




THANK YOU.

CONTACT US

 520-326-3412

 service@handi-dogs.org

 handi-dogs.org



HOW CAN YOU HELP?

- Make a donation at handi-dogs.org/donate/
- Become a Volunteer
- Become a Foster for a Purpose-Bread Puppy
- Attend our events/fundraisers
- Share our social media posts on Facebook, Instagram, and LinkedIn



ANNUAL REPORT

Prepared By:
Joshua Anderson
Caitlyn Hodges
Cathy Miller



Handi-Dogs Inc. is a 501(c)3 non-profit organization that assists individuals with disabilities in training a service dog to perform tasks that can help mitigate those disabilities.

We provide two service dog programs, owner-trained and our matching program. With our owner-trained program, we provide the individual with the necessary tools and support so you can train your personal dog to become your service dog. Similarly, our matching program offers the same tools and support, but we match you with a purpose-bred puppy to train as your service dog if you do not have a dog.

Additionally, we offer therapy dog training courses and pet classes such as puppy, manners, confidence building, and private lesson.



OUR HISTORY

Handi-Dogs Inc. is one of the US's oldest assistance dog training programs. Founded in the 1970s by Alamo Reaves, who lived with a disability, she wanted to teach others with disabilities how to train their dogs to be assistance dogs.



OUR VISION

We envision a world where individuals with disabilities experience boundless independence and quality of life through profound partnerships with their canine companions, who assist and support them in overcoming life's obstacles.



OUR MISSION

Dedicated to providing specialized training to people and their dogs to enhance independence and quality of life.

THANK YOU TO OUR GENEROUS DONORS

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Greetings Handi-Dogs Supporters

First, let me thank you for allowing me the privilege of doing this work with an exceptional organization. As an accredited member of ADI, the gold standard in service dog excellence, we embark on a monumental anniversary in the coming year. We wouldn't have gotten here without your support.

Over the past five decades, we have expanded our mission and grown into the nonprofit we are today – recognized nationally as a leader in one of our two mainstays – owner-training of one's service dog (either through your dog or via one of our matched purpose-bred puppies). Our other staple is that which supports the entire community of dog lovers – general pet instruction. Constantly engaging with the human half of our teams, Handi-Dogs is centered on the human-animal bond.

Whether you're a service team client, an annual recurring and appreciated donor, a steadfastly dedicated volunteer, a donor or foundation granting us support, or a general pet team client, we know your support of our organization is changing lives.

As we embark on 2024, Handi-Dogs is embracing inclusivity. We have exciting things ahead, and we hope you will continue to walk with us on this journey as we touch more people and expand our reach.

Sincerely,



Joshua Anderson
 CEO/President



Handi-Dogs' 2022-2023 Annual Report showcases our progress, achievements, and unwavering commitment to excellence throughout the year.



Handi-Dogs experienced a series of remarkable achievements throughout FY2023. Following a challenging FY2022 marked by the impacts of the COVID-19 pandemic, we made a strong recovery and enjoyed an exceptionally fruitful fiscal year, surpassing our budget by an impressive margin of over \$50,000.

Notably, we observed an upswing in our service dog teams and teams who went on to obtain certification, underlining the growing impact of our programs. Our commitment to providing classroom instruction remained steadfast, both at our dedicated facility and in various offsite venues, including malls, parks, and stores.

In addition to our Service Teams, we also witnessed a substantial rise in both our volunteer numbers and the participants enrolling in our pet classes. Our commitment to classroom instruction remained unwavering, with instructional sessions taking place not only at our facility but also at various offsite locations, such as malls, parks, and stores.

Moreover, our fundraising initiatives successfully resumed, highlighted by the 6th Annual Doggie Shorts Film Festival, which garnered enthusiastic support. As we look ahead, the upcoming year promises to be even more dynamic. Handi-Dogs is embarking on a journey to expand its presence and re-brand our organization's look/image within the community, all while preparing to commemorate a significant milestone.

