

DOGS FOR DIGNITY®

Stories of the Journey to Independence

2017 ANNUAL IMPACT REPORT



THANK YOU

**FOR GIVING JOY TO 445
PAWS TEAMS IN 2017!**

Your support gave teams like
Brittany and BAILEY a reason
to smile.

THE NEXT CHAPTER



Michael D. Sapp Sr.

Michael D. Sapp, Sr., CEO

It is hard to believe that Candye and I founded Paws With A Cause® almost 40 years ago. Through the years I have watched PAWS® change and grow. What started out as a favor for a friend, grew into a pastime out of our home, and now into a nonprofit that has helped thousands of people with disabilities.

I am continually amazed and humbled by all those that I have met along this journey: our compassionate PAWS Dog Volunteers, selfless donors, engaged board members, dedicated staff, and, of course, inspirational clients who show me every day that nothing is impossible.

It is with confidence and excitement for the future of this organization that I announce my plans to retire at the end of 2018.

Visionaries. There is no better word to describe Michael and Candye Sapp. It is because of Mike and Candye's vision and hard work that PAWS has enhanced the independence and quality of life of over 2,700 people with disabilities across the country through custom-trained Assistance Dogs. It is because of their vision that PAWS has grown from a small organization that trained Hearing Dogs out of their home, to a national organization that trains four types of Assistance Dogs.

Michael is an icon in the Assistance Dog Industry. He helped to establish Assistance Dogs International, an accreditation group, that sets the standards for Assistance Dogs organizations around the world. He has worked closely with government representatives to increase the rights of Assistance Dog Teams. And of course, his tremendous work in

I am proud of what our PAWS family has achieved throughout my 40-year tenure. We grew to become a national organization that breeds, raises, and trains four types of Assistance Dogs. We have an eight-acre campus that houses breeding, vet, training, and administrative facilities. We have been actively involved in drafting legislation to increase the rights of Assistance Dog Teams. But what I am most proud of in these last 40 years is serving more than 2,700 people with disabilities through custom-trained Assistance Dogs.

Even though I will be retiring, I will remain involved at PAWS, and I look forward to seeing what the next chapter brings for this organization. I know there are no limits to the impact we can make, together, in the lives of people with disabilities.

leading PAWS to the organization that it is today.

It has been my pleasure to play a role in this organization as a member of the Board of Directors for over 20 years and now as Board Chair. As a board, we are focused on making this transition to PAWS' new leadership a success. We view this responsibility as the most important governance that we will do as the Board of Directors.

We are working with an executive recruiting firm to perform a nationwide search to find an individual who is highly qualified, mission-driven, and passionate about our industry. We will also be reaching out to stakeholders personally to ensure that your vision of PAWS is represented in its new leader.

We are confident that PAWS will continue to grow and flourish as we work diligently to ensure a smooth leadership transition.



Douglas J. Dok Jr.

Douglas J. Dok Jr., Board Chair

Brittany finds comfort in the security of having BAILEY by her side.

Photo credit: Matthew Johnson



Brittany grips the tennis ball in her hand as she sits in her dad's lap. As she throws it and yells "free," she squeals with delight as BAILEY, her eager-to-please Service Dog for Children with Autism (SDA) bounds after the ball, scoops it up, and drops it at her feet. The only ones more delighted with the game than Brittany and BAILEY, is the family that surrounds her.

Thanks to your giving in 2017 and your commitment to bringing families closer together, Paws With A Cause was able to place BAILEY with Brittany. Her parents say, "BAILEY has been a gift and is a part of the family." And the gift has been life changing.

When Brittany was three, she was diagnosed with autism; but her parents knew well before her diagnosis that there was something different about their daughter. "When she was born, I knew something was off," her mom added. "She didn't want to be held like her siblings did."

"TAKING BRITTANY OUT IN PUBLIC HAS BEEN A NIGHT AND DAY DIFFERENCE SINCE GETTING BAILEY."

Even though she is older now, she still does not interact with her family the same way that her brother and twin sister do. When she gets home from school, she is often more interested in watching movies than in her family, looking up only to ask for help with finding something new. So seeing Brittany interact and laugh with BAILEY is a welcome sight.

But even with BAILEY, the laughter has been limited this year.

