

# Update

Leader Dogs for the Blind



Both Sides of the Interview Desk  
Kevin O'Callahan and Leader Dog Sailor

## Leader Dogs in the Workplace

Greetings,

As we move into 2017, many of us focus on goals we set and resolutions we made for the new year. We find ourselves in the middle of winter with fewer hours of daylight, colder temperatures and more precipitation. As a result, many of us find ourselves spending more time indoors “hibernating” and tackling home projects or concentrating on work. This issue of Update falls in line with that winter mindset and features articles about work and the workplace, including an interview with Leader Dog Client and Board Trustee Kevin O’Callaghan, who shares a few interview tips for people who are visually impaired.

If you encounter a client and their Leader Dog in your workplace, neighborhood, at the airport or while running errands this winter, the following are some general guidelines that you may find helpful:

- A Leader Dog is a working dog and should not be petted or called without their handler’s permission.
- Avoid making eye contact with a working dog—this can distract the animal.
- Do not take hold of the Leader Dog or its harness without permission.
- When providing directions to a person who is using a Leader Dog, speak to the person, not the dog.
- Avoid feeding a Leader Dog whether on or off duty as the animal follows a veterinarian-prescribed diet.
- Federal and state laws, including the Americans with Disabilities Act, protect guide dog handlers as well as provide direction to the general public.

For more information about these guidelines and about Leader Dogs in the workplace, visit [LeaderDog.org](http://LeaderDog.org): search for “workplace.” Our website is full of helpful information and resources to assist people who are blind, employers or those interested in knowing more about blindness.

As always, thank you so much for your continued support of Leader Dogs for the Blind and our mission. I hope you enjoy this issue of Update and wish you a wonderful winter and a safe and productive 2017!

*Susan M. Daniels*

Susan M. Daniels  
President and CEO



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## Leader Dogs Assisting on the Job

Since Laurie Scott came to Leader Dog in 1981 to get her first Leader Dog, Nero, she has held several jobs. Laurie credits her partnership with her Leader Dogs for helping her gain employment, in part she says, "Because when you gel as a team [with your dog], you look very professional."



*Laurie and LD Nero in 1981*

From getting to work to navigating the workplace environment, Laurie says it is all easier with a dog. "Once the dog knows the pattern of where you normally go, then they just got it. When I worked at a police station, one of my duties was to take documents down the street to the town hall. One of the reasons they asked me to do this was because the police chief wanted me to keep visible in the community. It was fast when I did this with my Leader Dog, but between dogs I had to work with a cane and I was slower. I felt like I was wasting valuable time."

One issue Laurie ran into was getting co-workers to understand that she and her dog are a working team. "I would just be consistent and firm with co-workers about what we needed as a team. I let them



*After a little play and rest in her room, Laurie and LD Mallow head to the dining room in the Leader Dog residence for dinner.*



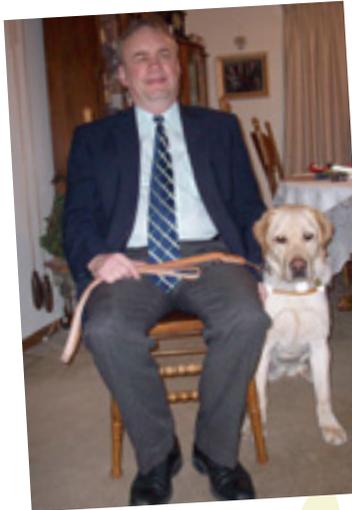
*Laurie takes a break from training to play with her new Leader Dog, Mallow, in her room.*

know what was expected of them... mainly, to let us do our work. Give us time to learn our routes and please don't make eye contact with my dog."

Laurie will be keeping her newest Leader Dog, Mallow, on her toes with a busy schedule that includes being a member of the Cobourg Lake Shore Lions Club and volunteering with the accessibility society in her hometown in Canada.

## Letters from our Alumni

Presented by



*Doug Spade and LD Lucky*

Thirty-seven years ago today, I received my first Leader Dog, Eric. During that 37 years, four dogs have given me much courage, confidence, joy and independence in life. I will always be deeply grateful to anyone who has been, is currently, or may in the future be part of the Leader Dog program. Leader Dogs are truly very special gifts, and mere words cannot begin to adequately express what a life-changer they are. My current dog, Lucky, is still healthy, smart, alert, a great worker and frankly—as goofy as ever. He turns 10 this Thursday, but don't tell him that. He still thinks he's about two. I intend to keep him that way as long as I can.

