

Dog Heaven

2017 High School Completion Application

Dog Heaven (74-1234567)

110 Broadway, Suite 230
San Antonio, TX 78205

gavnichols@gmail.com
O: 210-242-4747

Gavin Nichols

gnichols@saafdn.org

Application Form

Program Name*

Youth + Pets = Thriving Community

Program Description*

This program works with youth and pets to create a thriving community. Youth are taught to care for rescued pets to rehabilitate them and make them adoptable. This teaches compassion and positive reinforcement along with marketable job skills.

Information*

From time to time, we have the opportunity to share applications with other funders. If such an opportunity arises, would you like for us to share the information in this application?

Yes

General Organization Information

Type your responses using upper and lower case letters. Do not use all caps unless the organization name is spelled with all capital letters.

Legal Name of Organization*

Dog Heaven

DBA if applicable

Federal Tax Identification Number*

74-1234567

Mailing Address*

303 Peal Parkway

Suite

Suite 114

City*

San Antonio

State*

TX

Zip Code*

78215

Main Phone*

(###) ###-####

(210) 242-4720

Physical address

Type here only if different from your organization's mailing address

Suite

City

State

Zip Code

Date of Incorporation*

(mm/dd/yyyy)

08/18/2008

Organization's Mission*

The mission of Dog Heaven is to rescue, rehabilitate and rehome homeless and shelter pets.

Organization's Website Address*

If your organization does not have a website address, enter not applicable.

www.dogheaven.org

Head of Organization Title*

Examples: Executive Director, Chief Executive Officer or, in cases of no paid staff, this may be your Board Chair.

Executive Director

Head of Organization Prefix*

Mr.

Head of Organization First Name*

Gavin

Head of Organization Last Name*

Nichols

Head of Organization Suffix*

Not Applicable

Head of Organization Phone*

(###) ###-####

(210) 242-4720

Phone Extension

Head of Organization Email Address*

gnichols@saafdn.org

Board Chair Prefix*

Ms.

Board Chair First Name*

If Board Chair is Head of Organization, please enter another Board Officer here.

Sharon

Board Chair Last Name*

Ahrens

Board Chair Suffix*

Not Applicable

Board Chair Email Address*

gnichols@saafdn.org

Number of Members Serving on Board*

4

Indicate % of Board Members who contributed financially to your organization last year.*

100

Indicate total amount of monetary contributions received from the Board last year.*

\$200.00

Total Annual Organization Budget*

\$105,000.00

Total Number of Clients Served by the Organization*

50

General Program Information

Type your responses using upper and lower case letters. Do not use all caps unless the organization name is spelled with all capital letters.

Program Site Physical Address

If different from your organization's physical address, please type address here.

303 Pearl Parkway

Suite

Suite 114

City

San Antonio

State

TX

Zip Code

78215

Grant Period*

Select the number of years you are requesting funding for.

NOTE: If you are awarded a grant, you will not be eligible to apply for funding in this process again until the selected grant period is complete and your final report has been submitted.

3 years

Amount Requested*

Enter the total amount you are requesting here. If you are requesting multi-year funding this amount will be divided equally. (e.g., A grant award of \$30,000 would equal \$15,000 per year for a 2 year grant or \$10,000 per year for a 3 year grant.)

\$45,000.00

Total Program Budget*

\$315,500.00

Program Start Date*

(mm/dd/yyyy)

08/21/2017

Program End Date*

(mm/dd/yyyy)

07/31/2020

Program Contact Title*

Executive Director

Program Contact Prefix*

Mr.

Program Contact First Name*

Gavin

Program Contact Last Name*

Nichols

Program Contact E-Mail Address*

gnichols@saafdn.org

Program Contact Suffix

Total number of clients in grades 3-9 you expect to serve with this program?*

30

Indicate the target area(s) of San Antonio that will be served by this program.*

Check all that apply.

East

Northeast

Southeast

High School Completion Narrative, Section I

Within the High School Completion issue areas of Attendance, Behavior, and Academic Performance

1) Organization Description/Background*

Please describe your organization. Some suggested items to include: number of staff; number of volunteers (other than board members); clients served annually by entire organization; date established or founded; a list of your core services; impact or major accomplishments; a brief statement of your organization's vision for the next five years. *Include the information you believe is most important to help the funder understand what makes your organization special.*

Dog Heaven is a pet rescue, rehabilitation and rehoming organization. There are two paid staff, supplemented by 7 volunteers. Our goal is to rescue 50 - 80 pets annually from area residents and from local open municipal shelters. We provide veterinary and wellness care for the pets along with socialization and training. Our goal is to get 50 pets adopted annually. Since 2008, we have rescued 419 pets and have had 414 adoptions (99% live outcomes).

