



## LETTER FROM THE EXECUTIVE DIRECTOR

*Dear Friends of Circle Tail,*

As I reflect on our accomplishments and look forward to the future, I am filled with pride and gratitude for our incredible community and what we've built.

One of the highlights of 2024 was our Facility Dog Celebration, where we marked the placement of fifty Facility Dogs in just five years! This milestone is a testament to the dedication and hard work of our team, volunteers, and supporters. Each dog placed represents many lives changed, and we couldn't have done it without you.

We also made significant strides in improving our campus. The new Staley Administrative Building, dedicated in honor of the late Larry Staley, will serve as the heart of our administrative operations, ensuring that we continue to provide top-notch services to our community.

Moreover, the completion of The Cottage brings a cozy and welcoming space that will provide our teams and staff with a place to stay during training sessions or inclement weather, as our dogs need care 365 days a year.

In addition to these accomplishments, we embarked on a search for a new Executive Director, as I seek to focus on the daily operations, dog training, and client partnerships. This process has been both exciting and challenging, and we look forward to welcoming a new Executive Director to guide Circle Tail into its next chapter.

As we look ahead to our 28th year, we are excited about the growth and opportunities that 2025 will bring. None of this would be possible without your generous support. Thank you for being a part of the Circle Tail family and for your continued dedication to our mission.

Warm Wishes,

*Marlys Staley*

Marlys Staley  
Executive Director, Circle Tail, Inc.



# BOARD OF DIRECTORS AND STAFF

**BOARD OF DIRECTORS 2024**

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Current as of 12/31/2024

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*Administrative Associate*

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*Kennel Manager*

Jess Dunning  
*Senior Kennel Assistant*

Susan Bone  
*Kennel Assistant*

Denise Nagle  
*Kennel Assistant*

Current as of 12/31/2024

The Circle Tail staff work tirelessly to bring the organization’s mission to life everyday. Thank you to our office associates and our kennel staff, without whom none of our work would be possible.

Throughout the year, the Circle Tail Board of Directors was comprised of between 10 and 12 members. The Board conducted nine board meetings with an average of 81% meeting attendance. The year ended with 10 board positions filled.

## ABOUT CIRCLE TAIL

Circle Tail is a volunteer based organization, which relies on services, talents and generosity of many caring and giving volunteers to successfully meet the goal of partnering quality service dogs with people in need. Established in 1997, Circle Tail is a multifaceted nonprofit organization located 30 miles north east of downtown Cincinnati providing:

- **High quality service and hearing dogs to people with disabilities.** These dogs, the recipient training and lifetime follow up are provided at no charge to the individual.
- **Facility dogs to schools** at a minimal charge.
- **In-home service and hearing dogs** to adults with disabilities.
- **Adoption options for career changed service/hearing dogs.**
- Strengthening of the human-canine bond in the community by providing a variety of **dog training classes, Pet First Aid/CPR classes, and educational programs** for the general public.

### Mission

To empower, educate, and inspire individuals and communities through professional training and partnership of highly skilled service-oriented dogs.

### Vision

To be a leader in improving quality of life by unlocking human-canine partnership potential.

### Values

#### INTEGRITY

We are knowledgeable, committed to excellence, and act with integrity. We hold ourselves to the highest industry standards and ethics and maintain transparency in our breeding and training. We are patient in our training and placement to ensure success of the process.

#### RESPECT

We are caring and compassionate, giving each partner the respect and attention they deserve.

#### DEDICATION

We are dedicated to finding the right job for the dog and the right dog for the person, creating a team in which both dog and human excel. We are available and committed to providing lifetime support of the team.

#### ACCESS

We seek to deliver freedom and accessibility to all by understanding different individuals and group needs and we believe that everyone should have access to a partnership. We are flexible and adjust our staffing, training, etc. to meet the needs of our dogs and community, without compromising the integrity of the dog-human relationship.

#### PARTNERSHIP

**PARTNERSHIP**  
We are a strong partner to our teams, staff, volunteers, and our network of agencies, communities, and individuals. We create reciprocal relationships and strive for excellence in our delivery of long-lasting, quality partnerships.