As we began this calendar year, the board of Handi-Dogs had an ambitious goal of developing a new strategic plan, having reached the 3-year mark since our last creation. Ten members of our board of directors and our CEO, Joshua Anderson, enlisted the support of Alexander-Carillo's Lana Baldwin to facilitate two planning sessions in February and March. These planning sessions produced exciting objectives for the upcoming three years.

As set forward, herein is a consolidated look at our Strategic Goals from now until 2026:

DIVERSIFY REVENUE

Facilitate and engage with diverse revenue channels by utilizing the board of directors and our fundraising staff team and pursuing benchmark funding opportunities to greatly increase overall revenue by \$50K per year, each year over the next three years.

1

2

ALIGN WITH IDENTITY

Develop and enhance our brand, thus further increasing awareness of our organization and our programs in Arizona and educating the public about the concept of service dogs.

3

STRENGTHEN BOARD

Strengthen our board team through recruitment, fine-tuning our processes, and developing leaders.

4

HIRE PASSIONATE STAFF

Cultivate the staff by continuing to hire an exemplary team, enhancing the workplace culture, and offering increasingly competitive compensation and benefits.

BOARD MEMBERS

Chairman of the Board	Jan Gandolfi
Treasurer	Emily Galasco
Vice/Future Chair	Debbie Rich
Secretary	Marrisa Sager
Members:	Dr. Katherine Conley DVM
	Scott Gimple
	Amanda Khosla
	Keith Murfee-DeConcini
	Lisa Reams
	Emma Spring
	Jane Klipp

GOVERNANCE

The leadership of our board transitioned during FY2022; we thank our outgoing Vice Chair, Jane Klipp. We welcomed the Vice/Future Chair, Debbie Rich. We also added Marrisa Sager, of Arizona Oncology, – a long-time Handi-Dogs volunteer, as Secretary and Amanda Khosla – Financial Advisor with RBC Wealth, to our board of directors. We renewed Emily Galasco as Treasurer for another year.

Our Board of Directors prepared a three-year Strategic Plan this spring, with plans to embark on exciting changes and pursuits in the next several years. (see next page for outlined plan)

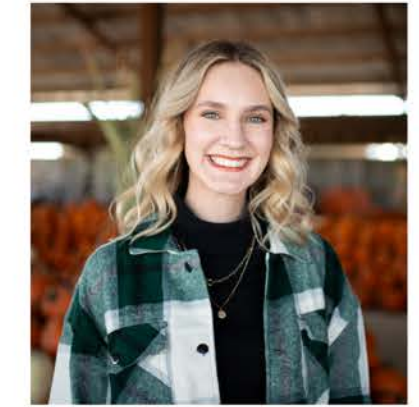
Handi-Dogs is rebranding the organization in the coming year. Our new name, logo, and brand will be announced in FY2024.



