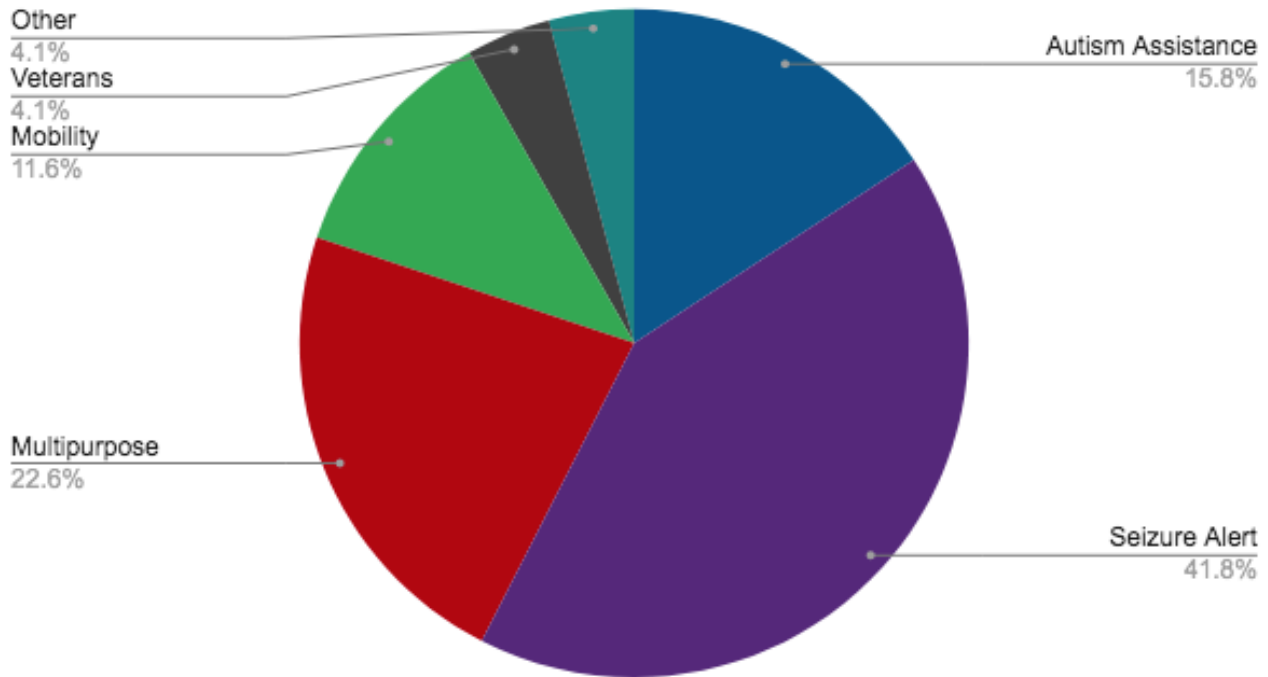
"I volunteer with 4 Paws because I want to serve a purpose bigger than myself, give someone the hope of tomorrow, and the security of today. Being entrusted with someone's 4 Paws hero is a huge responsibility, but worth every moment, tear, and adventure to see them shine in their service dog vest."

-Volunteer Tiffany

4 Paws Placements

9

Number of service dogs placed by task



*Other to include: Hearing assistance, Alzheimer assistance, Facility dogs and FASD Assist

136 Service Dogs Placed in 2022

4 Paws specializes in training service dogs case specifically for children and veterans who need them. Clients submit an application, health form, and letters of reference and take part in a phone interview to determine what tasks the service dog should provide. The majority of placements are multipurpose, and our dogs primarily provide seizure assistance and autism assistance. 4 Paws was founded on the principle that all individuals should have access to a service dog and we specialize in placements that are less served. Challenges are welcome!



SCAN THIS QR CODE TO HELP US TRAIN AND PLACE
LIFESAVING SERVICE DOGS

TRAIN AND PLACE

The Right Dog for the Job

The first few years of school can be a nerve-racking experience for any child, the same way any new experience can shake the core of the best of us. It's often the first time a student is away from a parent or their house during the day, meeting new people and learning how to make new friends, all while trying to go from class to class. But the experience looks different for the students at the Mason Early Childhood Center (MECC) in Mason, OH.



Gibson (originally Monroe), a three-year-old Goldendoodle, has been a facility dog at MECC since graduating with the 2022 Sea Green Class, currently serving pre-school through 2nd grade. "Gibson is with our building's school counselors on a rotating schedule. Gibson works with them in the classrooms for lessons, in small groups for activities in their offices, and throughout our building," says Janine Schatz, one of Gibson's primary handlers. "He is also used in supporting students when they may be struggling and needing extra love and care. His behavior disruption commands are used when needed with our students who are struggling emotionally."

