



ANNUAL REPORT 2016



WHY / . . .





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LETTER FROM OUR CEO



Gerry DeRoche with Loring at the State House

There is so much going on at **NEADS** that it can be a challenge to stop even for a few minutes to reflect on the prior year. So writing my letter for the annual report forces me each year to do just that. This past year we opened the **Kathy Foreman Client House** in September, relocated the **Early Learning Center (ELC)** to a renovated space in the old client house and moved our retail operations to their own space at the head of the driveway on campus. In addition we completed the planning phase for our kennel renovation, which will include setting up a temporary kennel in the old ELC. Much of what we did this past year seems to have revolved around work on our Princeton campus.

However at the forefront of everything that we do are our clients and the training of **World Class Service Dogs** to meet their needs. Because of the flexibility that the new client house affords us, we were able to have 7 clients training on campus the same time.

NEADS is a magical place that provides a valuable service for our clients. There are so many people responsible for making that happen every day. So we decided to feature a few volunteers, staff, donors and clients answering: “**Why I ...**”

For me “**Why I**” love working at NEADS is really simple: I feel fortunate to have been given the opportunity to become involved with such a dedicated organization that can help civilians, both adults and children, as well as veterans, to enjoy a life with a level of independence that might not otherwise be possible without one of our fabulous canines. There was also a connection because my father was profoundly hard of hearing and our family has a longstanding love affair with our own golden retrievers; so we are clearly dog people. Coming from the corporate world as a

career changer it was vitally important at this inflection point in my life to do something that benefits society. I consider myself to be extremely fortunate to have found NEADS.

Over the course of the next few pages you will hear from individuals about why they are part of **NEADS Nation**. And the best news: They are only a representative sample that illustrates why NEADS is such a special place.

We have now placed over **1700** client pairs in **39 years** of operation and we are well positioned to continue to be a leader in the industry that we played a large role in creating!

Thank you for supporting NEADS!

Gratefully,

A handwritten signature in black ink, appearing to be 'Gerry DeRoche', followed by a horizontal line.

Gerry DeRoche
Chief Executive Officer

NEEDS *BY THE*

34

YELLOW
LABS

35

BLACK
LABS

2

CHOCOLATE
LABS

2

GOLDEN-
DOODLES

3

SHELTER
DOGS

250

PUPPY
RAISERS

90

IN TRAINING

4

TRAUMA ASSISTANCE
DOGS

6

CLASSROOM DOGS

2

COURTHOUSE
FACILITY DOGS

8

SOCIAL DOGS

3

HEARING DOGS

2

SERVICE DOGS FOR
VETERANS

10

SERVICE DOGS

2

THERAPY DOGS



13,811 LIKES



1,197 FOLLOWERS



983 FOLLOWERS



NUMBERS

40

FEMALES

36

MALES

9

PRISON PUP
PARTNERSHIPS

425

ACTIVE NEEDS
CLIENTS

37

NEW CLIENTS
IN 2016

9

DIFFERENT
STATES

Our Staff*

Taverly Adams
Dawn Anderson
Christy Bassett
Tamara Beland
Susan Berry
Magen Blake
Lisa Braley
Amanda Charbonneau
Sharon Concannon
Alyson Cox
Gerry DeRoche
Kerri Flynn
Dylan Foden
Kathy Foreman
April-Lynn Forest
Elizabeth Gaulin
Lacy Gillotti
Marilyn Holway
Maureen Huhtala
Ann Jones
Ellen Jones
Tracy Kelly
Hannah Kump
Kelly Leger
Brittney Logan
John Moon
Pam Murray
Katy Ostroff
LouAnn Pignatero
Mary Redington
Doreen Sheridan
Andrew Shusta Jr.
Anna Tepe
Julie Vautour
Josselyn Vinsh
Anne Wilcox
Eon Woods
Erin Wylie
Cathy Zemaitis

*As of 8/31/16

* Numbers reflect client pairs trained in the last fiscal year.

WHAT MAKES A **NEADS** WORLD CLASS SERVICE DOG

THERE ARE THREE ELEMENTS THAT MAKE NEADS DOGS WORLD CLASS SERVICE DOGS: HEALTH, TEMPERAMENT AND TRAINING. HERE IS A DEEPER LOOK AT WHY THESE FACTORS ARE VITAL.

