Creating Opportunities for People with Disabilities

Celebrating 40 Years 1970-2010
What an eventful year 2010 has been for Paraquad as we celebrated our 40th Anniversary!

Highlights include:
• The opening of the Missouri History Museum exhibit “The Americans with Disabilities Act 20 Years Later.” Paraquad was instrumental in advocating for the ADA’s passage and our role is highlighted in the exhibit.
• The establishment of the Max and Colleen Starkloff Award in honor of Paraquad’s founders. The first awards were presented on November 6 at our 40th Anniversary Celebration to Bill Sheldon and Emerson.

We invite you to visit www.paraquad.org for more information about the ADA exhibit and the Starkloff Awards.

Each year an increasing number of people with disabilities contact Paraquad for assistance in achieving their independent living goals. Last year more than 4,200 people with disabilities benefited from Paraquad’s 22 diverse services. From finding an accessible home to going back to work to education assistance; Paraquad is the resource for people with disabilities in the St. Louis community.

2010 Accomplishments

The Employment Program assisted 78 community members in obtaining and maintaining employment.

Information and Referral staff members answered 13,405 calls and emails from people with disabilities, their friends and families, rehabilitation professionals, and the community at large.

The Community Transition Service successfully transitioned 121 community members out of a nursing home or shelter, and into the community-based housing.

Paraquad provided 8,283 transportation trips to participants as they work towards their independent living goals.

The Assistive Technology Reutilization Program distributed 381 recycled devices, including canes, crutches, walkers, manual wheelchairs, power wheelchairs, and scooters.

The Accessible Housing Program coordinated 32 accessible home modifications.

College for Living coordinated weekly continuing education classes for 267 adults with developmental disabilities. Over 800 disability advocates rallied in Jefferson City at the annual Disability Rights Legislative Day.

The Youth and Family Program served 108 youth with disabilities and their families.

Paraquad provided disability awareness presentations to 69 businesses, community organizations, and schools reaching over 5,000 people.

Staff members coordinated 7 support groups, including the Family Participation Program, Kids of Deaf Adults (KODA), Living Well, Teen Deaf Club, Parent’s Support Group, Women’s Support Group and Youth Group.

We sincerely appreciate your commitment to Paraquad and independent living services for people with disabilities in our community. Together we can create an integrated community in which people with disabilities are valued and can participate in all aspects of society.

Sincerely,

Robert Huskey, PhD
Board Chairman

Robert J. Funk
Executive Director and CEO

Max Starkloff begins a search for services to help him move from a nursing home. Starts working on accessible housing. Paraquad is born.
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S. Eric Westacott  
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---

1972  
First curb cuts completed in St. Louis.

1973
The Rehab Act passes reauthorizing the Rehabilitation Services Administration and Vocational Rehabilitation Services. Section 504 of the Rehab Act addresses Civil Rights issues.
**Paraquad Programs and Services**

**Since 1970, Paraquad has helped** to empower people with disabilities to live with self-determination through choice and opportunity. Our programs and services are guided by the independent living philosophy, the belief that people with disabilities should integrate fully into society, have equal opportunities, and maintain control over their lives. Today, that idea has blossomed into 8 diverse program areas, addressing the needs of individuals with all types of disabilities.

Last year, Paraquad served over 4,200 people with disabilities, which makes us the largest organization serving members of the disability community with an emphasis on increased independence. Paraquad is truly distinctive within the St. Louis region.

### 2009-2010 FY Direct Services

<table>
<thead>
<tr>
<th>Program</th>
<th>No. of People</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistive Technology</td>
<td>795</td>
<td>17%</td>
</tr>
<tr>
<td>College for Living</td>
<td>598</td>
<td>13%</td>
</tr>
<tr>
<td>Community Transition</td>
<td>194</td>
<td>4%</td>
</tr>
<tr>
<td>Deaf and Hard of Hearing</td>
<td>74</td>
<td>2%</td>
</tr>
<tr>
<td>Employment</td>
<td>259</td>
<td>5%</td>
</tr>
<tr>
<td>Housing</td>
<td>393</td>
<td>8%</td>
</tr>
<tr>
<td>Independent Living</td>
<td>239</td>
<td>5%</td>
</tr>
<tr>
<td>Peer Support</td>
<td>410</td>
<td>9%</td>
</tr>
<tr>
<td>Personal Attendant</td>
<td>805</td>
<td>17%</td>
</tr>
<tr>
<td>Youth and Family</td>
<td>146</td>
<td>3%</td>
</tr>
<tr>
<td>Work Incentive Planning &amp; Assistance</td>
<td>805</td>
<td>17%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>4,718</strong>*</td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

*Includes duplicated participants by service area; total participants served during FY2009-2010 is 4,294.