Along with being a classmate, a friend, and a service dog, Gibson is better known as "a gentle giant." Ashley Goheen, Kindergarten School Counselor at MECC says "He loves to snuggle with friends who are down, get belly rubs from ones that are happy & he sometimes serves as a pillow for friends that need a break from the day! His calm demeanor & spirit can quickly help to get his little friends regulated & back on track to finish their school day. We simply can not put into words how much joy & happiness he brings to our students!"

It's Gibson's "calm and loving personality" that makes the nerve-racking experience of starting school just a little bit easier. "Students feel supported, and Gibson can make people feel unconditionally accepted. Gibson can lower their stress levels by just being with them when their stress level is high," says Janine Schatz. "He can also relieve stress and anxiety in our teachers and staff as well."

Staff Spotlight on Leadership



We are grateful to be able to recognize Mark Thomas' time as the Executive Director of 4 Paws for Ability. Mark has been a valuable asset to the organization, providing essential guidance and direction during a time of major transition. He has been crucial in determining the course of 4 Paws, ensuring that we are making a positive impact on those in need and securing the resources needed for our mission. We are immensely grateful for Mark's leadership here at 4 Paws and extend our sincerest wishes to him in his retirement.



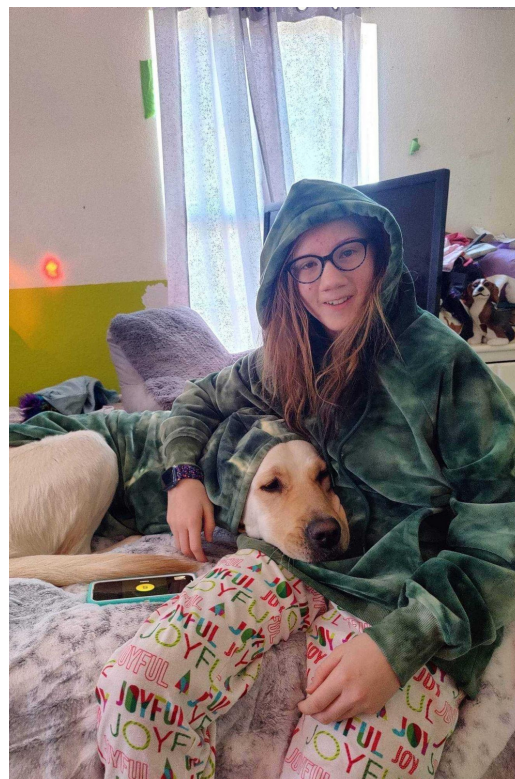
4 Paws is also thrilled to recognize Jennifer Lutes as the new Executive Director. Jennifer has been an invaluable part of 4 Paws since she began volunteering in 2000. Her passion for the organization's mission led her to pursue a career at 4 Paws; she initially started as a part-time trainer in 2003 and then accepted a job in the training department after graduating with an Associates degree in Human/Social Services from the University of Cincinnati and a Bachelors degree in Human Services: Mental Health from Northern Kentucky University. In 2015 she moved to administration as Associate Director and since then has diligently worked to lead many of the programs in the administration department.

Additionally, Jennifer has worked closely with client families to support them through the entire service dog placement process from the initial application to assistance after the dog is settled in the client's home. In September 2022, Jennifer was promoted to the role of Executive Director and continues to be passionate about the mission of 4 Paws and the exciting future ahead! Jennifer is an avid volunteer and enjoys fostering dogs in advanced training during her free time.

Avery & Johnnycakes

“daun-ting” (adjective): seeming difficult to deal with in anticipation

Daunting is a word that is incredibly familiar to anyone who has seriously considered a service dog, and for Avery & her parents, the situation was no different. “She just wanted to be independent.” A brain injury at twelve years old left Avery with a large mass in her brain and the daunting task of learning how to walk again. “She wanted to do things like every other twelve year old. She wanted to walk around the block, but couldn't unless her mom walked with her and held her hand for balance. She wanted to walk to class by herself or with friends, but had to have a teacher escort her to make sure she didn't fall,” her mom Kaytee said. “We needed a dog trained in mobility.”



In the summer of 2022, Johnnycakes, was officially placed as Avery's service dog, and his impact is already being felt.

“We have had Johnnycakes for nine months. He really has changed her life and ours. She's able to walk around the block without a parent, and she is more outgoing in public. People aren't staring at her disability anymore, they are staring at her dog, but that's good attention! She is now able to be a regular thirteen year old kid,” her mom says. “Regular means you get to take your best friend everywhere.”