## CIRCLE TAIL CONTINUES TO BE A HIGHLY-ACCREDITED NON-PROFIT.



Circle Tail remains an accredited member of Assistance Dogs International (ADI), the global authority in the assistance dog industry. Circle Tail was first accredited by ADI in February 2008 and was reaccredited in 2013, 2018, and 2023.



Circle Tail is also a member of the International Association of Assistance Dog Partners (IAADP), Little Miami Area Chamber of Commerce, and the United Pet Fund, which provides vital resources to underserved and independent animal care groups and advocates across the Midwest and South.



Circle Tail continues to receive the GuideStar Platinum Seal of Transparency, which is awarded to organizations that achieve the highest level of transparency within the the GuideStar framework. GuideStar seeks to provide donors with detailed information to aid them in their search for trusted organizations. In order to reach Platinum Level, Circle Tail provides information about its organization and practices regularly, including its strategy, goals, KPIs, financials, board information, and more.



Circle Tail's Executive Director and dog trainer, Marlys Staley, is a member of the International Association of Canine Professionals (IACP), and is certified as an AKC Canine Good Citizen® Evaluator and a PetTech® PetSaver™ Instructor, empowering Circle Tail to teach its Pet First Aid and CPR course to help members of the community deepen the human-canine bond.





## FACILITY & ASSISTANCE DOGS

### ASSISTANCE DOGS

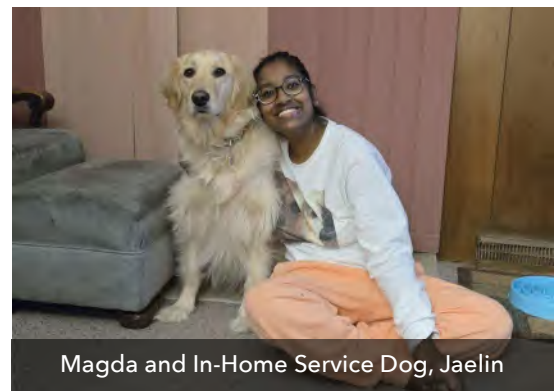
Circle Tail trains service dogs for people living with physical disabilities, seizures, or diabetes, and hearing dogs for people with hearing impairments. These dogs and their training are provided at no cost to the individual. It costs approximately \$30,000 to fully train and partner an Assistance Dog, which includes follow-ups through the life of the team.

This year, there was one Service Dog partnered, and one Service Dog partnership in progress at the end of 2024.

There were also two In-Home Service and Hearing Dogs placed.



Gayle with Service Dog, Fiver

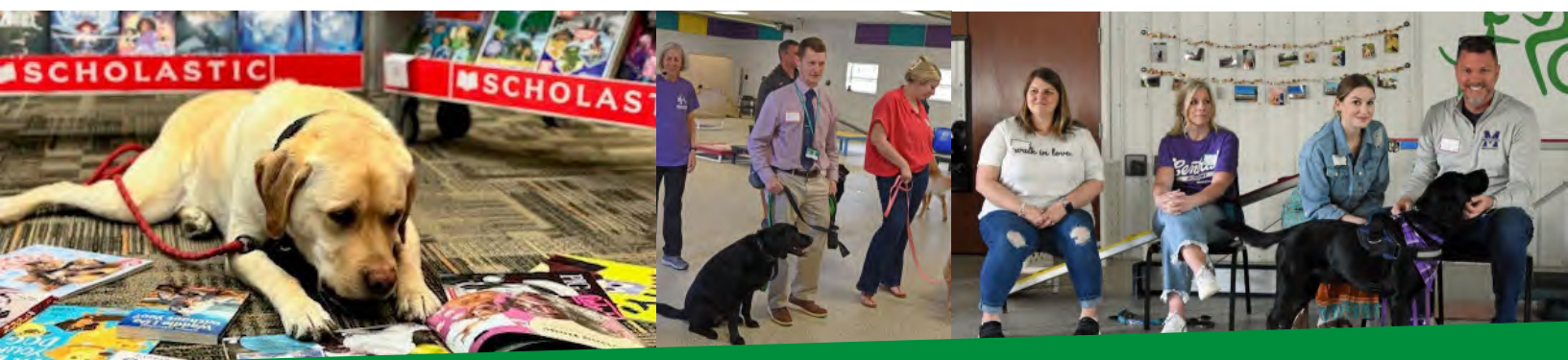


Magda and In-Home Service Dog, Jaelin

### FACILITY DOG PROGRAM

Facility Dogs offer cognitive and emotional therapeutic support to staff and children in the school environment. The dogs are highly trained by Circle Tail, and their school handlers and host family receive training and support throughout the life of the partnership.