Doug Spade  
Facebook message - June 13, 2016

Dear Leader Dog,

Kaiser and I are very pleased to announce we are working like a well oiled machine. He is relaxed and in charge when we go out "working." He thrives in busy environments and does such a great job of navigating me around obstacles. He is always ready for a challenge and ready to see what adventure we might be going on each and every day.

He has become a member of the family and has given me so much more confidence about being out and about by myself. I have no fears with him by my side. We trust each other in such a deep and personal way that I never knew I could connect with a dog quite like this.

He has opened so many more opportunities for me and made me feel whole again. I am forever thankful for Kaiser and the joy and freedom that he brings me each and every day! I am so blessed to have found your organization and am so happy to work with the individuals at Leader Dog. Thanks to you, I have my side kick Kaiser with me and we are ready to tackle anything—together! Thank you Leader Dog!

Sincerely,  
Krista and Kaiser



*Krista Brodal and LD Kaiser*

## ... more letters

Presented by **SELLERS**  
REPUTATION IS EVERYTHING  
 **SUBARU**

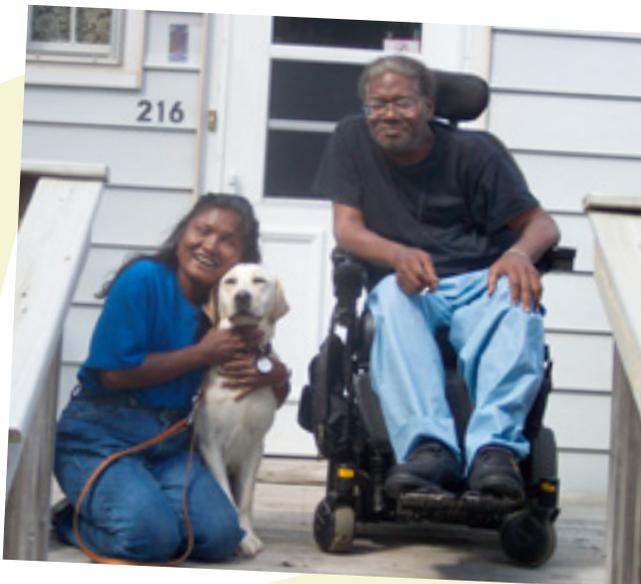
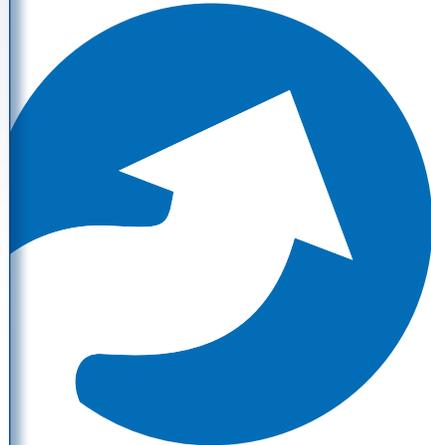
As I sit here this afternoon, I realize that it was two years ago that I went to Leader Dog for orientation and mobility training. The words thank you are not enough. [The training] gave me the confidence to believe in myself and the confidence to go and do what I am doing today!

So, Leader Dog, as I am about to complete my first semester of finals, I want to say thank you for giving me the chance to realize that I can be independent! Thank you for believing in me every step of the way.

When I came to you I was nervous and apprehensive, I did not know what to expect. Thank you for teaching me night travel, how to cross at stoplights, and everything else! Also, you gave me the chance to see what it was like to walk with a guide dog! I absolutely loved it and cannot wait to receive my own!

Once again, thank you. Words are never enough to express how I feel. Every time I write something like this there are always tears of happiness in my eyes!