With Johnnycakes in their daughter's life, Kaytee and Travis are finding balance too. “We all can just breathe a little bit easier. We don't have to be with her every single second to make sure she isn't falling over. Johnny holds her hand.”

“These dogs are amazing and worth every dollar and minute we waited.” For Avery and her parents, nothing is daunting anymore with Johnny, “A purebred good boy.”

Zeke & Daisy



Jana & Graham



Loneliness can look different for everyone. For most, loneliness means being alone, for Jana, loneliness meant never being able to be alone. “She started having myoclonic seizures and absent seizures at 14 and was diagnosed with epilepsy,” Jana’s mom, Tara said.

“She lost all independence and was not allowed to be alone in her own bedroom due to seizures. Jana was very lonely, and depressed and had a lot of anxiety and panic attacks. Seizures were scary, and hospital stays were lonely.”

The loneliness extended beyond the home for Jana too. “Peers made fun of her and her friends were scared of her after seeing her have seizures. They didn’t want to be her friend or around her,” her mom said. Tara and Kevin began looking for the solution to their daughter’s loneliness, and most importantly, the safety and security of her independence.

In May of 2022, Jana and her family found out “the 4 Paws magic is real.” Matched with Graham, a golden retriever born in December 2020 and Mahogany Class Graduate, Jana officially gained her independence. “As a parent, I feel I can let her alone in her room without constantly checking. He goes to school with her and I feel better knowing she has him with her.”

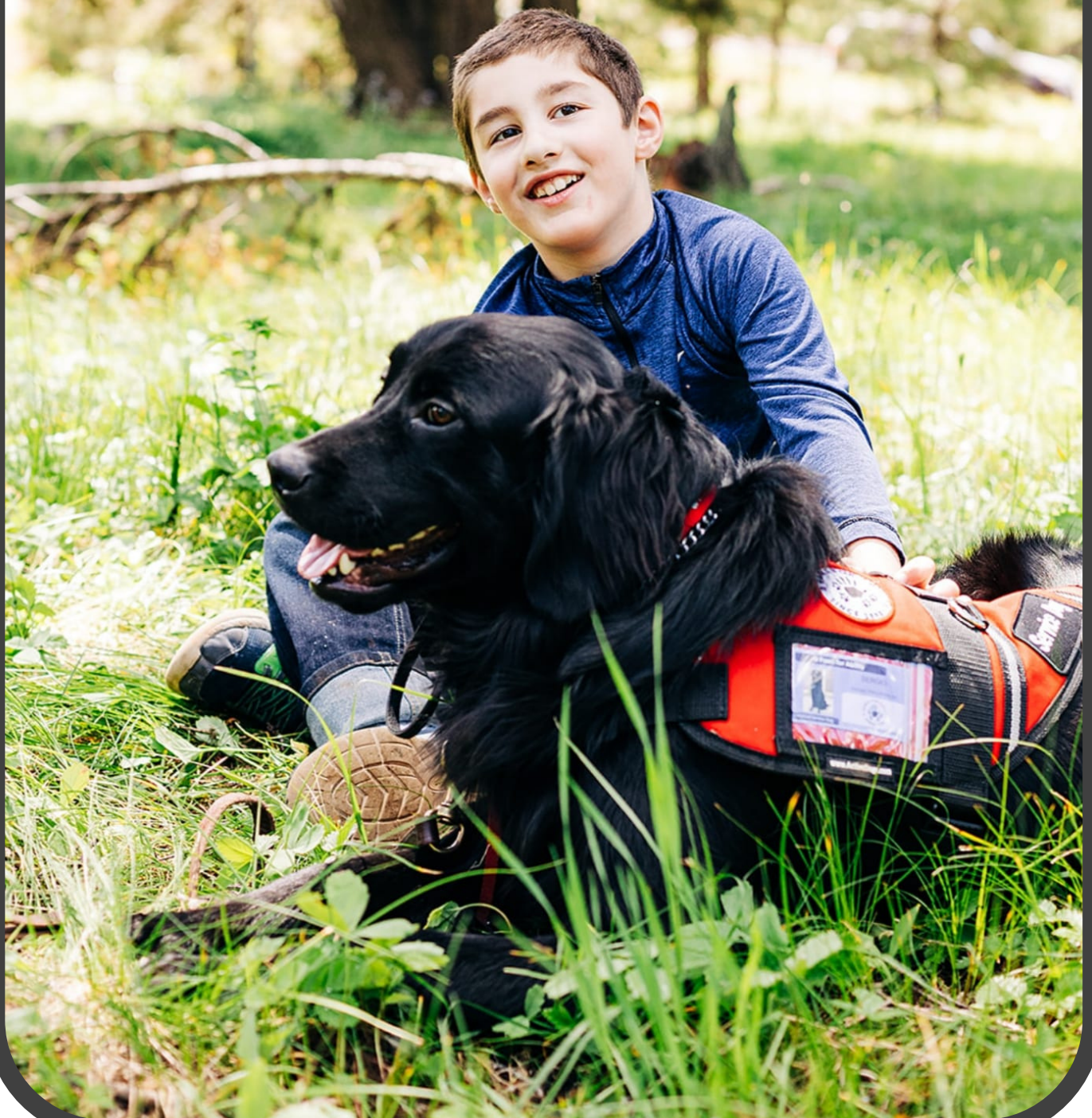
Graham works with Jana as a multipurpose dog primarily working in seizure alert. Tara said “Most didn’t offer what 4 Paws did with a multipurpose dog. Graham helps alert to seizures, behavior disruption, and mobility after a seizure or side effects from medications.”