2) Problem or Need*

Describe the problem or need your program will address. (Note: The problem statement is *not* the same as the description of the population to be served; nor is this the place to describe your program.)

There are two needs that we seek to address with this project.

1. San Antonio has a huge number of stray and free roaming pets in areas of the city. The need is to reduce the number of homeless pets in the San Antonio metropolitan area using successful and proven no-kill methods to find homeless and shelter pets new homes.

2. San Antonio has a large number of young people who are not completing high school and getting a good start in achieving their potential. The need is to raise the level of high school completion for youth in San Antonio and Bexar County by providing Search Institute developmental assets coaching and practical experience.

Our theory of change is that, while working with and being mentored by our staff and volunteers, the youth will build assets based on caring for pets and practicing positive reinforcement--something that many of them have not experienced in their lives--and sharing in the success of rehabilitating and rehoming pets.

3) Fit with Funder Mission*

How is this program related to the priorities of the funder to whom you are submitting this request? (Here's your chance to make your case, just in case it's not obvious to the funder.)

This program addresses the Area Foundation's mission to benefit the greater community by helping youth develop skills and resilience, along with good attendance, behavior and academic performance to stay on the path to complete high school. Our program will help them move on to post-secondary education or develop skills and experience to move into a career in the pet care field.

4) People to be Served*

Describe the population to be served by this program (with information such as age, gender, ethnicity, geographic area(s), income and/or poverty level and the public schools to be impacted). Please be sure to mention any demographics or other conditions that are important to this funder (for example, if this funder specializes in a particular population, health condition, etc., be sure to address that).

This program will serve 10 youth per year, young women and men from the Eastside of San Antonio. The population of the East side is diverse--83% Hispanic, 15% African American and 2% Anglo. The Eastside is served by the San Antonio, Judson and Northeast ISDs. The high school completion rate for Hispanic students in the SAISD is 85% and for African American students is 84%--both under the SAISD average of 86%; which, in turn is less than the state average of 88%.

This program will serve only students who are economically disadvantaged; which are the overwhelming majority of students on the Eastside.

10 students per year is the optimum number based on the available work and the amount of time we spend with each student reinforcing the academics, attendance and behavior required for them to be successful in school.

5) Program Description*

Describe the program for which funding is being requested and its primary purpose. Please provide details such as, number of days per week, number of hours per day, location(s), months of operation, etc. Briefly describe how the funds will be used (including program activities).

This program will operate 7 days per week year round. The pets at Dog Heaven need care 365 days per year. We recognize that all students cannot be available on weekends, during school holidays and during peak school times such as standardized testing periods. However, since our program offers meals and snacks, there are some students for whom the work on weekends, holidays and spring/summer break will be welcome since they will not be receiving meals at school.

A significant aspect of the program is utilizing Math and English skills as part of the work. Students will utilize math skills determining food and medication portions based on animal weight, reinforcing what they are learning in school at a grade-appropriate level. They will also utilize English skills by working from written instructions, providing written reports and speaking with service providers and potential adopters. We will reinforce the English skills required at an age appropriate level.

Requested funds will be used for operating expenses of the program. If we have sufficient funds, we will hire parents or family members of our students for part-time positions. This will reinforce family engagement in the program.

6) Is this Program New or Ongoing?*

New

7) Answer depending on whether your program is ongoing, or new to your agency.*

- If this is an *ongoing program*: What have been past indicators of success? What have been challenges to achieving success? Any recent enhancements?
- If this is a *new program (new to your agency)*: What is the basis for expecting that the program will succeed? (Anecdotal information? Evidence-based practices? Literature review? Other?)

We believe this new program will be successful for the following reasons:

1. We will utilize age and grade appropriate math and English reinforcement.
2. We will utilize the Search Institute Developmental Assets guidelines and will administer the Development Asset Profile at the beginning and end of each student's year.
3. We will require school attendance and adherence to good behavior as a condition for participating in the program.
4. We have worked with youth as volunteers to pilot the program. We have practiced the math and English reinforcement and the asset building and have tracked results on the students' attendance, behavior and academic performance. We have proved that the concept is successful.