Mackenzie Colglazier  
Facebook message - December 12, 2016



*Linda Radtke and LD Daisy with Linda's partner, John.*

I got my new dog, Daisy, on August 10, 2016. She's absolutely beautiful and performs her guiding skills beautifully to match her looks <smile>. As I told my instructor during training, I'd never felt so confident walking with a dog guiding me until then. I was so elated that I didn't know whether to laugh or cry. Not only is Daisy a hard worker in harness, but she loves to work. Guiding is more like a hobby to her than it is work. She goes nuts when she sees me pull her leash out to go outside or get her ready to go, but she goes even more berserk when she sees me pull out her harness.

She catches onto routes very quickly. John and I have gone through various routes twice with her, and she remembered it [the third time on her own] to the T. Then, a few days later on the routes—she got it on the mark.

Linda Radtke  
Facebook message - November 30, 2016



## Both Sides of the Interview Desk *By Peggy O'Dell*

After more than 20 years working as a human resources professional, Kevin O'Callaghan has been on both sides of the interview desk. He has special insight into the challenges that people who are visually impaired can face in the job market, as

well as how to integrate a Leader Dog into the work environment once you get the job.

In his own professional experience, having a Leader Dog has never been a problem. What mattered to interviewers was whether he was the

All Photos by JBrian Powell Photography, LLC



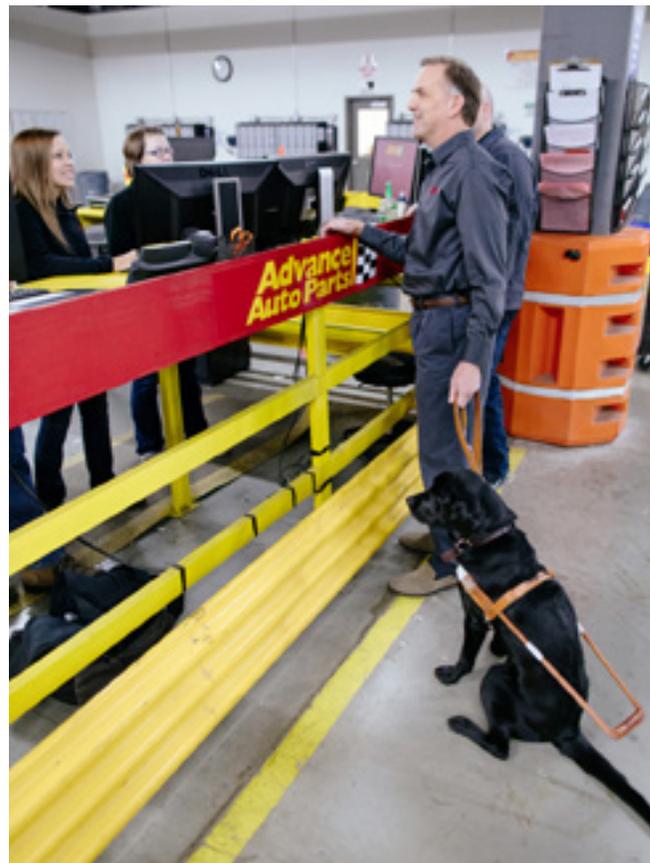
right person for the job, not the dog lying quietly at his feet. “During an interview you have to let your integrity and past experience show people who you really are,” he said.

Kevin advises job seekers to be prepared and go into every interview with confidence. “You might not get the first job you interview for, but it’s important to use every interview as an opportunity to show your leadership skills.”

In the workplace, his current Leader Dog, Sailor, fits easily into his daily routine. “Everyone is so used to having a dog at work that sometimes I think they forget why she’s there,” he said.

Kevin was teamed with Sailor, his fourth Leader Dog, just last summer, and they have already travelled extensively together. “She caught on very quickly. She just curls up on the floor and is usually asleep before the plane is fully loaded,” he laughed.

Whether in the air or in the office, Kevin has walked confidently with a dog beside him for more than 20 years. “I can’t image my life without a Leader Dog,” he said. “I definitely would not have achieved my level of success without a dog at my side.”



*Kevin stops to talk business.*

## Kevin’s Three Tips on Interviewing for People who are Visually Impaired.

- 1** As you make the transition from college to career, be confident but humble. You have already achieved so much. Be proud of yourself!
- 2** Be open to showing the interviewer the tools you have that will allow you to work independently and get the job done. Demonstrate your talking phone or GPS unit.
- 3** Don’t settle! You don’t have to take any job that is offered to you. Assess the company as much as they are assessing you. Look for the right fit and don’t sell yourself short.