“Graham has been her best friend when she had no one. He listens to her and his fur has soaked up many of her tears.” Loneliness looks different for everyone. For Jana, she isn’t lonely anymore because she is always with her best friend.

“Since getting Graham, Jana is doing better and has a friend with her always. She is learning how to love and care for him and responsibility. She can stay alone in her room and listen to music or read and sleep alone. She is maturing and gaining independence again.”

INCREASE INDEPENDENCE

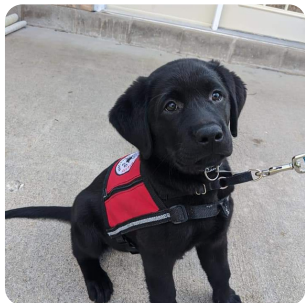
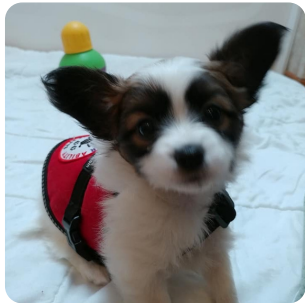
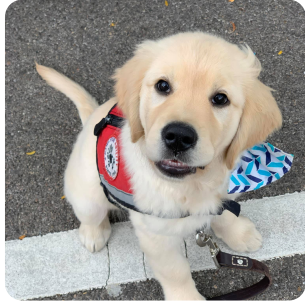
Riley & Sergio



Donor Spotlight

The 4 Paws inVESTor team

SHARE 4 PAWS WITH OTHERS



4 Paws for Ability is excited to announce the launching of its new monthly giving program called the inVESTors, which debuted at Dueling for Dogs in 2022. The inVESTors program creates a community of dedicated donors who help get our dogs in vests. Monthly donations help cover basic costs associated with training life-changing service dogs, such as vaccines, monthly preventatives, equipment, and food.

The inVESTors is an exclusive community of donors who are invited to be involved in quarterly events to see how their gifts are making a difference in the lives of children and veterans with disabilities. InVESTors who commit \$100 or more a month are also sponsors of a service dog in training who receive monthly updates of their dog's training journey.

If you are interested in becoming an inVESTor, enroll in our monthly giving program at [4pawsforability.org/4-paws-investors](https://www.4pawsforability.org/4-paws-investors) or scan the QR code. Become an inVESTor today and join other passionate individuals who help to ensure the continued stability and growth of the 4 Paws for Ability mission.

If you would like to join the inVESTor team, you can do so by visiting the weblink <https://www.4pawsforability.org/4-paws-investors/>



inVESTors

Sponsored Litters



Ohio State University



Pups for People

Each year, amazing groups partner with 4 Paws for Ability to sponsor a litter of puppies through their journey to becoming service dogs. The groups name the litter and each individual puppy, travel to 4 Paws to meet the puppies when they are just four weeks old to participate in their Facebook livestreams, get monthly digital updates of their litter, and attend their service dog graduations to meet the family that they have played a huge role in helping

Their donations help cover some of the costs of food, vaccines, monthly preventatives, spays/neuters, training equipment, and toys for their litter. The donation launches the litter off to a great start in their service dog training!