8) Do you plan to collaborate with any other organizations on THIS program?*

If so, which ones and how? (If more than four agencies, state the number of agencies you plan to collaborate with and list their names.) Also provide information on how you plan to collaborate and the roles of each organization in the collaboration.

No.

That said, we will cooperate with other programs in which the students participate by coordinating schedules and allowing the students to take part in other activities and programs. Ultimately, they may have to make choices and we will help them make informed choices and support their choices.

9) How does this program fit with your organization's mission?*

Our mission is to rescue, rehabilitate and rehome homeless and shelter pets. In working with youth to help them to learn, grow and thrive by doing the work of Dog Heaven, we are pursuing that mission.

10) Any plans to sustain this program other than grants?*

We assume most nonprofits will sustain/continue their programs by seeking additional grants.

Dog Heaven sustains its operation and mission in several ways:

1. On-going development with individuals, corporations and foundations.
2. Fundraising activities, notably our Wellness Days and our on-line telethon.
3. Adoption and wellness fees.
4. Sales of pet merchandise.

5. Shared income from the Dog Heaven coffee shop located next to the rescue's adoption site..

11) Relationship to Field*

- What other nonprofit organizations in your area provide similar services? How are your services or approach different from theirs?
- Does your organization coordinate services with other agencies, either formally (through a Memorandum of Understanding) or informally? (Not just on the proposed program.)

There are many pet rescue organizations in the San Antonio metropolitan area and there are many organizations that provide out of school time programs on the Eastside. To our knowledge, we are the only program that provides quality out of school time educational success and youth development by working with rescued pets. Interests are as varied as individuals and we believe this program will attract young animal lovers.

12) How will you recruit and select students?*

We will work with middle and high school counselors on the Southeast, East and Northeast side of Bexar County to identify youth who have shown early warning indicators of not completing high school, who are economically disadvantaged and whose parents/guardians will enable them to participate in our program. Students will apply for the positions available and must commit, along with their parents/guardians, to maintaining eligibility requirements.

High School Completion Narrative, Section II

Goals for Academic Performance, Student Attendance, or Student Behavior*

Research shows that early warning indicators such as attendance, behavior and academic performance can predict which students are in danger of dropping out of school. Your program should address at least one of these indicators. Please select one of these goals below and tell us how you will measure the impact of your program using school data.

What specific metrics will you track to evaluate your results? Please list 2-3 of these metrics and include your anticipated results (e.g. #1. We expect to serve 1,000 meals. #2. We expect to provide after school programming to 250 children. #3. We expect to log 750 volunteer hours). You will be asked to report back on these measurements as part of your final report.

Academic performance

Activities - Section II:*

Describe the activities related to the goal.

Students will practice grade-level appropriate math and English skills through their work with pets, pet care providers, potential adopters and customers.

Class work and homework will be inspected each day the student works and their work assignments will reinforce the school work. During summer, fall and spring breaks, work will be assigned to prevent any loss of learning and to prepare for the next level of learning as defined by the school and the Texas Education Agency.

We will administer the Search Institute Developmental Asset Profile (DAP) at the beginning and end of each school or work term.

Outputs - Section II:*

List the quantitative measures associated with the activities. (Number of participants, number of sessions held, number of courses offered, etc.)

Number of hours worked per student and total number of hours worked by all students in the program.

Beginning and ending grade points of each student and average of all students in the program.

STAAR results for each student and average of all students in the program.

Beginning and ending DAP scores of each student and average of all students.

Outcomes - Section II:*

Benefits, impact or changes that program activities will cause in the goal you selected.

100% of students in the program will either show improved performance or maintain steady performance in Math, English, attendance, behavior and developmental assets development.

Grade progression for each student.

Performance Measures - Section II:*

What data/information is collected, and how is it used?

Each student and parent/guardian will sign a commitment to provide report cards, STAAR test results and behavior notes from teachers and schools.

Report card grades and STAAR test results will be tracked for each student and reported to participating schools and the Dog Heaven Board of Directors at the aggregate level.

We will develop an improvement plan for each student whose grades and/or test results show a decline. This will include peer review and peer assistance.

Improvement and steady performance will be celebrated by parents, staff, care providers, clients and customers.