HEALTH:



At NEADS, the health and well-being of our dogs is crucial. From the moment they arrive on campus, our dogs have consistent health monitoring that continues throughout their training. This includes routine exams and care, orthopedic screenings and vaccinations. NEADS partners with over three dozen veterinary practices, including VCA Animal Hospitals and has four

veterinary clinics within prison facilities where NEADS dogs are trained. Additionally, we feed them high quality, nutritious food, because NEADS understands how important proper weight is to a healthy dog. NEADS also partners with Trupanion Pet Insurance so when our pups leave training, their partners can continue to offer the best in care.

TEMPERAMENT:

Not every dog can be a NEADS Service Dog. It takes a very specific disposition to graduate from our program. Our dogs must be people oriented, sociable, friendly, and well-mannered. NEADS pups must also be able to work in all environments, and be able to recover from stressful situations seamlessly. To achieve this goal, we start socialization early with our puppies, beginning at eight weeks old, when dogs begin early exposure to different surfaces, people, sounds and objects. Progressive socialization continues throughout the pup's training to make sure that when they are matched with a client, they are experienced and confident.

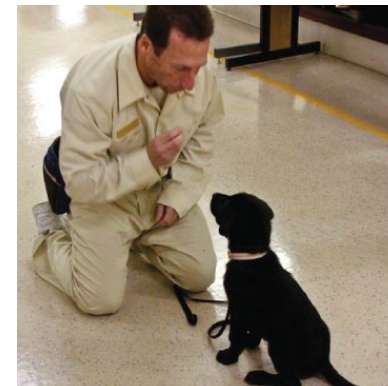
TRAINING:



Our Dogs:

NEADS aims to acquire approximately 100 dogs within each fiscal year, with about half of the dogs graduating from training. About 95% of our puppies are acquired from purebred breeders. We currently use Labrador Retrievers in our training program, however, we occasionally work with hypoallergenic dogs.

The remaining percentage of our dogs are acquired from animal shelters and rescue groups throughout New England.



Our Trainers:

NEADS trainers must start as an apprentice trainer and are required to spend two years in that role until they graduate to the position of trainer. Not only does a NEADS trainer need to be excellent with dogs, but they also must be great with people and all types of personalities. They must possess the maturity and professionalism to work

in a prison facility. Additionally, trainers must be able to express empathy towards others to fully understand each client's unique circumstances.



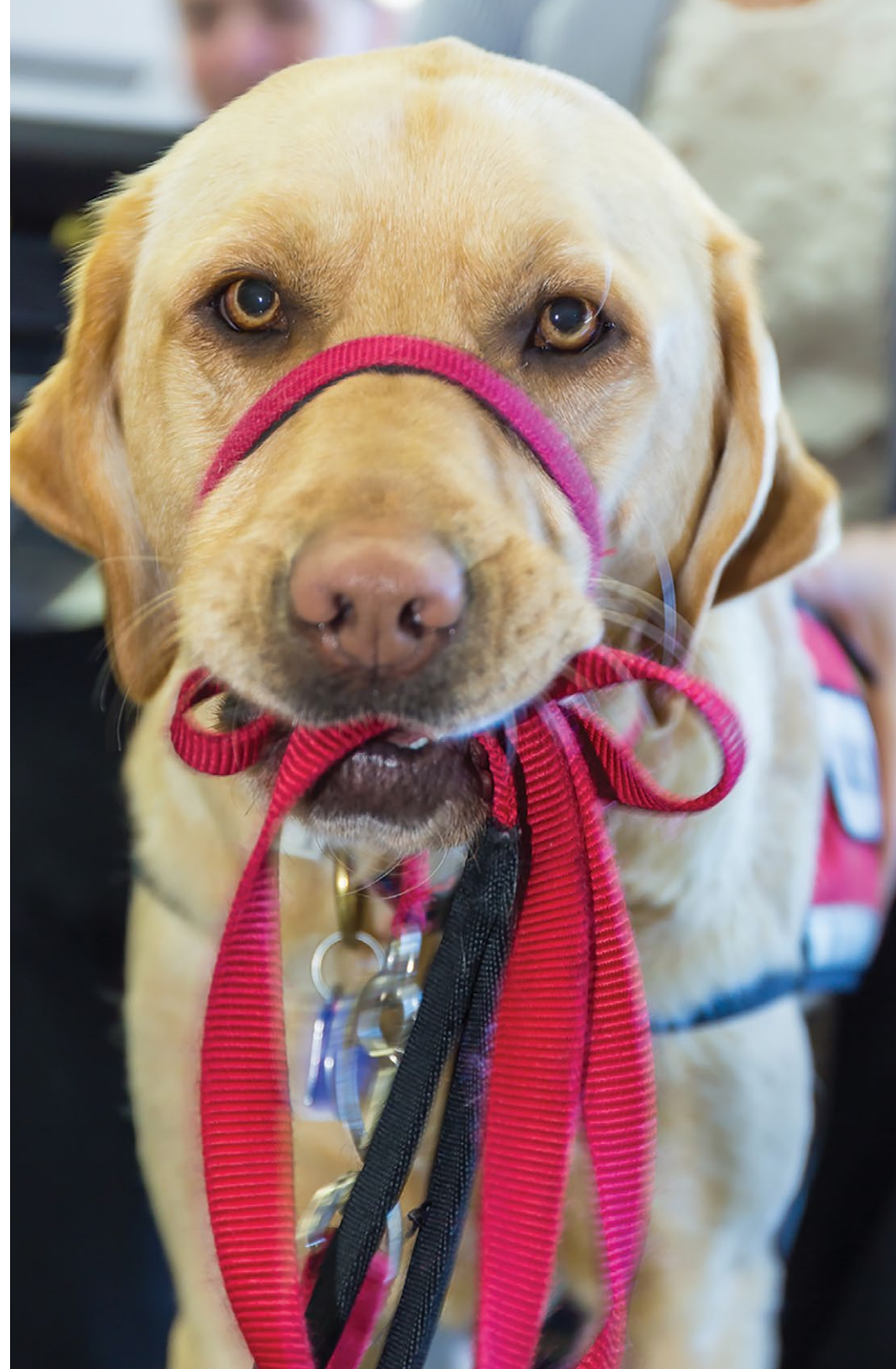
Our Training:

NEADS Dogs are trained to perform tasks and behave obediently through the use of positive reinforcement and clear leadership. Our dogs love to work! The behaviors we teach are inherently fun for them (like tugging on a rope or running to a sound), so the dogs learn to associate tasks with having a good time.

At the Laura J. Niles Early Learning Center, the puppies continue to learn that humans are friendly and fun, loud noises are not scary and unusual items are not frightening.

Once a puppy becomes acclimated with the NEADS program, they head off to one of nine correctional facilities throughout New England, known as NEADS Prison PUP Partnership. Under the guidance of NEADS trainers, inmates are able to provide consistent training at a high level and can devote significant time to the dogs.

To ensure that the puppies have a full range of experiences, volunteers help out by socializing the puppies on weekends. These Weekend Puppy Raisers, specially trained in socialization skills by NEADS, are assigned to a puppy for the entire time the dog is in the prison program. Puppies spend their weekends at a volunteer's home and follow the volunteer's routine around town based on the pup's training level.





NEADS 2015 2ND ANNUAL WEEKEND PUPPY RAISER APPRECIATION BARBEQUE



NEADS 2015 3RD ANNUAL FORE PAWS GOLF TOURNAMENT



iRobot

iROBOT PARTNERSHIP: THIS YEAR NEADS WAS THRILLED TO ANNOUNCE OUR PARTNERSHIP WITH IROBOT!



NEADS 2015 FALL GRADUATION

THE YEAR



NEADS NATION HAD A CHANCE TO MARCH IN BOSTON'S FAMOUS ST. PATRICK'S DAY PARADE



NEADS SPRING 2016 GRADUATION



KATHY FOREMAN CLIENT HOUSE & TRAINING CENTER GRAND OPENING



NEADS GET DRESSED.GIVE BACK. FASHION FUNDRAISER



MEETING NEADS EVENT

IN PHOTOS



NEADS WAS FEATURED IN A 3-PART SERIES ON NPR'S HERE & NOW!

Eye On Education: Dog Makes Big Difference In

January 25, 2016 5:55 PM By Paula Ebben

Filed Under: Eye On Education, NEADS, Paula Ebben



BOSTON (CBS) – He could be the most loved, tail wagging student of all of Plymouth. His name is Beamer, a 2-year-old yellow lab assistance dog.