**View a short video featuring Kevin highlighting how his Leader Dogs have enhanced his life on YouTube: search for “LDB Kevin.”**



## Helping Heros Grant

The Petco Foundation has awarded Leader Dog with a \$5,000 grant from the Helping Heroes in-store fundraising campaign in partnership with Natural Balance. The Helping Heroes campaign took place in late 2016 and will support delivery of our services to those who served our country.



## LDB Leader

### A LITTLE SPARE CHANGE CAN MAKE A BIG CHANGE IN SOMEONE'S LIFE.

Small sacrifices can add up to make a difference. Whether it's as simple as skipping a cup of coffee a week, or packing a lunch instead of dining out - for a few cents a day, you can give someone the freedom of mobility.

Join our monthly giving program and change lives of more people through the gift of a Leader Dog.

**BECOME A LDB LEADER.**  
[LDBLeader.org](http://LDBLeader.org)





## A Lifetime of Leader Dog Support *By Wendeline L. Wagner, DVM*

*Wendy Wagner raised the first of four Leader Dog puppies when she was just 16. She credits who she is today to the experiences she had as a puppy raiser.*

In the summer of 1981, a golden retriever named Zephyr became the first puppy I would raise for Leader Dogs for the Blind. At the time, raising a Leader Dog puppy was a Michigan 4-H project and though I lived in Minnesota, it spurred me to join 4-H in my area. Because Leader Dog was supported by Lions, my father joined a local Lions club.

Since people outside Michigan were not familiar with Leader Dog, I was often asked to speak about the organization and puppy raising. My parents drove me and Zephyr all over Minnesota and into Wisconsin as I presented to over a hundred schools, civic clubs and Lions clubs that year. There were many challenges, not the least of which was keeping a growing puppy happy while I gave a 45-minute presentation in a dark supper club.

We returned Zephyr to Leader Dog the following summer on our way back from a family vacation to Washington DC. We were delighted to receive a tour of Leader Dog and to meet Ed Lange Jr., general manager and supervisor of the puppy program, at the time.

The next puppy I raised was Apollo, a golden retriever, and then Larkin, a chocolate Labrador retriever. After taking many years off from puppy raising to complete veterinary school (an experience I shared with a career changed Leader Dog named Mohammad), I raised my last puppy, Seton, a German shepherd.

My experiences raising these puppies have been life changing for me. In the simplest terms, Leader Dog brought dogs into my life; but not just any dogs—the very best, most intelligent dogs. Dogs that were a joy to be around before they went on to change other people's lives.

Prior to raising Zephyr I was very shy, but my puppy raising experience caused me to open up. I had to ask shopkeepers for permission to enter their stores, I learned how to explain who I was and why the puppy needed access to their business. Through my many speaking engagements I developed strong public speaking skills and was able to exercise these skills in a way unusual for most teenagers.

Today I am at a stage in my life that I have established my legacy plans. I have included Leader Dogs for the Blind in my estate plans and am proud to be a founding member of the Legacy Society. I urge everyone reading this to join me by including Leader Dogs for the Blind in your estate plans.



*Ed Lange Jr. holds Apollo (Wendy's second puppy raised) just minutes after Zephyr (larger golden on right) passed his test to be matched with a client. Also pictured are Wendy and her sister Stephanie.*



*Wendy holds Zephyr, the first dog she raised.*

**To learn more about Legacy Planning, please contact Roberta Trzos, CFRE, manager of gift planning, at 248/659.5014.**



## Leader Dog by the Numbers

### PROGRAMS

(1939–December 31, 2016)

Leader Dog teams graduated

**15,029**

Active Leader Dog teams

**1,483**

Deaf-Blind teams graduated

**183**

O&M clients served

**647**

Summer Experience Campers

**119**



### VETERINARY CLINIC

(Fiscal year 2015–2016)

Training Exams

**682**

Phone Consultations  
(with veterinarians caring for working Leader Dogs)

**431**

Breeding/Puppy Exams

**655**



### VOLUNTEERS

(Fiscal year 2015–2016)