High School Completion Narrative, Section III

Goals for Leadership Opportunities or Engaging Family Members*

Providing opportunities for student leadership and family engagement are other factors that contribute to high school completion. Your program should address at least one of these indicators. Please select a goal and respond in the areas below letting us know how you will measure the impact of your program.

What specific metrics will you track to evaluate your results? Please list 2-3 of these metrics and include your anticipated results (e.g. #1. We expect to serve 1,000 meals. #2. We expect to provide after school programming to 250 children. #3. We expect to log 750 volunteer hours). You will be asked to report back on these measurements as part of your final report.

Engage family members in program

Activities - Section III:*

Describe the activities related to the goal.

Parents/guardians will commit in writing to participation and support of the program. This includes a mandatory quarterly meeting and celebration event.

Parents/guardians will review and acknowledge the students' grades, test results and improvement plans.

Parents will be provided with counseling and wrap-around services as needed to support their students and their families.

Parents will be provided with opportunities to volunteer at celebration and rescue events. Paid work will also be available to parents/guardians and other family members within budget constraints.

Parents will receive developmental assets training through the Raising Highly Capable Kids series of workshops.

Outputs - Section III:*

List the quantitative measures associated with the activities. (Number of participants, number of sessions held, number of courses offered, etc.)

Number of events attended.

Number of hours in attendance at events.

Number of hours providing volunteer and/or paid service.

Number of signed report cards and improvement plans.

Outcomes - Section III:*

Benefits, impact or changes that program activities will cause. (Changes in attendance, academic performance, behavior in school, skills, etc.)

Parent and family involvement will support the students and provide incentive, motivation and encouragement for their success.

Younger siblings will benefit as their parents/guardians practice good oversight, support and encouragement of the students in our program.

Parents/guardians will become spokespeople for the services that they receive and for the importance of Care/Adopt/Neuter of pets. This will help their extended families, friends and neighbors.

Performance Measures - Section III:*

What data/information is collected and how is it used?

Family information (address, names of parents/guardians, siblings, other involved adult relatives). This is used to inform our program work and to engage the entire family.

Number of events attended and number of hours served will be posted and celebrated.

In some cases--hopefully very few or none--families and students may have to leave the program due to lack of fulfillment of their commitments.

Board and Staff List

Provide a list of the agency's Board of Directors. Provide name, office or position held, date board service began and date current term ends for each member. (e.g, John Smith, Board Chair, 2011-2014)*

Sharon Ahrens, Board Chair, begin date: 2008, current term ends: 2017

Mario Arredondo, Board Treasurer, begin date: 2008, current term ends: 2017

Dana Waid, Board Secretary, begin date: 2012, current term ends: 2017

Charles Barfield, Board Member, begin date: 2016, current term ends: 2019

Based on the organizations's bylaws, what is the length of a board member's term in years?*

3

What is the number of consecutive terms a board member may serve?*

3

Provide a list of the agency's executive and management staff. Include name, title and length of tenure for each member. (e.g. Jane Smith, Executive Director, 7 years)*

Gavin Nichols, Executive Director, 8 years

Anastasia Porter, Youth Education Director, 1 year

Financial Information and Letter of Support

The following documents must be submitted electronically. To upload documents click BROWSE below. Browse to the location of your saved document(s). Select the file you wish to upload and click open. Repeat the steps for each required attachment.

Program Budget*

Download [this Program Budget form](#) to your computer. When complete, upload the document using the instructions above. (Note: If you are using Microsoft Office 2010, click on "Enable Editing" to type in the document.)

Dog Heaven 2017 Program Budget.xls

Financial Summary*

Download **this Financial Summary form** to your computer. When complete, upload the document using the instructions above. (Note: If you are using Microsoft Office 2010, click on "Enable Editing" to type in the document.)

Dog Heaven 2017 Financial Summary.xlsx

Audited Financial Statements*

If audited financial statements are not available, upload a Balance Sheet AND a Statement of Revenues and Expenses ([example of these documents](#)) for most recent fiscal year. Documents must be uploaded as one file. Do not submit IRS Form 990.

Dog Heaven 2017 Balance Sheet and Income Statement.xlsx

Letter of Support*

The letter of support must be from a public school in Bexar County signed by a teacher, counselor or administrator. The letter must describe how the program impacts students' attendance, behavior and/or academic performance and must refer to the project described in the application. It also needs to be on the organization's letterhead.