**THANKS
TO YOU**

Brittany started out 2018 being admitted to the hospital and was put on new medications that had unexpected side effects. The family needed to take many trips to doctors and hospitals. Those days can be overwhelming for Brittany, often leading to meltdowns. But through it all, BAILEY has been by Brittany's side. When the family goes to the hospital, Brittany holds on to the specially developed cape that BAILEY wears, and together they navigate the hospital halls with ease. In April, Brittany had to visit three hospitals in a single day, but she remained calm after what would have been a long and trying day for anyone.

"Taking Brittany out in public has been a night and day difference since getting BAILEY," Brittany's parents shared. "Before it was a lot of meltdowns and fights because she would get overwhelmed." And while going to the doctor's office was a challenge, family activities were almost impossible. "It became so hard that we would leave Brittany with her grandparents, or one of us would take her and the other one would go with Brittany's siblings, but we would always feel bad because she was being left out." BAILEY changed that. "It can still be a challenge, don't get me wrong," her dad shared, "but since we have had BAILEY, it has improved significantly."

YOU helped change that. We are so incredibly grateful for what you did to help bring Brittany and her family closer together. Thank you!



Golden Paw **BUILDS BONDS**

Matt Cahill joined the PAWS Family almost eight years ago. "I've seen Assistance Dogs around and was always impressed," he shared. "But ultimately, I met a wonderful person who had raised a PAWS Puppy. She helped me understand so much more about the organization and the great things PAWS does. The more I learned about PAWS, the more excited I became to get involved!"

Since that time, Matt has been a loyal donor. This winter PAWS was proud to welcome Matt as a charter member of the Golden Paw Society in recognition of his ongoing commitment to improving the lives of those with disabilities. The Golden Paw Society recognizes donors who have given over \$10,000 throughout their history with PAWS.

"To see them [dogs] playing such an important role helping people with tasks and inevitable emotional support, touches my heart," Matt explained. "There is nothing better than seeing the bond between the PAWS Dog and their partner!"

PAWS is incredibly thankful for Matt's support as well as the support of other charter members of the Golden Paw Society. Our PAWS Clients experience enhanced independence through your generosity.

To become a member of the Golden Paw Society, please call Colette Beighley our Special Gifts Officer at 800-253-7297 ext. 213

PROUD PARTNERS



SFC Jacob Finger
(US Army, Ret.)
and his Service
Dog DIXIE



PAWS is often asked about our partnerships with veterans.

We are proud to share that one of the ways PAWS supports veterans is through our 30-year partnership with the AMVETS National Ladies Auxiliary. The AMVETS and AMVETS Ladies Auxiliary are volunteer organizations dedicated to meeting the needs of our nation's veterans and their families. Our partnership began in 1988 when the Department of Michigan Ladies Auxiliary brought PAWS to the National Auxiliary membership as a national Community Service Project. Auxiliary members began fundraising immediately and within two years, the first veteran PAWS Assistance Dog team was placed!

Over the years, the AMVETS family, led by the AMVETS Auxiliary, has helped to make several dozen PAWS Teams possible! We are incredibly grateful for the entire AMVETS Family's continued support in placing Assistance Dogs with veterans with disabilities. The AMVETS Ladies Auxiliary's leadership efforts are truly a testament to their commitment to our nation's veterans. We look forward to the future of this great partnership supporting more Veterans!




PARTY
WITH A CAUSE 

Did you know you can support Paws With A Cause by hosting a casual gathering with your friends, family, and/or neighbors?

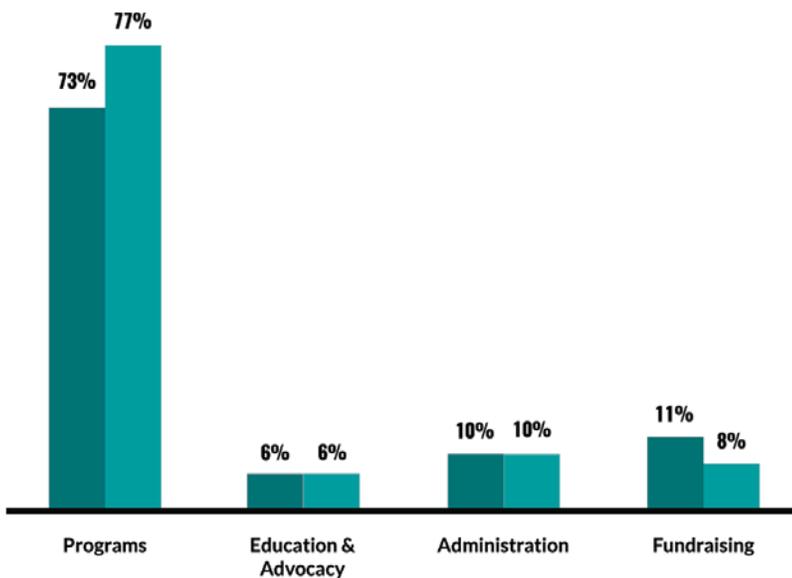
You supply the people and place. We'll supply the rest! We've got invitations, script, video story of a client-dog team, and other PAWS materials covered. It's a great way to share your passion for PAWS® and raise money to change the lives of people living with disabilities!