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**Education of All Handicapped Children Act passes, requiring free and appropriate public education in the least restrictive environment possible. This law is now called Individuals with Disabilities Education (IDEA) Act.**
Paraquad officially becomes a Center for Independent Living and is one of the first 10 centers nationwide to receive federal funding.
The legacy left by Max Starkloff is reflected in the thousands of individuals who today are living fulfilling and independent lives.

Paraquad was founded in 1970 by Max and Colleen Starkloff. It was one of the first 10 federally-funded independent living centers in the country. Max led Paraquad for 33 years building the organization into the largest provider of services to people with disabilities in the St. Louis region.

Max was a pioneering leader in the disability movement in St. Louis and nationally. Max’s spirit and dedication led to groundbreaking advancements, particularly the establishment of independent living centers so that people with disabilities could access the resources and skills to be fully integrated into all aspects of society.

We are deeply saddened by the passing of Max. He was a role model for people with disabilities at a time when there were many barriers to independent living. Max dedicated his life to removing those barriers whether it was in public transportation, housing, education or employment.

Our greatest tribute to Max is to carry on Paraquad’s mission. There is tremendous opportunity to forge ahead, especially as advancements in technology allow for even greater levels of independence for people with disabilities.
As a Center for Independent Living, Paraquad provides four core agency services.

Advocacy
Paraquad’s advocacy initiatives address physical and attitudinal barriers to community inclusion. We encourage people with disabilities to become aware of their rights and responsibilities under the law, to speak up for what they need, and to reject discrimination and paternalism.

Independent Living Skills Training
Independent living skills training assists people with disabilities in achieving independent living goals. Our specialists and the participants develop an individualized action plan for becoming more self-sufficient. Participants learn skills that will be helpful in gaining control of their lives.

Information and Referral
Paraquad operates an information and referral service for people with disabilities, community agencies, and the general public. Our specialists provide information and referrals to community resources to assist individuals in achieving independent living.

Peer Consultation
Peer consultation empowers people with disabilities to explore options and to solve problems for any life changing experiences. Peer consultation plays a significant role in the lives of people with disabilities as consultants serve as role models, share personal stories, and provide skills training for independent living.
Missouri is one of the first states to establish Centers for Independent Living in state law and enact state funding.

1988

The Fair Housing Act was amended to prohibit discrimination against people with disabilities.

Emma – Living Independently
Moving out of the nursing home was a priority for Emma, who after being diagnosed with Frederick's Ataxia had lived in a nursing home since 2004. Emma came to Paraquad for help with transitioning into community-based housing. Paraquad staff worked with Emma to ensure the transition was both safe and successful. In 2008 Emma was able to hang a welcome sign outside her south county bungalow. Now Emma is ready to be a mentor for others as they transition from nursing homes.

Kahri – Making Plans for the Future
This summer, Kahri joined Paraquad’s Summer Work Experience Program, where he worked for 8 weeks as a bagger at his local Schnucks. It was a great success; Kahri taught his co-workers basic sign language and was a big hit with the customers. He did so well during this training program that Schnucks offered him a part-time position. The skills he’s learned on the job will help Kahri as he pursues his education and career goals.

Peter – Active in the Community
Before coming to Paraquad, Peter had been withdrawn and become nonverbal. He spent his days watching television. His sister, Pat, missed the fun-loving brother he had always been. Peter joined our College for Living Program and enrolled in continuing education classes. Through the support of his family and Paraquad, Peter is active with evening classes, working on his card shop, and playing basketball. Pat credits Paraquad with “bringing the smile back to my brother’s face.”
Paraquad Says Goodbye to Jim Tuscher, Independent Living Movement Leader

We are saddened to say goodbye to another great leader this year, Jim Tuscher, Vice President of Public Policy. Jim was an early and ardent believer in Max Starkloff’s vision and the mission for Paraquad; he joined the organization in 1979 and over the next 32 years played a major role in the disability rights movement.

Jim’s career followed the independent living movement: charting advancements for disability rights among centers for independent living; spearheading initiatives that changed state legislation; and identifying national opportunities for sustainable change.

Throughout his career, Jim served as a peer and mentor. Jim provided peer support to individuals who were newly disabled, helping them learn how to do things such as driving with hand controls, finding the right wheelchair, and modifying their home. He also served as a role model and mentor to several Center for Independent Living directors and staff as they organized and started new CIL’s. As a leader at Paraquad, he provided training and mentorship to staff, instilling in them the passion for disability rights and knowledge of systems change strategies.