Joshua Anderson
CEO/President



Cathy Miller
Office Manager



Caitlyn Hodges
Marketing/Events



Pam Lundy
Training Manager



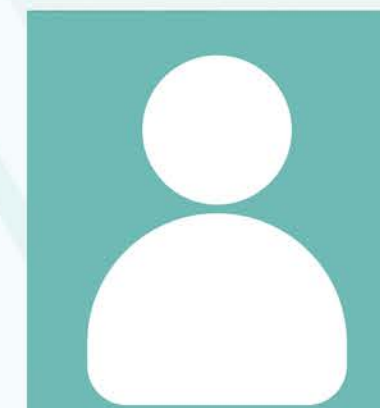
Chris Loftis
Instructor



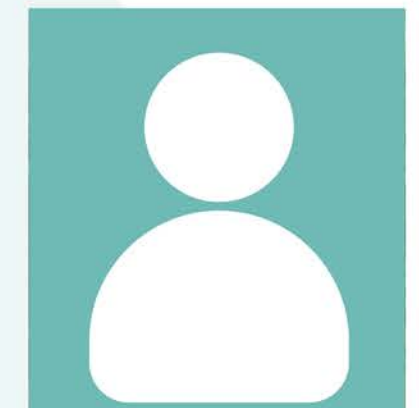
Rama Heisey
Instructor



Kim Dylewski
Instructor



Amber Mercier
Instructor



Julia Lindberg
Instructor

13
NEW CERTIFIED TEAMS
ADDED AS GRADUATES



OVERALL SERVICE TEAMS

- 95 teams (both certified and in-training) participated in our program this year.
- 14 of these teams were Veterans.
- 13 teams were certified and added as graduates in our Service Dog Training Program.
- 6 In-Training teams in Phoenix, growing the number of teams we serve outside of Tucson, AZ.
- 14-84 was the age range of our participants.

CONSULTATIONS/EVALUATIONS

- 25 Consultations/evaluations conducted with prospective service teams this year.
- 3 of these were matching program applicants.
- 22 owner dog participants. Unfortunately, nine of these teams failed the evaluation (for varying reasons).

95
SERVICE DOG TEAMS

- = 20 Teams
- = Veteran Teams



WE LOVE OUR VOLUNTEERS!

VOLUNTEER HOURS CONTINUE TO SHOW THE DEDICATION OF OUR STRONG COMMUNITY SUPPORT.



VOLUNTEERS

Over **39 volunteers** (board, office and committee support and classroom assistance) provided over **5,299 hours**.



FOSTER PARENTS

This total includes our **13 dedicated foster parents** whose endless time and support provides an essential task of caring for and training our purpose-bred puppies until they are matched with their handler. We could not do this work without their dedication and tireless support.



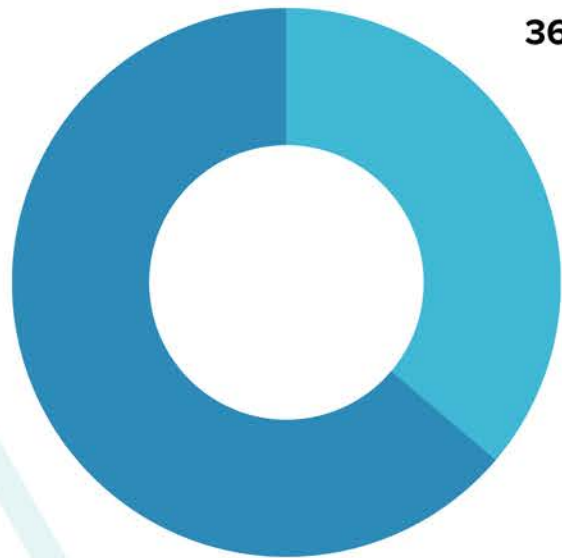
COST SAVINGS

The hours worked equates to a **total cost savings of over \$168,508** at the hourly average rate of \$31.80/volunteer hour. This volunteer support saves Handi-Dogs a significant amount of financial resources.



Foundation Grants

36.2%



Individual Contributions

63.8%

2023 FUNDRAISING EVENTS

After returning to normal fundraising special events, our 6th Annual Doggie Shorts was held in November, 2022 and we netted over \$26,000. Doggie Shorts planning is underway for our 7th Annual event in April 2024.