CLASSROOM DOG BEAMER AND TEACHER BETH KEANE WERE FEATURED ON WBZ'S EYE ON EDUCATION



STAFF, CLIENTS AND NEADS SERVICE DOGS HAD A CHANCE TO VISIT THE MASSACHUSETTS STATE HOUSE



NANTUCKET HOLIDAYS FOR HEROES ANNOUNCED THEIR PARTNERSHIP WITH NEADS AT A PRESS CONFERENCE ON THE STEPS OF THE MA STATE HOUSE



NEADS DOG KEELY HAD A CHANCE TO MEET BOSTON BRUINS PLAYER PATRICE BERGERON

WHY I...



DONATE TO NEADS BY SUE CURTIN

Why our family foundation has made NEADS a philanthropic priority relates to many of our family's first hand experiences. This includes honoring our mother's legacy and celebrating the success of our son, Jack and his NEADS Social Dog, Maurice.

My siblings and I will never forget the devastating news when our mother, Julie, was diagnosed with Multiple Sclerosis at a time when the disease had little to no treatments available. Although our mother always put on a brave face and valiant fight against her disease the reality of accomplishing every day tasks was often overwhelming and the isolation it created for her is something we will never forget or take for granted.

We were first introduced to NEADS through the Pawsitively Strong Fund and as we began to learn more about the community we began to see firsthand how incredibly empowering NEADS Service Dog teams were for their clients. Every story is unique and every Service Dog match is its own special and inspiring partnership. The quality of the Service Dogs and the client programming really puts NEADS as a national leader in this field.

As we came to know NEADS, my husband and I began to research the possibility of a Social Dog for our son, Jack. What we have experienced has been life changing and we often share how much Maurice has created independence, confidence and empowerment for our son. It is actually hard to remember what life was like before Jack and Maurice were matched. It has made that much of impact on our daily lives.



The Curtin Family

"What we have experienced has been life changing and we often share how much Maurice has created independence, confidence and empowerment for our son."

We are also profoundly moved by the Prison Pup Partnership, which brings the organization to what we call "full circle." In addition to providing transformative experiences for its clients, NEADS also runs world-class training programs within several prison systems establishing another profound programming arm to the organization.

We often think about what our mother, Julie's life would have looked like with a NEADS Service Dog. Through our family foundation we are honored to be able to support Service Dog teams and hope to continue to make that a reality for others. And for all those reasons and more we hope to continue to support NEADS.

AM A NEADS TRAINER

BY CHRISTY BASSETT

It's not hard to understand what draws most of us to NEADS. Cute puppy faces, lots of animal interaction and an idea of "doing good". But what keeps me there is not the animals. It's the people.



Christy Bassett with a dog in training

Being an introvert, I never expected that I would enjoy instructing in front of a group of inmates or working with a diverse array of clients. But NEADS people are not normal people. They are passionate, compassionate and welcoming. (And being animal lovers doesn't hurt either.)

Our clients are humble, but so very strong. Each one of them has faced challenges that the vast majority of the population has never felt and they have either overcome them or learned to live with them and press on. For many of them it does not come easy to ask for help. Showing up on NEADS' doorstep is doing just that. Between

raising money, arranging transportation and time for training, setting up their home and adjusting their lifestyle to accommodate an assistance dog, there are lots of favors called in. It is hard work to gain a NEADS dog. And they do it with a disability.

Our inmate handlers are in a position that none of us hope to ever experience. Stripped of their rights and identities, they are not given many chances to succeed at this point in their lives. Most come to us with a love of animals, the hope of learning a new skill and the notion of giving back. With time and experience in the NEADS program, all three of these emotions are intensified.

Our volunteers are selfless and willing. They give up their weekends, their free time and their own agendas. And then they give up the dog they've treated as their own. It's something that not many of us would be willing to do.

"Being surrounded by these wonderful, admirable people every day is compelling."

The energy created and passed around amongst this group is contagious. Stories of triumph, self-growth, relationship building, giving and receiving- both told and untold, affect me. Plus there's dogs.

WHY I...

Christy Bassett pictured with her dog, Jagger



WHY I...

Cinda Capone with NEADS dog in training

AM A WEEKEND PUPPY RAISER BY CINDA CAPONE

The reasons I began puppy-raising, and the why behind why I continue, have changed as the experience has changed me. I initially began volunteering in the puppy house taking pups out on the weekends, and I was immediately drawn to the mission of this organization. As my children were getting ready to leave the nest, I began researching the idea of raising foster children or perhaps becoming involved in puppy-raising for NEADS. My husband, who was looking forward to enjoying grown children, quickly suggested that puppy-raising would be the best option. Thus began a journey that has forever changed my life.