Thank you 2022 litter sponsors

Table Top Games sponsored by David James

Jeremy's Memorial sponsored by David James

Forward in Faith sponsored by Eastern Stars

OSU sponsored by 4 Paws OSU

The Halpern Family Spices sponsored by the Halpern Family

Stone sponsored by Stone Foltz Foundation

BMW sponsored by BMW Kentucky

Pups for People sponsored by Oakwood High School/ Pups for People

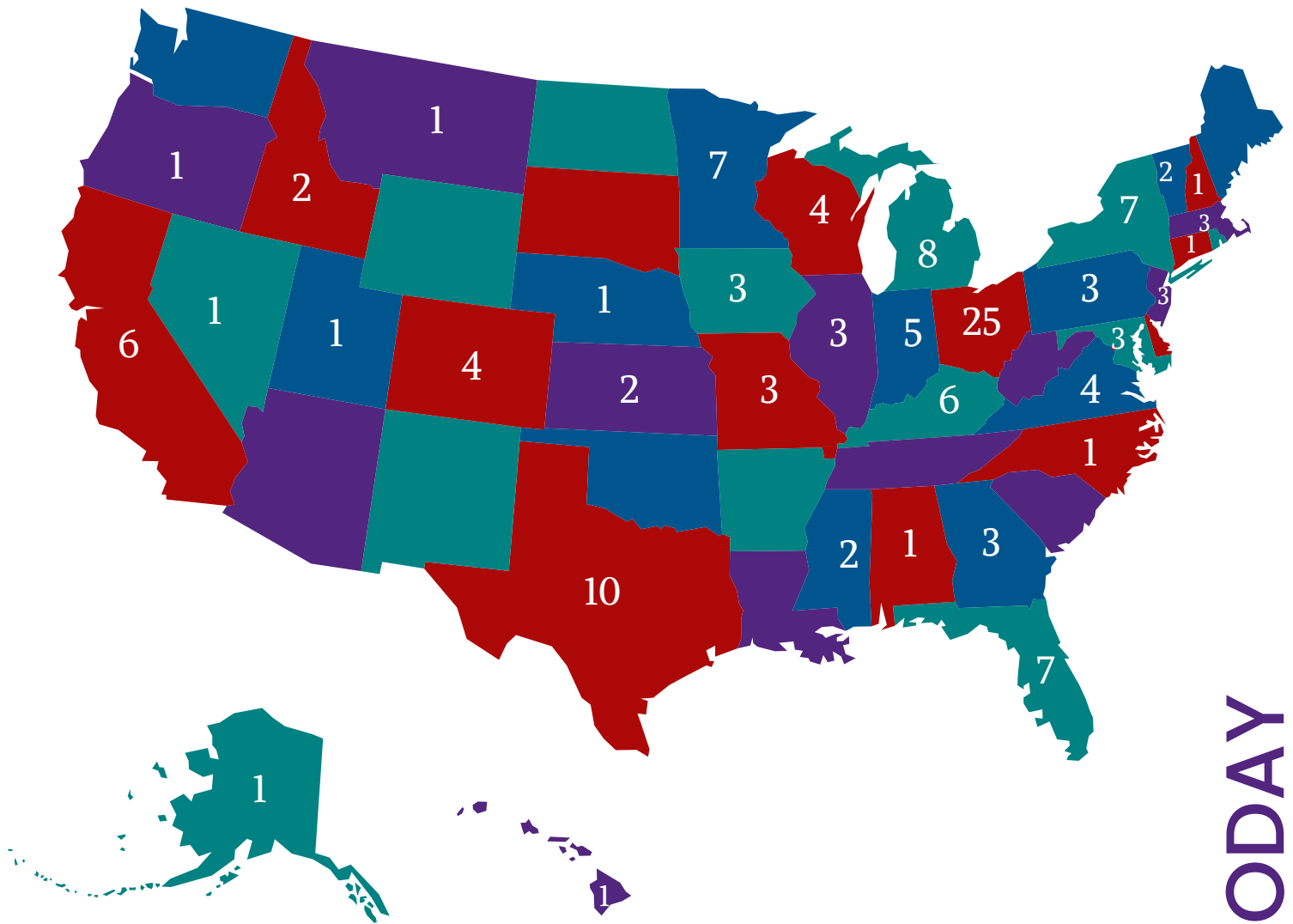
The Truck Litter sponsored by the Reynolds & Reynolds Associate Foundation



Sponsor a Litter

4 PAWS TODAY

Placements

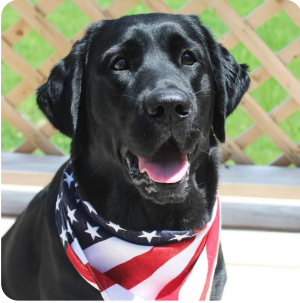


4 Paws for Ability
geographical placements
for 2022

4 PAWS TODAY

Volunteers

Doing the heart work



Onsite Volunteers

21,264 Hours Served
341 New Volunteers
97 Educational Visits



Volunteer Trainers

368 Volunteer Trainers
Paired with a Service
Dog in Training
19 College Campuses



Guardian Homes

118 Guardian Homes
Paired with a Male or
Female Breeder Dog

VOLUNTEER



"I volunteer with 4 Paws because... why not? This organization provides you with everything you need to make an amazing difference in someone else's life. There isn't an excuse in the world not to take advantage of this opportunity! No time commitment is too small, no donation is too little, and most importantly, no disability is too much. That's the magic of 4 Paws."
-Alex Hawn

In Memoriam David James

When sharing about the impact David James has had at 4 Paws for Ability, generous is the word that immediately comes to mind. David was generous with his time as a 4 Paws volunteer, his knowledge as a member of the Board of Directors, and his gifts as 4 Paws legacy donor.