**In 2024, Circle Tail placed 16 school Facility Dogs**, and had one additional partnership in progress at the end of the year. Circle Tail continues to see increased demand for Facility Dogs following the formalization of Program in 2020. This year, over one hundred guests gathered to celebrate over fifty dogs placed in five years!



**There are currently 63 active Facility Dogs, 59 of which are working in local school districts including:**

- Archbishop Moeller
- Clermont Northeastern
- Fairfield
- Goshen
- HCESC Pathways to Employment and Norwood Learning Center
- Lakota
- Lockland
- Mason
- Middletown
- Milford
- New Miami
- Norwood
- Oak Hills
- Oregon City
- Perrysburg
- St. Xavier High School
- Talawanda
- Ursuline Academy
- Williamsburg

*\*accurate as of December 31, 2024*

# PLACEMENT OVERVIEW

Dogs Currently Working and Placed since 1997		
	Currently Working	Ever Placed
Public Access Dogs	21	105
<i>Service</i>	17	78
<i>Hearing</i>	4	27
In-Home Service and Hearing Dogs	11	79
Facility Dogs	63	101
Ambassador	7	10
<b>Total</b>	<b>102</b>	<b>295</b>

Special Placements since Circle Tail's Inception	
	Ever Placed
USDA Detection / Search and Rescue Dog	22
Therapy Registered	14
<b>Total</b>	<b>36</b>

## CAREER CHANGED DOGS

When a dog isn't suited for a job as an Assistance Facility Dog, they are known as **Career Changed Dogs**, which Circle Tail places in homes seeking to adopt pet dogs.

Career Changed Dogs can also go on to fulfill other jobs like Detection Dogs.

Circle Tail strives to find every dog a suitable job, and all dogs begin with the intention of training to be an Assistance or Facility Dog.

**Circle Tail volunteers and employees work with each dog to ensure their new job is right for them.** When a dog isn't suited for a job as an Assistance or Facility Dog, they are known as Career Changed Dogs, which Circle Tail adopts as pet dogs.

Since 1999, Circle Tail has adopted over 3,910 dogs and puppies into new homes. **In 2024, 13 dogs were career-changed and adopted into new homes.**





## CIRCLE TAIL FACILITIES

The highlight of our 2024 campus improvements was the opening of Circle Tail's Staley Administrative Building. Located next to the Training & Education Center, the building provides space for our administrative personnel as well as an office for the Executive Director.

Other campus improvements this year include:

- New gates at the Training & Education Center and Kennels
- Fencing around the Staley Administrative Building
- Completion of The Cottage, which will provide our teams and staff with a place to stay during training sessions or inclement weather, as our dogs need care 365 days a year.
- Refreshed gravel trail
- Sealed blacktop
- Planting of over a dozen new seedlings and several larger trees and bushes





## ON-SITE SURGICAL SUITE

The on-site surgery suite provides a low-stress surgical experience for our dogs. The dogs are walked to the surgery suite and are prepared for surgery by staff and volunteers they know. Following surgery, they recover in a crate in the surgery suite and later in the day when they are awake, they walk back to the kennel for a drink, snack, and bedtime.

## LOCAL VETERINARIANS CONTINUE TO VOLUNTEER THEIR EXPERTISE

Janet Clem, DVM of Cincinnati Animal Medical Center continues to volunteer her time to provide onsite spay/neuter surgeries for dogs in Circle Tail's dedicated surgery suite. In 2024, 9 spays and 16 neuters were performed.