I began puppy-raising with the idea that it would be a way to do something I loved while contributing to a meaningful cause. As I spent the time working with my first pup, taking him on numerous field trips, and watching him grow in confidence and ability, I began changing. I knew there was a mission, a goal I was aiming for. It was more than enjoying the company of a dog for a weekend. I realized that I was helping to raise this pup so that one day, like my children, he too would leave the nest and be all that he was meant to be. Someday there would be a forever person waiting for him with a job he would need to do. I knew I was a part of the team that would help get him ready for his job.

Though I initially began puppy-raising partly because I loved dogs, once I realized the amount of work involved, that love for dogs alone would not keep me coming back for more. I saw how NEADS was changing people's lives one pup at a time, and as a puppy raiser, I was given the awesome opportunity to be a part of this. I have seen and talked with clients whose perfect match with their pup has completely altered their circumstances and outlook. These experiences have changed me and have changed the "why" behind my desire to continue puppy-raising.

Why do I volunteer with NEADS as a puppy raiser and why do I continue to start all over with a new pup again and again? The answer is easy, and it only took one time to discover...

"One time meeting a forever person...one time attending a graduation... one time watching the pup I helped raise become an extension of his forever person...one time hearing how a pup has given a person new life. One time and so many lives, including mine, are forever changed."



AM AN INMATE HANDLER BY JASON

My name is Jason and I'm a NEADS primary handler. Since entering this program over a year and a half ago, I have come to realize that this program is about more than just training dogs, but it is also about the selfless service of people whose greater purpose and mission in life is to ensure the well-being of others.

Adhering to the mission and purpose of this program has helped immensely in my own quest to become a more giving and compassionate individual, because being a person who always thought of himself first, the idea of giving back was completely foreign to me. I learned how to be selfish, as my understanding of what it meant to help thy fellow man (or neighbor) became somewhat of a distorted concept due to the environment in which I was raised. And while there's nothing wrong with individual accomplishments; thinking exclusively along those lines, however, can create imbalance and allow selfish ideals to become prevalent in one's life, as became the case with me.

But learning to work as a team in a unified manner alongside a group of individuals whose primary objective is to achieve the common goal of helping others while putting our own selfish interest to the side, has led to an amazing discovery for me since joining this program. I've discovered that no matter the circumstance or current

situation that we may find ourselves in, we all possess the ability to exhibit altruism despite past displays of selfishness.

Author, Robin Casarjian, mentions "acts of selfless service" in her book, *HOUSES OF HEALING*, in which she writes, "Selfless service is service where you don't do it for personal acknowledgement or gain. You don't do it in order to get points for good behavior. You do it to pay back what you've taken in some way. You do it to heal yourself." She goes on further to write that "Facts of this kind can be any work that makes someone else's well-being your priority."

These sentiments ring true for many of us who assist in training these precious animals.

"We are all striving to become better people today so as to not allow the mistakes from the past become that which defines us."

The NEADS program serves to provide many of us with the opportunity to re-define what it is that we stand for, and how we wish to live and proceed with the rest of our lives going forward.

WHY I...



Kathy Foreman and her dogs Teddy and Glee

AM A NEADS EMPLOYEE

BY KATHY FOREMAN

From the beginning of my involvement with the organization, I have always believed in our mission that dogs can help people. Having spent decades at NEADS, I am proud to say that the organization's mission has never changed. I began my career at NEADS when my kids were in elementary



Kathy Foreman in 1988 with Tonka, a dog in training

school and I was ready to get back to work. I came across an ad in the local paper for a job posting for the Hearing Ear Dog program (NEADS founding name.) I have always loved dogs and knowing that the program was working to train rescued shelter dogs to become Hearing Dogs was impressive. I inquired about the trainer position and the rest was history! I have now been a NEADS team member for more than three decades and my passion for the mission is just as strong as it was on my first day on the job.



Kathy Foreman and Gerry DeRoche in front of the Kathy Foreman Client House & Training Center

"To have the ability to play a part in changing someone's life through the love and devotion of a dog is something I am grateful for every day."

I truly enjoy working with a group of people that energize me too. Staff and volunteers have so much enthusiasm for our mission that it is contagious. To have the ability to play a part in changing someone's life through the love and devotion of a dog is something I am grateful for every day. I feel lucky to be a part of NEADS.