David bonded with Clancy immediately; Clancy was his service dog and his best friend. Clancy accurately alerted David's dangerously low sugar levels. He also was a great companion to David during the many doctor visits and hospital stays. David wanted to help others experience the 4 Paws magic that he was experiencing.



David William James
August 25, 1967 – February 4, 2022
A 4 Paws for Ability client,
volunteer, and friend

Through his volunteer work at 4 Paws and his service on the board, David spent hours making 4 Paws a better place and sharing the magic. He socialized with Papillons, practiced heeling with a wheelchair with the large breed dogs, and organized company volunteer days through his workplace, James Investment. In addition to volunteering, David sponsored numerous service dog litters and donated to many 4 Paws fundraisers. Generosity was David's love language.

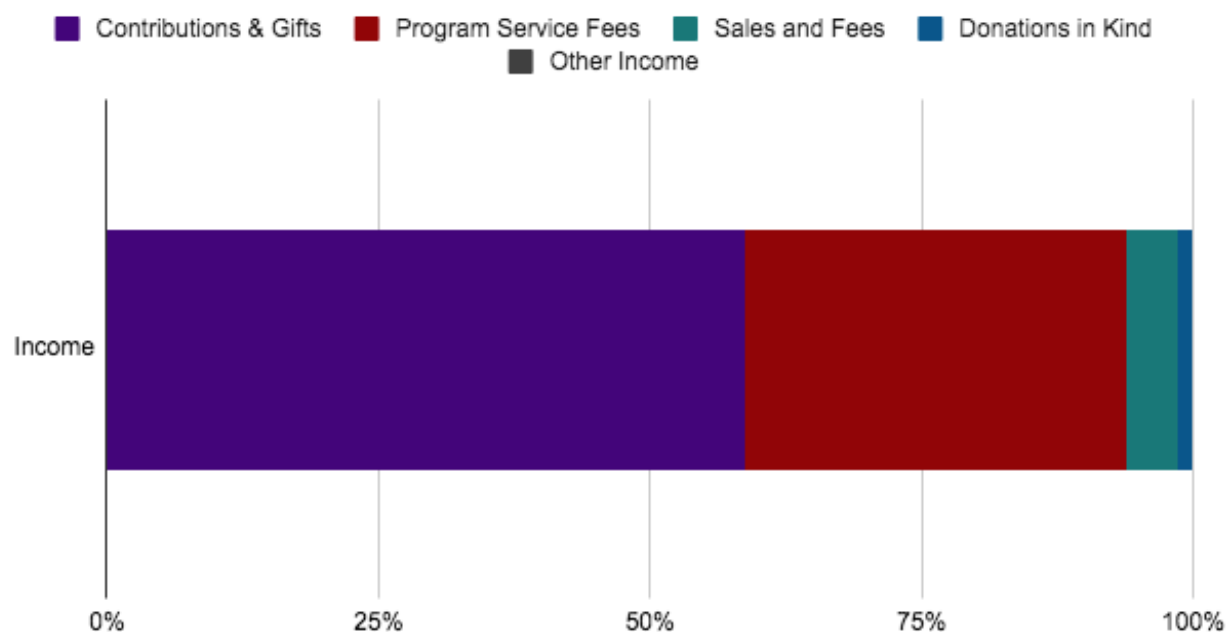
David will forever be remembered at 4 Paws. He will be remembered for his kindness, and also for his silliness. We believe this is exactly how he'd like to be remembered. David loved to make up new lyrics to classic songs, as sung by Clancy. Here's our favorite he shared with us:

"This week's song re-write, with apologies to Michael Jackson, comes to the tune of 'Smooth Criminal.'