On-Campus

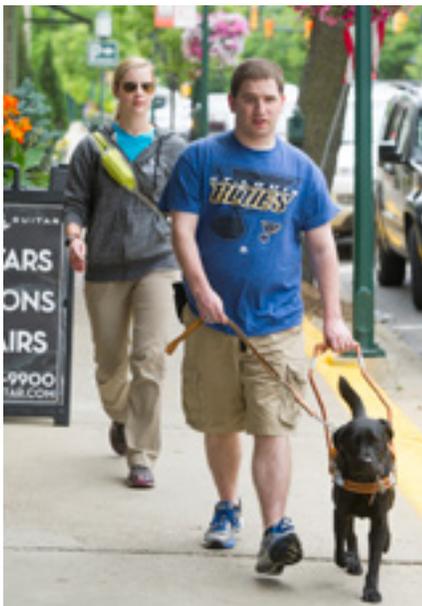
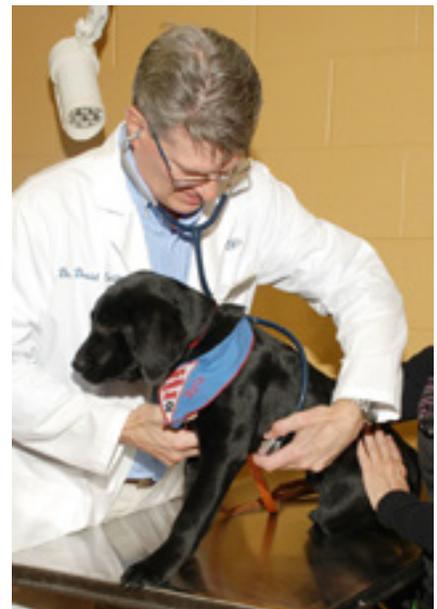
**520**

Puppy Raisers

**330**

Breeding Stock Hosts

**86**



## Keeping Your Eyes Healthy

Presented by **Midwest**  
EYE CONSULTANTS

At Midwest Eye Consultants, our priority is to ensure your healthy vision. We do this by providing a comprehensive, dilated eye exam. However, there are many additional ways for you to help keep your eyes in tip-top shape!



### Dilated Eye Exam

You might think your vision is fine or that your eyes are healthy, but having a comprehensive dilated eye exam is the only way to be sure. When it comes to common vision problems, some people don't realize they could see better with glasses or contact lenses. In addition, many common eye diseases such as glaucoma, diabetic eye disease and age-related macular degeneration often have no warning signs. A dilated eye exam allows your eye doctor to take a good look at the back of your eyes and examine them for any signs of damage or disease, thus enabling them to detect diseases or disorders in their early stages.

**TAKE** Care  
of your  
**EYES!**

### Know Your Family's Eye Health History

Did you know that many eye diseases and conditions are hereditary? Talk to your family members about their eye health history. It's important to know if anyone has been diagnosed with a disease or condition so that your eye doctor can determine if you are at higher risk for developing those disorders.



### What You Eat Impacts Your Eyes

You've heard carrots are good for your eyes. Eating a diet rich in fruits and vegetables, particularly dark leafy greens such as spinach, kale, or collard greens is important for keeping your eyes healthy. Research has also shown there are eye health benefits from eating fish high in omega-3 fatty acids, such as salmon, tuna and halibut. Check us out on Facebook for eye healthy recipes!



### Sunwear All Year Round

Sunglasses are a great fashion accessory, but their most important job is to protect your eyes from the sun's ultraviolet rays. Look for sunwear that blocks out 99 to 100 percent of both UV-A and UV-B radiation.

For additional information about keeping your eyes healthy visit us at [midwesteyeconsultants.com](http://midwesteyeconsultants.com)





## Lions Meet Their Centennial Service Challenge

This year marks the 100th anniversary of Lions Clubs International (LCI) and true to form, Lions are celebrating by doing even more. At the 2014 International Convention, LCI presented Lions worldwide with the Centennial Service Challenge and the goal to serve 100 million people by June 30, 2018. Lions have already exceeded the goal by serving over 132 million people worldwide!