ARE ON THE BOARD OF DIRECTORS

BY IRA KAPLAN DVM & ANITA MIGDAY, DVM

Organizations have life cycles just like people. The major difference is that organizations do not die, they morph. For example, the March of Dimes changed its mission after polio eradication was achieved. At NEADS, the oldest hearing ear dog program in the United States, we evolved into the assistance dog world and then created Service Dogs for Veterans to help wounded warriors deal with a multitude of physical and psychological issues.

the mission of providing dogs to people with physical disabilities. Fundraisers were small but pet pictures with Santa and walkathons bonded the board to the mission and each other.

As an organization becomes mature it adopts a family called “employees” that provide the services originally supplied by the volunteer board members.

“As board members with a 30 year history, we rededicated our focus to keeping the board on mission while mixing with new board members who can bring the skills of fundraising and visibility to the organization.”

In the last phase of our organizational life, we considered the hiring of a strong CEO to be our most important role. We feel that we succeeded with Gerry. We hope that our efforts will leave a legacy of structure and a history of philanthropy. And, we hope that the future will find a board that develops its own leadership that keeps it connected to the value of the dogs in our lives and the people in need of NEADS.



As Board members, we too have morphed. In the 1980's we volunteered for the then adolescent NEADS board to add our professional abilities to the program. We provided veterinary services to every dog that went through the program. Each month the Board met, to decide by consensus, the best way to achieve

WHY WE...

Ira and Anita



RECIPIENTS OF THE

2016 NEADS SPIRIT AWARD

The **NEADS SPIRIT AWARD** is given annually to a volunteer(s) who passionately exudes the energy, values and commitment to our mission over an extended period of time. The recipients in 2016 were **Doctors Ira Kaplan and Anita Migday**. Their enormous contribution and impact on a professional level as veterinarians and personally as active members of the NEADS Board of Directors spans more than 30 years.





WHY I...

NEADS Volunteer, Mary Redington

CHOSE TO VOLUNTEER

BY MARY REDINGTON

After a successful career in advertising and a sabbatical to have two children I was looking for a new adventure. I have volunteered for a variety of positions at my local school, church and town. I am a hard worker, so my spare time was in demand. But I wanted to choose my next volunteer opportunity. I am an animal lover and service dogs have always intrigued me. So three years ago, I contacted NEADS and filled out a volunteer application. I knew I wanted to work with the animals and the word "husbandry" was mentioned multiple times. My first day was November 19, 2013. I jumped in. What seemed like the simple task of walking the dogs for their morning constitutional, emptying and cleaning the kennels, bowls, bones and bedding, was challenging for me in the beginning. The protocols created to protect the dogs' health and training required me to unlearn my personal experiences with pets. Like not using the dog's name, not saying "no", and waiting patiently while the dog calms him/herself and makes eye contact. It's physical, sometimes messy work and I love it.

I've met some amazing volunteers including students, a college professor and a retired octogenarian veterinarian. Plus it's satisfying. Usually at the end of my shift, the dogs have been fed, played with or

walked, and their beds and kennels are cleaned and prepared with fresh bones and bedding. Hopefully I've soothed a nervous dog, exercised an energetic one, or just given the staff time to do a little paperwork. It's a small part, but it's my part. And every couple of months when we have coffee and meet some clients and hear their stories... I know I support something good in the world.

I read somewhere that dogs don't judge people when meeting them; that's why they are so happy to meet everyone. As humans we have thousands of subconscious pre-conceived notions based on years of daily experiences, which creates unintentional (but real) biases and prejudices. So I've been consciously working at being more like the dogs, greeting everyone with an open mind and heart. And volunteering weekly at NEADS reminds me of this personal effort and awareness. I hope to continue here for years, and perhaps expand my role at some future date. I am appreciated and thanked regularly for my efforts, plus I get to spend time with smart, kind, loving, goofy, future Service Dogs. That's why I volunteer.

AM A NEADS CLIENT

BY CHRIS SLAVIN

Community is important to me. I learned from one of my young students that "Community is my family, my friends, my neighborhood, my town, my country and my world." I liked that, and believe very much in that philosophy. I feel that members of a community should support, encourage and empower one another to be their best selves, making lives better from the micro to macro level. It is connection to others that is so important to me, the giving, the helping and the sharing.