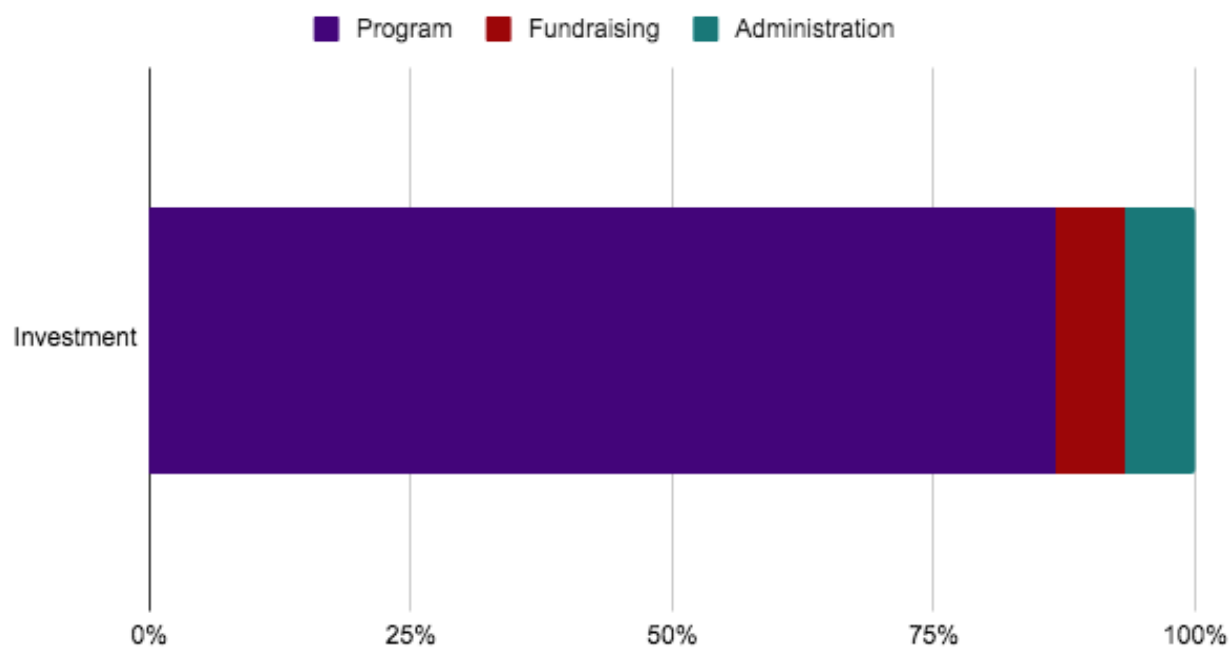
Clancy, am I okay?
Will you tell me that I'm okay?
There's a whiff of low blood sugar
Then you alert me — a savior, Clancy
You came to my side
You licked me
You let me know
I could be struck down
It could be my doom
[Post-Chorus]

Clancy, am I okay?
So, Clancy, am I okay? Am I okay, Clancy?
Clancy, am I okay?
So, Clancy, am I okay? Am I okay, Clancy?
Clancy, am I okay?
So, Clancy, am I okay? Am I okay, Clancy?
[Refrain]
I've been licked by —
I've been licked by —
A service dog papillon
Aaow!"

2022 Revenue



2022 Expenses



4 PAWS FOR ABILITY, INC.

STATEMENTS OF FINANCIAL POSITION

	December 31,	
	2022	2021
Assets		
Current assets:		
Cash and cash equivalents	\$ 2,556,471	\$ 1,852,499
Inventory	71,431	123,355
Investments	1,135,259	1,190,331
Other current assets	12,667	25,771
Total current assets	<u>3,775,828</u>	<u>3,191,956</u>
Land, building and equipment, net	4,881,143	5,023,516
Total assets	<u>\$ 8,656,971</u>	<u>\$ 8,215,472</u>
Liabilities and Net Assets		
Current liabilities:		
Accounts payable and accrued expenses	\$ 144,890	\$ 277,340
Mortgage payable, current portion	157,854	153,146
Total current liabilities	<u>302,744</u>	<u>430,486</u>
Long-term liabilities:		
Other accrued expenses, net of current portion	58,131	58,131
Mortgage payable, net of current portion	1,219,894	1,377,678
Total long-term liabilities	<u>1,278,025</u>	<u>1,435,809</u>
Total liabilities	<u>1,580,769</u>	<u>1,866,295</u>
Net Assets		
Without donor restrictions	7,076,202	6,349,177
Total net assets	<u>7,076,202</u>	<u>6,349,177</u>
Total liabilities and net assets	<u>\$ 8,656,971</u>	<u>\$ 8,215,472</u>

4 PAWS FOR ABILITY, INC.

STATEMENTS OF ACTIVITIES

FOR THE YEARS ENDED DECEMBER 31, 2022 AND 2021

	2022	2021
Revenue:		
Program service fees	\$ 1,890,413	\$ 2,228,789
Donations	3,155,086	2,895,973
Donations in-kind	68,058	75,175
Sales and fees	246,520	125,640
Other income, net	9,544	152,483
Government grant income	-	452,850
Total revenue	<u>5,369,621</u>	<u>5,930,910</u>
Expenses:		
Dog care	2,809,930	2,688,763
Dog training	1,218,417	1,481,762
Administrative	301,553	545,215
Fundraising and program development	312,695	462,866
Total expenses	<u>4,642,596</u>	<u>5,178,606</u>
Change in net assets	727,025	752,304
Net assets, beginning of year	<u>6,349,177</u>	<u>5,596,873</u>
Net assets, end of year	<u>\$ 7,076,202</u>	<u>\$ 6,349,177</u>