The Centennial Service Challenge encourages Lions to focus their efforts in four key areas:

- **Engaging Our Youth** including sponsoring Leo clubs, participating in the Youth Camp & Exchange Program and organizing local Peace Poster Contests.
- **Sharing the Vision** by conducting vision screenings, providing Braille and large-print books to local libraries, and organizing sporting events for people who are blind or visually impaired.
- **Relieving the Hunger** through collections for food banks, delivering meals to the elderly or disabled, and supporting community garden projects.
- **Protecting Our Environment** with recycling projects, building wells and latrines in communities in need, and community cleanup campaigns.

Efforts are organized as Centennial Projects which range from Level 1—Raise Your Community Awareness to Level 3—Make a Community Impact. By donating to Leader Dog’s Canine Development Center, 97 Lions clubs reached Level 3. Donations of \$7,500+ allowed the clubs to name an area of our new state-of-the-art facility.

“Lions clubs are known for their efforts to save sight, but we do so much more,” said Joe Preston, Lions International President in 2014–15. “The Centennial Service Challenge highlights the important humanitarian work we do and our impact in communities around the world.”

With a century of service to build on, the Centennial Service Challenge shows Lions’ commitment to serve even more people. They truly are living out the centennial theme of “Where There’s a Need, There’s a Lion.”



Wilmington Manor Lions Club’s named the puppy viewing area in our new Canine Development Center. This naming opportunity is considered a Legacy Project.

**Lions,**  
A gift of \$7,500 or more to our Canine Center gets you a naming opportunity and qualifies as a Centennial Community Legacy project. Call Kathleen Breen, director of Lions engagement at 248/218.6407 to learn more about this meaningful opportunity.



## Charitable Gift Annuities

Presented by  CHIEF FINANCIAL CREDIT UNION

### Simple and Beneficial

Making a gift to Leader Dog through a Charitable Gift Annuity (CGA) is an easy way to give... and to receive in return. Putting a gift of cash or securities into a CGA benefits Leader Dog and pays you a guaranteed fixed interest rate for life along with giving you a charitable tax deduction.

Interest rates are based on your age when the CGA is funded. Current one-life interest rates (as of December 29, 2016) are:

Age	Rate	Age	Rate
59	4.3%	65	4.7%
71	5.3 %	75	5.8%
78	6.4%	83	7.4 %
87	8.2 %	89	8.7%



Leader Dog's manager of gift planning, Roberta Trzos, CFRE, is available to discuss the many benefits of CGAs with you. She can be reached at 248/659.5014 or rtrzos@leaderdog.org.

## Thank You Lions

Leader Dogs for the Blind thanks the Lions Clubs International Foundation (LCIF) for partnering with the organizations, clubs and districts listed below to support our Canine Development Center. LCIF provides grant funding to assist Lions districts in developing and implementing large-scale community projects to serve even more people in need around the world.

- Indiana Lions District 25-G and Lions-Anthem Foundation Healthy Heroes grants
- Lafayette, Rossville and Monon Lions Clubs of Indiana District 25-C
- District 11-A-2 of Michigan
- District 11-D-1 of Michigan



**Lions Clubs International**  
**FOUNDATION**

## Mission Moment

*"It has made life better. I'm able to walk faster. I can find doors faster. It's made life 'funner' having a dog."*

**Eric Lorenz and his second Leader Dog, Huxley  
(class 16-02)**



## New Jobs for Career Changed Dogs

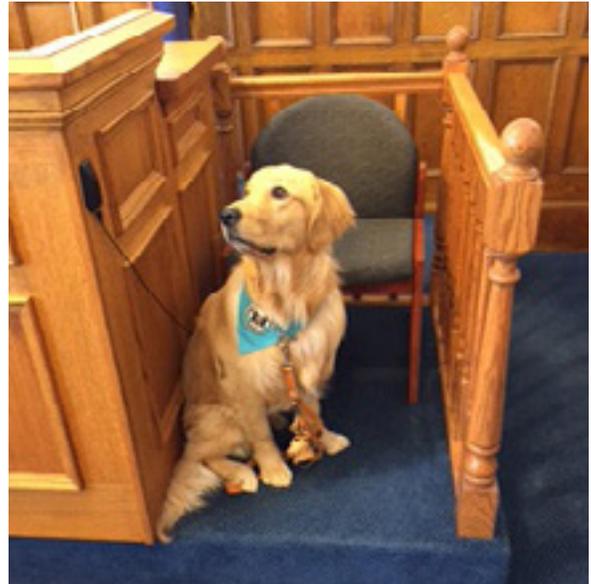
Becoming a Leader Dog is challenging. Even a simple issue such as loving to chase squirrels or preferring lying down to walking keeps a dog from making it through training. However, though a dog may lack the attributes necessary for guide work, their skills may be perfectly suited to an alternative career. We partner with approved nonprofits to place some of our career changed dogs in fields where they can fulfill the goal of helping people in need, such as:

**Canine Advocacy Program (CAP)** - When a child witnesses or is a victim of a crime and needs to testify, CAP helps them find the courage to tell their experience to law enforcement and/or court personnel through the comfort of a dog.

**Service/Assistance Dogs** - People with disabilities other than visual impairment can increase their independence with a service dog. These dogs are custom trained to the specific needs of the individual's disability.

**Dogs for Disabled Veterans** - Military veterans suffering from physical or emotional trauma may struggle acclimating to civilian life after returning home from duty. By having a dog to support them during times of physical and emotional stress, many veterans have been able to reclaim their lives.

**Working Dogs** - Law enforcement and search and rescue organizations train dogs to detect the odor of accelerants, bombs, narcotics, human skin cells and other scents.



*CAP Dog Jaeger sits nicely during his first day of courtroom training.*



## Follow the Leader



Visit us online at [leaderdog.org](http://leaderdog.org)



### Facebook

Join us by searching "Leader Dogs for the Blind"



### Flickr

Check out recent photos at [flickr.com/photos/leaderdog](https://www.flickr.com/photos/leaderdog)



### Twitter

Follow us today @Leader\_Dog



### YouTube

Watch us in action on [youtube.com/leaderdogvideos](https://www.youtube.com/leaderdogvideos)



### Instagram

Find our daily photos at [instagram.com/leader\\_dog](https://www.instagram.com/leader_dog)

## The Leader Dogs Classic—Over 30 Years of Support

The Leader Dogs Classic in Scottsdale, Arizona started as a dream of a Leader Dog client and has since grown into our longest running third party event. Established in 1987 by Leader Dog Client Joe Nessinger, the golf tournament was designed to raise much needed funds for Leader Dog. The event works to highlight the talent and tenacity of the blind or visually impaired participants. From amazing drives to unbelievable putts, these golfers prove without any doubt that they are completely capable of participating and thriving in activities such as golf. The annual tournament is held in conjunction with the Heather Farr Blind Golf Clinic (HFBGC), which pairs blind and sighted golf pros with adults, veterans or youth who are visually impaired. Since 1987, the Leader Dogs Classic has raised over \$260,000. The LDC tournament will be held on Monday, April 10, 2017 at Troon North Golf Club. The HFBGC is slated for Wednesday, April 12, 2017 at the Scottsdale TPC Champions facility. For additional information or to register, please visit [leaderdogsclassic.org](http://leaderdogsclassic.org).



## Legacy Society

**Creating a provision for Leader Dogs for the Blind in your estate plans is a true partnership.**

This prestigious society was established to recognize donors who have included Leader Dog in their financial or estate plans.

Please contact Roberta Trzos, CFRE, manager of gift planning, at 248/659.5014 to learn more about the Legacy Society.

### New Legacy Society Members

John R. Carduck

Robert Biglands

Karin Gustine

Carole Rau





1039 S. Rochester Road  
Rochester Hills, MI 48307

Toll Free: 888/777.5332

Phone: 248/651.9011

[LeaderDog.org](http://LeaderDog.org)

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# SAVE *the* DATE



Leader Dogs for the Blind

# BARK & BREW



presented by **Chief Financial Credit Union**

Join us on **Saturday, June 3**, for our 2nd annual Bark & Brew!

Presented by Chief Financial Credit Union and hosted at **Rochester Mills Beer Co.** in Rochester, MI, the event features:

- Live entertainment
- Children's fun area
- Future Leader Dogs, Leader Dogs in training and working Leader Dogs
- Great food and craft beer for purchase
- And much more!

Follow us on Facebook (Leader Dogs for the Blind) for event announcements. Pre-purchase your tickets starting April 10.