When in the discerning process around getting a Service Dog, I naturally wanted to find an organization that agreed with my own ethos. I have many friends that have Assistance Dogs, and the NEADS dogs stand out. Not just for their training, but for their ability to still have the giving, devoted and loving heart of a dog. As I learned about the Prison Pup Partnership, some Hearing Dogs being rescues, and the amount of community involvement I could have, I knew it was the place I would apply. Upon meeting the staff and trainers, volunteers and supporters I immediately felt the sense of community that is so important to me.

My life has changed so much since Earle has partnered with me. Always an active person, I thought I was very connected to the world. I had no idea that my world would get so large and that Earle would be the catalyst to

that. Since Earle has come into my life I have begun working in Dementia Care, where he is changing the lives of our residents with dementia in very profound ways. I have traveled back to Ireland for the first time since my accident. Earle has been the opener for many conversations and friendships.

"Where people once saw my wheelchair and a barrier to interaction, they now see a beautiful, amazing and loyal dog."

We have brought our message of integration and accessibility into schools, community organizations, and to the general public; we have been asked to return to Ireland next spring and continue to educate in schools. We are recognized throughout our community and I proudly put on his vest and share the story of NEADS.

Earle has expanded my opportunities, my independence, my life and my heart. NEADS and its supporters have given me a gift that is finer than anything I imagined. It cannot be described.



WHY I...



Chris Slavin and Earle visiting Ireland

180

DOGS UTILIZE
OUR CAMPUS
BUILDINGS
EACH YEAR



FOUNDATIONS FOR THE FUTURE INITIATIVE

EACH YEAR OVER 50
CLIENTS, 90 PUPPIES,
80-100 ADULT DOGS,
NUMEROUS VISITORS,
VOLUNTEERS, AND STAFF
UTILIZE OUR CAMPUS
BUILDINGS.

EARLY LEARNING CENTER AND KENNEL RENOVATION



Twenty years ago, with the input of veterinarians and other animal care specialists, we built a new kennel to house our dogs during their evaluations and Service Dog training. However, by today's standards, our kennel does not provide our staff, volunteers, or dogs with the best environment possible.

We are currently in the beginning stages of renovating our kennel facility. This kennel, from the ground up, will be a cutting edge **Service Dog** kennel. Within the industry, **NEADS** is regarded as innovative, and our new kennel design will minimize stress by providing an environment that is healthier for our staff and dogs.

The success of our program starts with our puppies. In addition to a new kennel for adult dogs, our plans include revitalizing a building on our property to accommodate our newly arriving puppies. NEADS pups spend up to two weeks on our campus. During that time, our puppy instructors begin teaching basic obedience. Between lessons, the puppies have plenty of time to play, and receive lots of attention from our staff and volunteers.

At the completion of this project, NEADS will have a state of the art kennel as well as a renovated Early Learning Center for our puppies which was recently completed. As we move forward toward a state of the art campus, our commitment to our clients and dogs remains strong. These improvements will help us do what we do best - train and place Service Dogs with the people who really need and deserve them, making increased independence in their daily lives a reality.



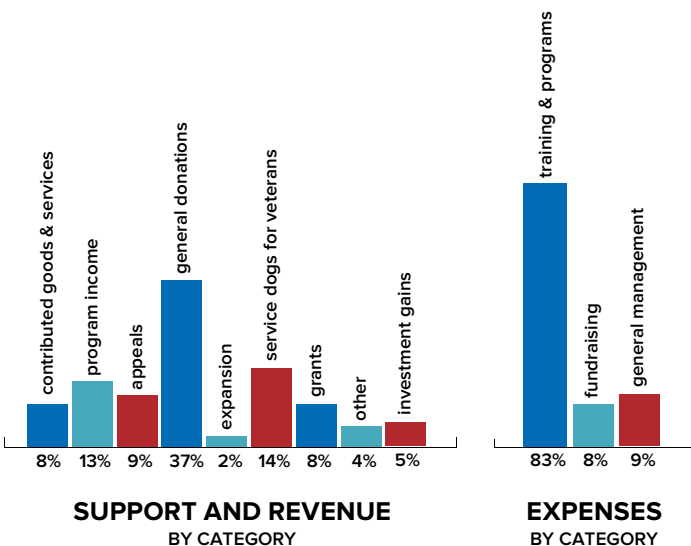
NEADS is continuing the **Foundations for the Future** fundraising initiative, which began with our new **Kathy Foreman Client House and Training Facility**, to include the creation of a new **Early Learning Center** and completely renovated kennel.