Dog Heaven 2017 Letter of Reference.docx

Authorizing Signatures- Two Signatures Required

Typing a name acts as a signature and acknowledges that both the Executive Director/CEO and Board Chair/President have reviewed the application and all required attachments. If the organization does not have an Executive Director/CEO, two board officers of the organization must sign the application.

Executive Director/CEO*

Gavin Nichols

Board Chair/President*

Sharon Ahrens

Files

Applicant File Uploads

- Dog Heaven 2017 Program Budget.xls
- Dog Heaven 2017 Financial Summary.xlsx
- Dog Heaven 2017 Balance Sheet and Income Statement.xlsx
- Dog Heaven 2017 Letter of Reference.docx

Program/Project Budget

Instructions: Provide the budget for the specific program/project described in this application. Itemize expenses in each category. Please round all numbers to the nearest whole dollar. All in-kind revenue must be offset in the expenses column as in-kind expense. If you are requesting funds for any single expense (other than personnel) that exceeds \$2,500, we will request bids at a later time.

Organization Name: _____

Expenses		Revenue	
1. Personnel		1. Fees and Services	
a) full-time	\$180,000	Adoption fees	\$11,250
b) part-time	\$30,000	Wellness Packages	\$3,750
2. Outside Fees & Services (Consultant fees, labor, etc.)		2. Fundraising Events, Product Sales or Other Revenue	
Veterinary Care	\$15,000	Wellness Days	\$12,000
		Adoption Telethon	\$6,000
		Cyber Tuesday	\$15,000
		The Big Give SA	\$15,000
3. Equipment and Supplies		3. Foundation Support - Committed	
Collars, leashes, toys	\$1,500	Petco Foundation	\$10,000
Cleaning Supplies	\$30,000		
4. Travel		4. Foundation Support - Pending	
		<i>Exclude amount requested from the Area Foundation (line 13)</i>	
		PetSmart Charities	\$30,000
		Gordon Hartman Family Foundation	\$30,000
		Petco Foundation	\$20,000
5. Marketing and Promotion		5. Corporate Support - Committed	
Facebook ads	\$300	Paw Basics	\$6,000
Flyers	\$3,000		
Radio for Telethon	\$3,000		
6. Other Expenses		6. Corporate Support - Pending	
Utilities	\$7,200	Thomas J. Henry	\$60,000
Internet	\$3,600		
		7. Applicant Cash	\$1,500
		8. United Way/Federal Campaigns	
		9. Government Support	
		10. Other Private Contributions	\$30,000
		11. In-Kind Support*	\$20,000
7. In-Kind Expense*		12. Income without Area Fdn. Grant	\$270,500
Volunteers	\$20,000	<i>(Total of lines 1 through 11)</i>	
		13. Amount requested from Area Fdn.	\$45,000
TOTAL PROGRAM BUDGET	\$293,600	TOTAL ANTICIPATED REVENUE	\$315,500

***All in-kind revenue must be offset in the Expenses column as in-kind expense.**

Financial Summary

Instructions: Provide organization's budget for fiscal year ending and two (2) years of historical financial information in the spreadsheet below. The San Antonio Area Foundation retains the right to request full financial disclosure.

	Budget for Fiscal		Fiscal Year Ended		Fiscal Year Ended	
	Year Ending		07/31/16		07/31/15	
	07/31/17		07/31/16		07/31/15	
	(mm/dd/2017)		(mm/dd/2016)		(mm/dd/2015)	
Revenue	\$ Amount	(%)	\$ Amount	(%)	\$ Amount	(%)
Foundation Grants	\$35,000	33%	\$25,000	36%	\$15,000	30%
Corporate Grants	\$25,000	24%	\$10,000	15%	\$1,000	2%
Individual Gifts	\$15,000	14%	\$10,000	15%	\$20,000	40%
Contracts	\$0	0%	\$0	0%	\$0	0%
Membership Dues	\$0	0%	\$0	0%	\$0	0%
Program Fees	\$5,000	5%	\$7,500	11%	\$4,000	8%
Reimbursements	\$0	0%	\$0	0%	\$0	0%
Fundraising Events	\$15,000	14%	\$10,000	15%	\$6,000	12%
Dividends/Interest on Securities	\$0	0%	\$0	0%	\$0	0%
Other Investment Income	\$0	0%	\$0	0%	\$0	0%
In-Kind Support*	\$5,000	5%	\$4,500	7%	\$3,000	6%
Other (provide details below)	\$5,000	5%	\$1,799	3%	\$1,600	3%
Total Revenue	\$105,000	100%	\$68,799	100%	\$50,600	100%

Explain variations in revenue from one year to another and/or provide details on "Other." (Do not exceed five lines)

Other includes sales of pet products.