Contact Carrie Simmons our Event and Volunteer Coordinator at 800-253-7297 ext. 411 to learn more.

2017 FINANCIAL STATEMENT

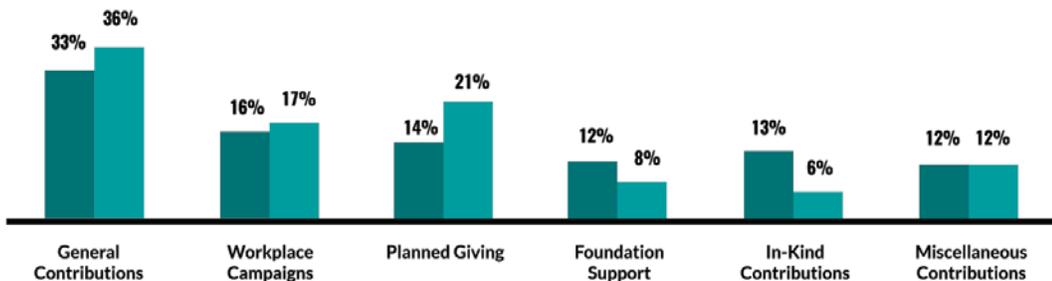
EXPENSES: 2017 vs. 2016

■ 2017 ■ 2016



REVENUES: 2017 vs. 2016

■ 2017 ■ 2016



REVENUES	2017	2016
Contributions	\$ 1,221,581	1,375,758
Events	57,972	52,205
Program Service Fees		
Donor Restricted Funds	2,100	100
General Contributions	1,281,653	1,428,063
Local United Way Designations	530,452	553,024
Federal/State Combined Campaigns	110,473	136,046
Workplace Campaigns	640,925	689,070
Planned Giving	564,711	846,789
Foundation Grants	472,413	312,342
In-Kind Contributions	500,376	252,166
Investment/Gain/(Loss) Sale of Stocks	369,849	148,074
Miscellaneous Revenue	86,013	316,140
Endowment Revenue	5,010	17,210
Miscellaneous Revenue	460,872	481,424
TOTAL REVENUE	\$3,920,950	4,009,854

EXPENSES	2017	2016
Program Expenses	\$ 3,049,207	3,041,020
Education & Advocacy	236,332	228,268
Administration Costs	402,290	404,240
Fundraising Costs	469,112	300,473
TOTAL EXPENSES	4,156,941	3,974,001

CHANGE IN FUND BALANCE \$ (235,991)

ENDING NET ASSETS \$ 5,855,770

If you would like to learn more about PAWS' annual finances, please visit pawswithacause.org/financials or call 800-253-7297 to request our detailed financial statement, 990 form or audited financial statement.