From the Desk of Helena Brooks

LETTER FROM THE BOARD CHAIR

"This is the last annual letter I will be writing as my term as Board Chair ends this year, and I am pleased to share that Julie George is assuming the role going forward. I have been honored to have the privilege of serving as Board Chair for the past four years, and I am very grateful for the experience and what I was able to learn in this role. Along with new Board leadership, in September of 2022 the Board appointed Jennifer Lutes as the new Executive Director of 4 Paws for Ability. I cannot imagine anyone else that could bring the passion, focus, dedication, and expertise that Jennifer brings to this role with her 20+ year association with 4 Paws, starting as a teenage volunteer.



The 4 Paws mission sounds almost simple: "Enriching the lives of people with disabilities by placing life changing service dogs." But every time I am able to attend a graduating class, I see this simple statement come to life as parents, children and veterans get ready to start their lives with their 4 Paws companions. In 2022, we had 136 graduates, each one trained to meet the specific needs of that client. At graduation everyone is excited, a little apprehensive, and tired from the intense 10-day experience of meeting their dog and learning how to work together to realize the full potential of the impact that this new family member will make.

Graduation is a key milestone in the relationship between our client families and 4 Paws, but it is a part of a much longer journey. The families have completed their fund raising efforts, patiently waited for their class placement, and traveled to Xenia to pick up their dog, while the 4 Paws staff has supervised the development of each dog from the moment the puppy was born at 4 Paws to a mother in our breeding program to the stage where the dog is ready for task specific advanced training designed to meet the needs of each unique client.

Completing this process with 136 dogs in a year is a major undertaking requiring the on-going support of our highly dedicated staff, our community of tireless volunteers, and our donors. The hard work and contributions of all these groups have allowed us to continue meeting our mission. Our success over the past 23 years would not have been possible without the tireless efforts of our volunteer community and our donors. Your commitment to our organization is instrumental in helping us achieve our goals, whether it be through fundraising efforts, helping raise and train our dogs, or simply spreading the word about our cause. We could not do what we do without you, and we are grateful for the time and energy that you have dedicated to our mission.

To our staff, thank you for your hard work and dedication. Your passion for our mission is evident in everything you do, and your expertise and experience have been invaluable to our organization. Whether it be training dogs for our clients, or managing the day-to-day operations of the agency, your tireless efforts have helped us achieve our success and make a positive impact on the lives of the clients we serve.

Finally, I must extend a heartfelt thank you to our donors – without you, there would not be a 4 Paws for Ability. Your generosity has allowed us to continue to provide our service to those in need, and we are grateful for your support. Your donations have helped us train and care for our service dogs, as well as provide ongoing support to our clients. As the following report demonstrates, we take pride in managing very diligently the funds that are generated by your donations.

I also want to thank my fellow Board members who all share the passion for 4 Paws and provide guidance and support to the organization and the leadership team. As we look toward the future, we are excited about the opportunities that lie ahead. With the continued support of our staff, volunteers, and donors we know that we can make an even greater impact in the lives of those we serve. Thank you for your commitment to our mission, we look forward to working with you in the years to come."

With gratitude,

Helena Brooks
Board Chair 2019 - 2023

Board of Directors

Helena Brooks

Board Chair

Governance and Finance Committees

Ralph Brueggemann

Systems and Governance Committees

Beth Cesta

Fundraising and Community Outreach
Committees

Julie George

Human Resources and Fundraising
Committees

Linda Davis

Fundraising and Governance Committees

Kathy Barnes

Finance Committee

Jason Snyder

Fundraising and Finance Committees

Randy Lytes

Human Resources Committee

John Jolly

Fundraising Committee

Jake Persky

Finance Committee

Hannah Carver

Systems and Community Outreach
Committees

Madeline Hutchinson

Systems Committee

Tanya Mahon

Systems and Human Resources Committees

Kimberly McNeer

Human Resources Committee

Chuck Bushnell

Program Committee

Mark Thomas

Leadership Team

Jennifer Lutes

Executive Director

Erin Bittner

Associate Director

Jessa Kenworthy

Training Director

Makayla Keys

Facility Director

KaLynn Clark

Development Director

Lynn Williams

Service Dog in Training Director

Ruth Keller

Veterinary Medical Director



Scan this QR Code
to continue our mission

PEOPLE OF 4 PAWS