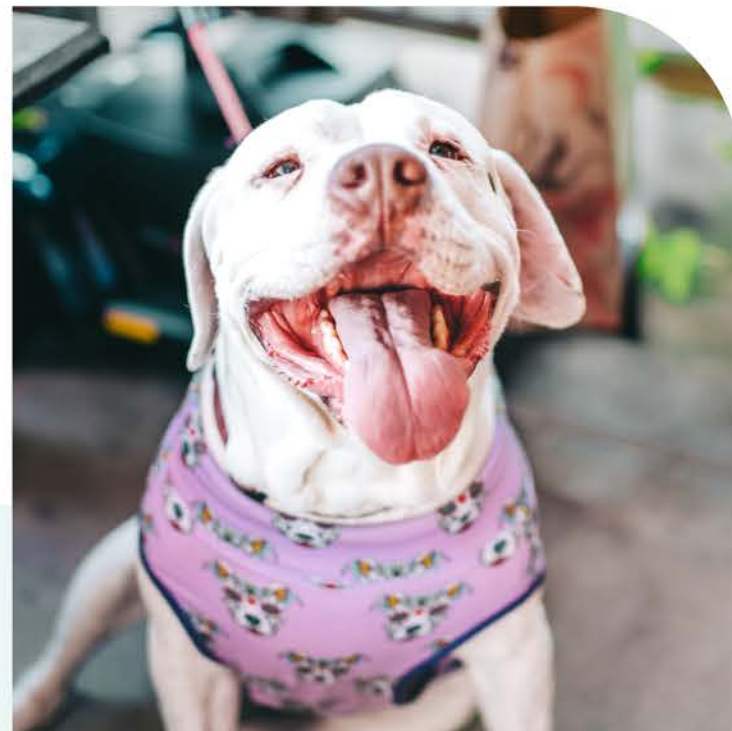
Handi-Dogs participated in local activities/presentations to promote our programs (Tucson Bridge Club, Dogtoberfest, Hacienda at the River, SAVMA Fair, etc.).

We began hosting Yappy Hours at local bars. Borderlands hosted Handi-Dogs in April.

A Doggie Snaps Photo Session was also held this past fall.

2023 FUNDRAISING STATS

FY 2023 proved to be a great year as many Arizona Residents chose to donate their AZ Tax Credit Contribution to Handi-Dogs for the first time. This resulted in over \$141,000 in individual contributions, and \$80,000 in foundation grants. Overall, we netted \$87,000 this year, and our income came in \$62,000 over projections.



141K

INDIVIDUAL CONTRIBUTIONS

↑ 20.1%

FROM 2022 CONTRIBUTIONS

26K

6TH ANNUAL DOGGIE SHORTS NET

Michelle is a second-time client, having lost her service dog when she was relatively young; therefore, Handi-Dogs matched her with Johnny—a young Labrador retriever, early in his overall training journey. The intent of Handi-Dogs to place Johnny so early with Michelle was to allow him to capture scents and respond to her from an early age. As such, Johnny started adapting to Michelle early in the partnership.

As Rama, their trainer, describes them, “Michelle and Johnny have a nice relationship and bond. They have been working on public access training in new environments, as well as socialization/ desensitization to these places. As Johnny is quite young, he needs time to absorb the big, loud world around him. However, Michelle has great patience to help him through it all. They are already a wonderful team!”

As a client with mobility challenges and Epilepsy, Michelle appreciates the assistance that her Service Dog, who is still in training, provides



“Johnny is very insistent upon checking in with me. He has also come to know that my attention is not always very focused. He keeps me on task with things like pills and water...”

Michelle Feller
Client

“He likes to lie down on the bathroom floor when I am standing at the sink in case I need him. I think he can smell or see frequently when I am unsteady. It’s more than that in the bathroom, though. I’ve had a lot of falls there in the past, and he has witnessed these. I think he is making an effort to prevent such falls. This has also been a help.”

He is also wonderful at bringing me a medical kit when I need to remain seated. I’ve put two treats inside the kit as well so that Johnny can return the empty container to whoever gave it to him to bring to me. Overall, I am grateful for his insistence, as it’s very easy for me to lose track of what I am doing - so he keeps on my case a bit.”

Overall, this team is progressing nicely. Michelle is providing the direction, and Johnny is developing into a very responsive Service Dog. We’re excited about the team’s progression and their future certification with Handi-Dogs.

I have had the honor of being involved with Handi-Dogs for the last 18 years. I wholeheartedly support and donate to Handi-Dogs for a simple yet profound reason: I have seen the organization grow by leaps and bounds over the years, but it has ALWAYS focused on the human-canine bond.