Circle Tail thanks MedVet and Vanessa Kuonen Cavens, DVM, MS, DACVO, who graciously provided 56 eye exams for dogs in training at no cost. All the dogs passed their testing.

## TRAINING

Circle Tail's dogs are trained on Circle Tail's campus, at Ohio Correctional partner facilities, and placed with foster families. We were happy to also be able to conduct American Kennel Club Canine Good Citizen® Tests in which 39 people participated, including Service, Hearing, Facility, and pet dog teams.

Educational sessions were held via Zoom with 170 participants and on-site for those working on their training hours before placement with a dog and our facility dog handlers.

### PRISON-BASED TRAINING PROGRAM

Circle Tail has partnered with numerous Ohio Department of Corrections and Rehabilitation facilities over the past 26 years, to **teach incarcerated individuals dog care and handling skills through caring for and training Service, Hearing, and Facility Dogs in training.**

The current program continues to be comprised of two Ohio prisons, including Dayton Correctional Institution (DCI) and the Ohio Reformatory for Women (ORW). Both are women's facilities and house between 10-16 dogs. **This year, the average census was 25 dogs/month being housed, cared for, and trained by the dog handlers at the prisons.**

25

average dogs/  
month in prison  
program

21

average foster  
families in 2024

### FOSTER FAMILY PROGRAM

Foster families provide an invaluable service to the Circle Tail pups who are too young to go into the Prison Program, and pups/dogs on furlough from the prison. **Foster Families are essential to give the dogs off campus excursions, introduction to new environments and reinforce manners and training.**

The joy of fostering a Service, Hearing, or Facility Dog in training comes with much responsibility, especially knowing that the dog's job will be to assist an individual with a disability to live a more independent life or positively impact children at school. Dedication and consistency are necessary to guide a puppy into an upstanding canine citizen and useful companion to people in need.

**In 2024, Circle Tail averaged 21 foster families and two weekend fosters with an average of 18 pups/dogs in homes each day.**





## BREEDING PROGRAM

**In 2024 Circle Tail whelped four litters, with a resultant 32 births.**

Circle Tail retained 18 pups and the remaining were transferred to other ADI programs or other Service Dog organizations.

At the start of 2024, there were 71 dogs in the Circle Tail system. During 2024, 45 dogs were welcomed to Circle Tail, half of which were born on-site; others came from other sources including breeder coops or donations. With the 24 dogs that were partnered and others which were sent to differing Service Dog organizations, were career-changed, or otherwise, Circle Tail netted out the year with a total of 62 dogs in the system.

# 32

PUPS BORN  
AT CIRCLE TAIL IN 2024



Starling and pups playing



Glory and pups resting



Emiko and her seven pups

## CIRCLE TAIL BREEDING

Circle Tail had four litters from its own breeding program this year.

- CT Starling, a yellow Lab, was bred to Paws with Purpose (PWP) Russ, a Golden Retriever. Starling had eight pups on New Years Day, two of whom were transferred to other service dogs schools. This was her third litter and, similar to her others, she had an easy whelp and was a wonderful mother. Due to this, we chose to breed Starling one more time. CT Bara, a black Lab sired her second litter this year. She had nine pups and five were transferred to other service dog schools in need of puppies. After weaning that litter, Starling was retired as a Circle Tail ambassador dog to the family that had hosted her during her pregnancies.
- CT Glory, a black Lab, was bred to CT Bara, a black Lab. Glory whelped eight puppies in June and Circle Tail transferred four to other Service Dog schools. This was Glory's second litter, but due to her age she was spayed and moved into an internship on the path to becoming a Facility Dog.
- CT Emiko, a yellow Lab from Starling's first litter, had her first litter this year. She was bred to PWP Russ, a Golden Retriever. She whelped seven pups in July, and Circle Tail transferred three to other Service Dog schools. She had an uneventful whelp and was a good mother and will be bred again in 2025.

2024 BY THE NUMBERS

In 2024, Circle Tail helped over

**1,208 people**

to have better relationships with their pet dogs through training.