Large individual gifts in 2015 was due to a bequest.

Expenses	\$ Amount	(%)	\$ Amount	(%)	\$ Amount	(%)
Salaries	\$40,000	42%	\$20,000	30%	\$10,000	23%
Payroll taxes/Benefits	\$12,000	12%	\$6,000	9%	\$3,000	7%
Contract Labor/Consultants	\$12,000	12%	\$10,999	16%	\$9,500	22%
Depreciation	\$0	0%	\$0	0%	\$0	0%
Insurance	\$1,000	1%	\$1,000	1%	\$1,000	2%
Bank Fees/Interest	\$200	0%	\$150	0%	\$100	0%
Conferences/Meetings	\$0	0%	\$0	0%	\$0	0%
Program Expenses	\$10,500	11%	\$9,000	13%	\$5,000	11%
Travel/Mileage	\$0	0%	\$0	0%	\$0	0%
Marketing/Printing/Publications	\$2,000	2%	\$1,000	1%	\$500	1%
Fundraising	\$0	0%	\$0	0%	\$0	0%
Rent/Occupancy	\$2,400	2%	\$5,000	7%	\$5,000	11%
Telephone/Technology/Utilities	\$1,200	1%	\$1,000	1%	\$500	1%
Postage/Shipping	\$0	0%	\$0	0%	\$0	0%
Equipment/Supplies	\$10,000	10%	\$8,000	12%	\$6,000	14%
In-Kind Expense*	\$5,000	5%	\$4,500	7%	\$3,000	7%
Other (provide details below)	\$0	0%	\$1,000	1%	\$0	0%

*All in-kind revenue must be offset by in-kind Expense.

Total Expenses	\$96,300	100.0%	\$67,649	100.0%	\$43,600	100.0%
Excess (Deficit) for Year	\$8,700	9.0%	\$1,150	1.7%	\$7,000	16.1%

Explain variations in expenses from one year to another and/or provide details on "Other." (Do not exceed five lines)

Other was moving to new location

Statement of Assets and Liabilities (Balance Sheet) 7/31/2016

Assets

Current Assets

Cash	\$	16,800
Accounts Receivable	\$	2,000
Inventory	\$	3,500

Total Current Assets \$ 22,300

Liabilities

Current Liabilities

Accounts Payable	\$	1,230
Notes Payable	\$	1,000

Long-term Liabilities

Notes Payable	\$	20,000
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Total Liabilities \$ 22,230

Statement of Revenue and Expenses (Income Statement) 7/31/2016

Revenue

Grants	\$	35,000
Gifts	\$	20,000
Fees	\$	7,500
Sales	\$	1,799
In-kind revenue	\$	4,500

Total Revenues \$ 68,799

Expense

Personnel	\$	26,000
Contracts	\$	10,999
Insurance	\$	1,000
Fees	\$	150
Program Expenses	\$	18,000
Rent and Utilities	\$	6,000
In-kind expenses	\$	4,500
Other	\$	1,000

Total Expenses \$ 67,649

Net Income \$ 1,150



February 6, 2017

Gavin Nichols, Executive Director
Dog Heaven
303 Pearl Parkway, Suite 114
San Antonio, TX 78215

Dear Mr. Nichols,

Kirby Middle School is pleased to provide a letter of recommendation for the Dog Heaven program, Youth + Pets = Thriving. Last year, Dog Heaven worked with our counselors to select 10 7th and 8th grade students to work with the pet rescue. Dog Heaven organized meetings with parents and teachers to explain the program and ensure their support.

These students showed remarkable progress over the course of the year in their academic performance, attendance and behavior. We attribute that improvement, to a great degree, to the one-on-one mentoring and experience provided at Dog Heaven.

We hope that you will continue working with Kirby Middle School; and, if possible, expand the program to include more students.

Seriously yours,

Dr. Isabel Myjer
Vice-Principal, Kirby Middle School