Marguerite & SCARLETT



Joshua & MAVERICK



Michael & MOCHA



Nick & IZZY



Alejandro & CHEVY

2017 PAWS ASSISTANCE DOG TEAM PLACEMENTS

Alejandro and NAVI
 Alison and RAINA
 Amanda and RIVER
 Anna and DINO
 Annie and PILOT
 Bonnie and OLAF
 Brittany and BREES
 Carolyn and VELVET
 Chase and SYLVAN
 Cheryl and DOC
 Chris and NAVY
 Chris and RIA
 Chris and TIPPY
 Dana and PARKER
 Debbie and SKIPPER
 Eli and REGAL
 Elizabeth and TWILIGHT
 Eric and QUINCY
 Erica and PHAROH
 Erin and STORM
 Gaetana and JUDO
 Heather and TROOPER
 Janet and TASHA
 Janey and JUDD
 Joanne and VALLEY
 Joe and CALVIN
 Joey and CHEVY
 Josee and LUNA
 Joshua and MAVERICK
 Joy and BREE
 Julianna and SCRUBS
 Kari and DAWSON
 Katie and CARGO
 Keith and VILLY
 Kelly Jo and SPENCER
 Kevin and DIXON
 Kim and BUNKER
 Kirstan and JESTER
 Kristen and ALTO
 Linda and ELF
 Lisa and ZOWEE
 Liz and RILEY
 Lyndsay and TINSEL
 Marcelle and YUGI
 Marguerite and SCARLETT
 Mark and MINNICH
 Mary and DAISY
 Mary and QUADRO
 Mary and WIZARD
 Melisa and NICKEL
 Michael and MOCHA
 Muriel and FAE
 Nick and IZZY

Noah and CLAY
 Patrick and AGGIE
 Paul and COLT
 Raegan and NUGGET
 Rachael and BREEZY
 Robert and BEAUTY
 Robert and WILLA
 Sandy and BRANDIE
 Sonia and RASCAL
 Tamre and DRAGON
 Thomas and CESSNA
 Tom and ELWOOD
 Vernon and ARIES

PAWS STAFF

OFFICE STAFF

Colette Beighley
 Mary Blain
 Kim Blozinski
 Jennifer Boan
 Rebecca Canale
 Anthony Clementi
 Deborah Davis
 Kimberly Junglas
 Carol Manshaem
 Paula Pasma
 Haley Pomorski
 Kimberly Pubanz
 Carrie Simmons
 Jill Ver Lee

TRAINING STAFF

Crystal BeVier
 Kristina DenBoer
 Emma Hill
 Barbara Kozminski
 Emily Martin
 Brittany McCready
 Shari Murdock
 Anna Rhea
 Bradley Rowe
 Catherine Towers
 Maddison VanEgmond

CANINE STAFF

Marilyn Arwe
 Dawn Bohan
 Connie Bowne
 Carol Dobos
 Linda French
 Debra Gaylor
 Jennifer Hill
 Dawn Hunter
 Wendy McIntosh
 Julie Thorington
 Donna Venner

ANIMAL CARE STAFF

Jeanne Klynsma, *Veterinarian*
 Theresa Peck,
Veterinarian Technician
 Nicole Hall
 Karlie Vander Kolk

BUILDING CARE STAFF

Taylor Contreras
 Doug Hollebeek
 Allison Lake
 Heather Miller
 Michael Reurink
 Kevin Thiel
 Michael Van Lent
 Diane Williams

PAWS MANAGEMENT

Michael D. Sapp, Sr., *Chief Executive Officer*
 Kathleen Ribbens, *VP of Program Groups*
 Kelly Jo Crabb, *Client Relations Manager*
 Teri Crosby, *Finance Director*
 Michael Hanna, *Training and Quality Manager*
 Catherine Rogg, *Development Director*
 Karen Sapp, *Human Resources Director*

BOARD OF DIRECTORS

EXECUTIVE COMMITTEE

Libby Child, *Board Chair*
 Douglas J. Dok, Jr., Esq., *Vice Chair*
 Jim Nichols, *Treasurer*
 Melanie Yanchuk, *Secretary*
 Nidal Kanaan, *Board Member at Large*

FULL BOARD MEMBERS

Greg Bonner
 Faye Richardson Green
 Mark Hofstee
 Bart Merkle
 Liam Sullivan
 Jane Timmer



Paws With A Cause®
 4646 South Division
 Wayland, MI 49348
 pawswithacause.org



OUR MISSION
 Paws With A Cause® enhances the independence and quality of life for people with disabilities nationally through custom-trained Assistance Dogs. PAWS® increases awareness of the rights and roles of Assistance Dog Teams through education and advocacy.

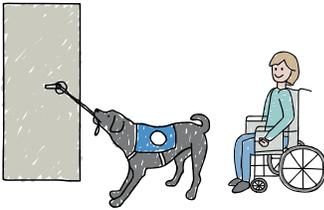



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2017 COMMUNITY ACHIEVEMENTS

PAWS served 445 Client Teams

PAWS received 1,333 applications for Assistance Dogs

Our Research and Development Department produced 138 different pieces of equipment used by our Client Teams

Our Veterinary Department had 4,960 patient visits



We placed 31 PAWS Dogs into other working careers including arson detection, narcotics detection and PTSD work