**13**

CAREER-CHANGED DOG ADOPTIONS in 2024

**3,910**

TOTAL ADOPTIONS since 1999

24 working partnerships formed in 2024

 <p><b>16</b></p>	 <p><b>1</b></p>	 <p><b>2</b></p>	 <p><b>4</b></p>	 <p><b>1</b></p>
FACILITY DOGS	SERVICE DOG	IN-HOME SERVICE & HEARING DOGS	DETECTION DOGS	AMBASSADOR DOG

**21**

Foster families during the 2024 year

**62**

dogs in the Circle Tail system at the end of 2024

**242,119**

service hours, including volunteers from the Prison Program

**102**

working placements received ongoing training and support from staff

**14**

grants received

448 people donated a total of

**\$2,305,438**

to help continue Circle Tail’s mission.

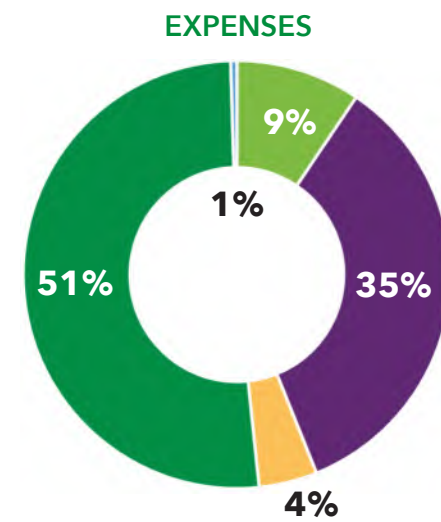
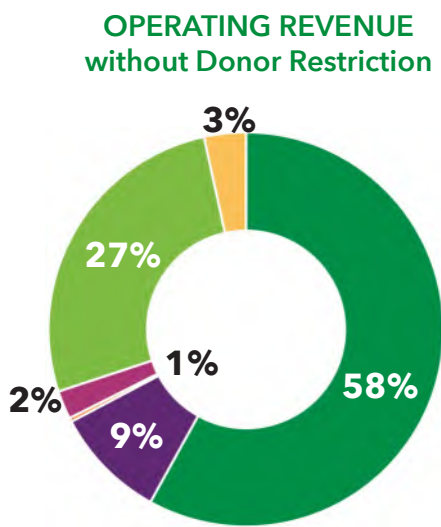




# 2024 FINANCIALS

REVENUE	
Operating Revenue Without Donor Restriction	\$688,219
Contributions & Grants	\$399,457
Fundraising	\$63,437
Merchandise Revenue	\$2,237
Dog Training & First-Aid Classes	\$15,989
Working Dog Adoption Fees	\$183,599
Pet Dog Adoption Fees	\$23,500
Operating Revenue - Investment Income	\$491,845
Donor Restricted Revenue	\$1,842,544
Restricted Contributions for Capital Projects	\$209,773
Restricted Contributions for Endowment Fund	\$1,054,477
Restricted Contributions for Facility Dog Fund	\$27,806
Restricted Contributions for Campus Maintenance	\$550,488
<b>Total Support &amp; Revenue</b>	<b>\$3,022,608</b>

EXPENSES	
Administration	\$62,235
Facilities	\$227,328
Fundraising	\$29,096
Program	\$337,522
Other	\$3,063
<b>Total Expenses</b>	<b>\$659,243</b>





## FUNDRAISING

In addition to the annual Golf Classic, Circle Tail expanded fundraising and awareness events in 2024, including hosting a friends of Circle Tail gathering at **MadTree Brewing**, participating in the **Cincinnati Gives** challenge, and hosting an event in celebration of fifty Facility Dogs placed since the beginning of the program.

### GOLF CLASSIC

The fourth annual Golf Classic at **O'Bannon Creek Golf Club** on August 26 had record-breaking attendance; 112 golfers enjoyed lovely weather, a great course, games and prizes, and the event netted over \$39,000.

### CIRCLE TAIL SELECTED AS CHARITY PARTNER BY MADEIRA HIGH SCHOOL STUDENTS

Maderia High School's Entrepreneurship Class partnered with Circle Tail to raise money for the organization, ultimately donating a check for \$6,675 in February of 2024.