My contributions are driven by the knowledge that having an owner train their own dog to help them with whatever disability they may have creates a bond between owner and dog that will never be broken. What these dogs do for their owners is absolutely amazing and life-changing. I have seen lives change because of these dogs. Individuals who were afraid to leave their homes are now out and about enjoying life because they know their dog is always at their side, ready to aid them. Whether it is addressing a physical or psychiatric need, our trainers have the expertise to tailor the training to meet the needs of each individual.

As if this wasn't enough, Handi-Dogs also offers a wide variety of classes accessible to the general public, ranging from puppy classes to Canine Good Citizen training. How about a Shy Dog Class or a class focused on Loose Leash Walking? Whatever your pet needs to become a well-trained companion, Handi-Dogs also offers classes to meet that need.

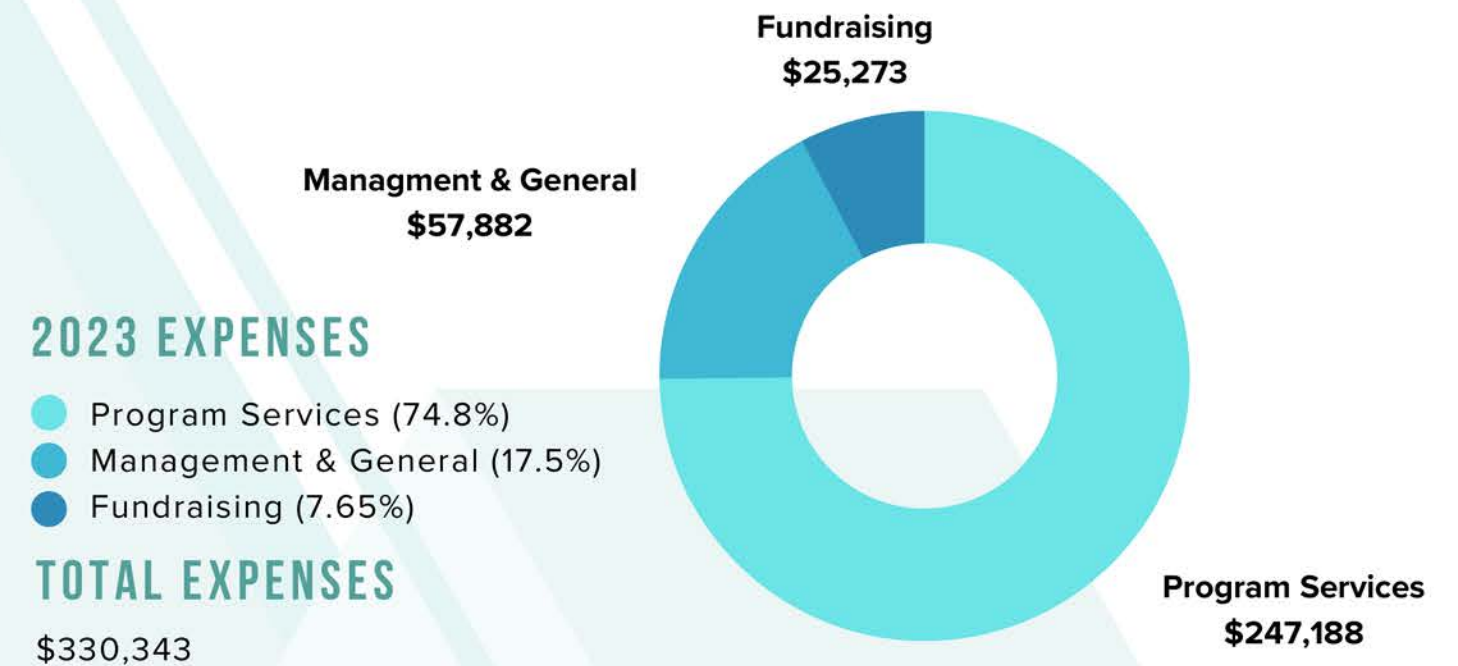
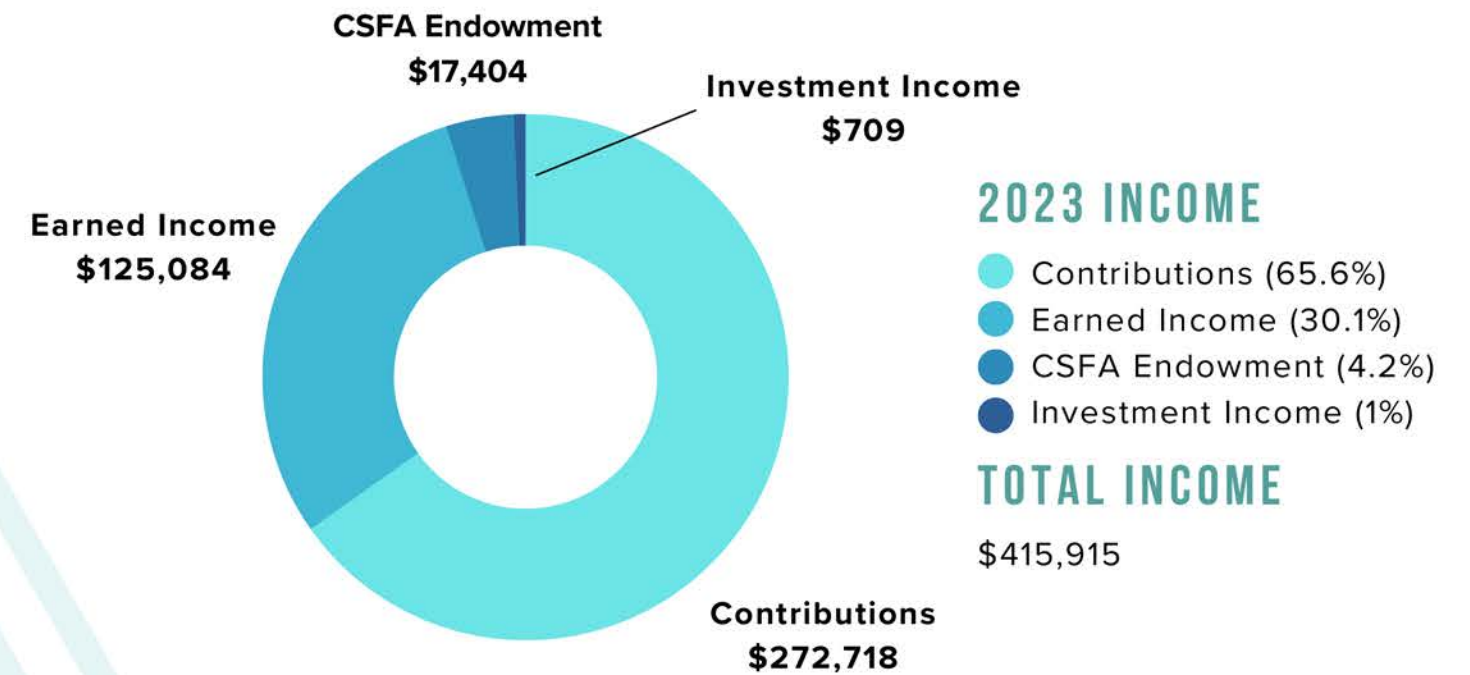
As a devoted dog enthusiast (I'm sure you've already gathered that!),



“... I genuinely believe there's no greater cause than what Handi-Dogs provides...”

– specific assistance for those in need and well-rounded training for those who simply want a well-behaved companion or need the help a service dog provides. This meaningful impact drives my ongoing support and donations to this incredible organization.

Jane Klipp
Long-time Donor / Current Board Member



87K
NETTED

↑ 19.4%
FROM 2022 EARNED INCOME

65.6%
OVERALL CONTRIBUTIONS