Financial Highlights

NEADS
is turning
40!

**WE ARE CELEBRATING
OUR 40th ANNIVERSARY
THIS YEAR!**

	2016	2015*
Operating Revenue:		
General fees and contributions	\$1,808,989	\$2,019,156
Contributed goods, services and property	204,222	182,183
Grants and foundations	442,116	699,200
Interest income	2,531	4,725
Investment return	135,592	(203,406)
Other income		1,615
Total support and revenue	\$2,593,450	\$2,703,473
Operating Expenses:		
Training program	2,116,832	1,990,554
Management and general	224,436	198,015
Fundraising	199,462	162,032
Total expenses	\$2,540,730	\$2,350,601
Change in net assets	\$52,720	\$352,872
Net assets, beginning of year	\$6,530,118	\$6,177,246
Net assets, end of year	\$6,582,838	\$6,530,118



*Numbers reflect NEADS fiscal years. 2015 income and expense numbers have been adjusted to reflect NEADS policy effective in 2016 to net retail expenses and special event expenses against the corresponding income.



The organization opened its doors in 1976 and has been a pioneer of the Hearing Dog and Service Dog industry ever since! At its inception, the organization was called Hearing Ear Dog program and the first training was done on an experimental basis by the animal science department at Holliston Junior College in Lenox, MA.

Staff at the college began a pilot program with several mixed breed dogs. One of these dogs was a young beagle mix named Nugget. She responded very well to the experimental training.

The parents of a nine year old hearing impaired boy, Larry Burgess, heard of the new program and applied for a dog for their son. Larry and Nugget were matched and trained together. They became one of the first Hearing Dog teams. Nugget provided the ability to Larry to do things any adolescent dreams of, which is to become an out-going and confident teenager!



Larry Burgess and Hearing Dog Nugget – 1977

NEADS has been carefully training and matching dogs for four decades, having matched over 1700 dogs with people in need. We are excited to celebrate 40 years of training and matching World Class Service Dogs!



Charity Navigator has awarded NEADS a 4-star rating for the 14th year in a row! NEADS is 1 of only 10 charities that has received this rating for 14 years!

NEADS' Service Dogs provide life-changing independence, companionship and connection for people with a disability. With dedicated staff and energetic volunteers, NEADS carefully matches clients with the right dog and provides on-going support during their entire relationship. NEADS has led the industry since 1976, training and matching over 1,700 World Class Service Dogs with people who need them.

Board of Directors*

Chair - Beverly E. Stewart
Vice Chair - Abbey L. Henderson
Clerk - Meghan Maceiko
Treasurer - Scott Notargiacomo
Director of Veterinary Medical Services - Ira Kaplan, DVM
Tina M. Cantu
Graham Chevy
James Ciociolo
Lowry Heussler
Gary Hough
Paul Jornet
Laura McTaggart
Anita M. Migday, DVM
Dee Sendrowski
Arthur Twiss
Garin Veris
Adam A. Waitkevich

*As of 8/31/16

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Photography

Courtesy of Alyson Cox, Tracy Kelly,
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April Alford-Harkey + Sandy	Carolyn Kroll + Fabio
Zechariah Anderson + Dexter	Olivia Lambert + Rigney
Eric Bellavance + Ike	David Lauzon + Morrison
Amy Breton + Yofie	Carlos Lopes + Gemini
Catherine C. + Lexy	Arthur Matte + Beacon
Michael Church + Rascal	Edward McHarg + Ally
Sean Clossey + Lincoln	Nick Miller + DJ
Matthew Collins + Bonnie	Jeffrey Nash + Danforth
Elizabeth Conlon + Julian	Shawn Nelson + Tilly
Jason Contois + Ed	Constance Post + Martha
Jack Curtin + Maurice	Joseph Ross + Monroe
Victoria Davis + Tony	Ellyn Salkin + Murray
Jose Durango + Honey	Ashley Sequeira + Bailey
Barry Esteves + Apollo	Nancy Serbun + Sorche
Reen Gibb + Luke	Christine Slavin + Earle
Brett Graveline + Vega	Erica Way + Amberley
Beth Keane + Beamer	Vanessa Winters + Ginger
Thomas Ketcham + Diesel	

* List represents anticipated clients at NEADS Fall 2015 and Spring 2106 Graduation ceremonies.