### NCAA TOURNAMENT BRACKET CHALLENGE

Donors participated in a basketball bracket challenge on social media, raising over one thousand dollars.

### RECREATIONS OUTLET "CHARITY PLAY"

Partnered with **Recreations Outlet** in Milford to be the designated non-profit partner for their Charity Play initiative throughout April.

### In addition, Circle Tail also:

- partnered with the **Flying Pig Marathon** as an Associate Charity for their 2024 running events.
- recieved proceeds from the **Cincinnati Parrothead Club's** silent auction at their August event at Newport on the Levee.
- offered continued puppy naming opportunities generating over \$32,000 in 2024.
- was priveleged to receive 14 grants in 2024; thank you to the team of volunteers who writes the grants and to all the individuals and foundations who supported Circle Tail this year.
- continued its robust year-end giving campaign



**Save the date for Circle Tai's fifth annual Golf Classic at O'Bannon Creek Golf Club on August 25, 2025!**

Please join us for additional events, which will be announced in newsletters and on social media. It's fun to party, especially when it's with the pups!



## COMMUNITY CLASSES

Circle Tail continued to offer basic, intermediate, and advanced dog training classes as well as pet first-aid and nosework classes to the community. **Through virtual and in-person training, Circle Tail assisted over 1,208 people to have a better relationship with their pet dog.**

In 2024, Circle Tail helped over

# 1,208 people

to have better relationships with their pet dogs through training.



## CIRCLE TAIL IN THE COMMUNITY & THE NEWS

Circle Tail participated in Fifth Third Bank's "Dogs Helping People", by visiting 12 bank branches to provide mental health breaks for staff and customers.

Circle Tail was also featured in **Cincinnati Magazine**. The article, "Dogs with jobs lend a helping paw," highlighted the role of Service and Facility dogs in our local communities and the organizations like Circle Tail who have the important responsibility of raising these dogs to their full potential.

### EMAIL & SOCIAL MEDIA KEEP SUPPORTERS, VOLUTEERS, AND FOSTER FAMILIES ENGAGED

Circle Tail engages over 8,200 supporters via monthly email newsletters to keep them current on events and happenings at Circle Tail. Circle Tail further reaches its supporters through social media with over 10,300 followers across Facebook and Instagram.

The organization also leverages closed Facebook groups to keep foster families volunteers, and schools with Facility Dogs up to date on Circle Tail events and training tips.



A visit to a Fifth Third Bank branch



### SUBSCRIBE TO THE MONTHLY EMAIL NEWSLETTER

To be added to Circle Tail's monthly email newsletter distribution list, visit [circletail.org/sign-up](https://circletail.org/sign-up) or scan the QR code at right.





# THANK YOU, VOLUNTEERS

In 2024, we saw increased volunteer and event participation.

Students at Miami University continue to foster and train dogs. Partnerships with Clermont Educational Collaborative South’s Genesis Program, CPS Midway Elementary, and Milford Preschool allow for school evaluations with foster dogs in training.

Volunteers, including foster families, continue to be a critical part of Circle Tail’s success.

**Circle Tail sincerely thanks our volunteers and foster families, we are grateful for their wonderful contributions.** Our mission and purpose could not be pursued without the unwavering, consistent support from all our partners, and we thank everyone for the difference each has made in the lives of our dogs and the clients we have the pleasure of serving.

We regularly host sessions for those interested in learning more about volunteering at Circle Tail. **If you are interested in attending a future session or tour, please sign up at [www.circletail.org](http://www.circletail.org).**



Fifth Third Bank employees with Starling x Bara pups after volunteering on campus



Miami University students with foster dogs

53

public relations events and speaking engagements

21

Average number of foster families during 2024

242,119

service hours, including volunteers from the Prison Program

4

large volunteer work groups





# THANK YOU, GENEROUS DONORS

We are so grateful to you and every member of our community for providing the support required to deliver on our mission. It is gifts from donors like you which ensure Circle Tail continues to provide life-changing dogs to individuals and facilities who benefit from their skills and comforting abilities.

## INDIVIDUAL DONORS

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