We have lost two great leaders this year in Max and Jim. While their wisdom and guidance will be missed, their legacy lives on in the continuation of Paraquad’s mission and our efforts to make independent living a reality for all people with disabilities.
## Statement of Financial Position

For the year ended September 30, 2010

### ASSETS

<table>
<thead>
<tr>
<th>Current Assets</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$851,015</td>
</tr>
<tr>
<td>Restricted cash</td>
<td>$114,000</td>
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<tr>
<td>Accounts receivable</td>
<td>$1,939,458</td>
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<td>Promises to give</td>
<td>$95,894</td>
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<tr>
<td>Prepaid expenses</td>
<td>$147,877</td>
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<tr>
<td>Other assets</td>
<td>$3,147</td>
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<tr>
<td><strong>Total Current Assets</strong></td>
<td><strong>$3,151,391</strong></td>
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<tr>
<td>Property and Equipment</td>
<td>$9,486,060</td>
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<tr>
<td>Investments</td>
<td>$2,148,916</td>
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<tr>
<td>Bond Issue Costs</td>
<td>$109,850</td>
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<tr>
<td>Assets restricted for endowment</td>
<td>$200,000</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td><strong>$15,096,217</strong></td>
</tr>
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</table>

### LIABILITIES AND NET ASSETS

<table>
<thead>
<tr>
<th>Current Liabilities</th>
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<tbody>
<tr>
<td>Current maturities of long-term obligations</td>
<td>$277,572</td>
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<tr>
<td>Accounts payable</td>
<td>$764,835</td>
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<tr>
<td>Accrued payroll</td>
<td>$1,052,363</td>
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<tr>
<td>Deferred revenues</td>
<td>$16,867</td>
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<tr>
<td>Other current liabilities</td>
<td>$8,138</td>
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<tr>
<td><strong>Total Current Liabilities</strong></td>
<td><strong>$2,119,775</strong></td>
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<tr>
<td>Long-Term Obligations</td>
<td>$7,526,308</td>
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<td><strong>Total Liabilities</strong></td>
<td><strong>$9,646,083</strong></td>
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<tr>
<td>Net Assets</td>
<td></td>
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<tr>
<td>Unrestricted</td>
<td></td>
</tr>
<tr>
<td>Operations</td>
<td>$1,318,008</td>
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<td>Net investments in property and equipment</td>
<td>$1,682,180</td>
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<td>Board designated for endowment</td>
<td>$2,113,361</td>
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<tr>
<td><strong>Total unrestricted</strong></td>
<td><strong>$5,113,549</strong></td>
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<tr>
<td>Temporarily restricted</td>
<td>$136,585</td>
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<tr>
<td>Permanently restricted</td>
<td>$200,000</td>
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<tr>
<td><strong>Total Net Assets</strong></td>
<td><strong>$5,450,134</strong></td>
</tr>
<tr>
<td><strong>Total Liabilities and Net Assets</strong></td>
<td><strong>$15,096,217</strong></td>
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</tbody>
</table>

### 1990

The Americans with Disabilities Act (ADA) is passed.
Statement of Activities

For the year ended September 30, 2010

<table>
<thead>
<tr>
<th>Support and Revenue</th>
<th>UNRESTRICTED</th>
<th>TEMPORARILY RESTRICTED</th>
<th>PERMANENTLY RESTRICTED</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions</td>
<td>$166,937</td>
<td>$49,625</td>
<td></td>
<td>$216,562</td>
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<td>United Way</td>
<td>$143,038</td>
<td>$47,679</td>
<td></td>
<td>$190,717</td>
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<tr>
<td>Grants</td>
<td>$0</td>
<td></td>
<td></td>
<td>$0</td>
</tr>
<tr>
<td>Federal</td>
<td>$802,078</td>
<td></td>
<td></td>
<td>$802,078</td>
</tr>
<tr>
<td>State</td>
<td>$199,555</td>
<td>$15,000</td>
<td></td>
<td>$214,555</td>
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<tr>
<td>Other</td>
<td>$502,301</td>
<td></td>
<td></td>
<td>$502,301</td>
</tr>
<tr>
<td>Empowerment Center</td>
<td>$187,497</td>
<td></td>
<td></td>
<td>$187,497</td>
</tr>
<tr>
<td>Program service fees</td>
<td>$6,886,678</td>
<td></td>
<td></td>
<td>$6,886,678</td>
</tr>
<tr>
<td>Investment income</td>
<td>$113,898</td>
<td>$17,959</td>
<td></td>
<td>$131,857</td>
</tr>
<tr>
<td>Rental Income</td>
<td>$350,547</td>
<td></td>
<td></td>
<td>$350,547</td>
</tr>
<tr>
<td>Miscellaneous income</td>
<td>$46,594</td>
<td></td>
<td></td>
<td>$46,594</td>
</tr>
<tr>
<td>Net assets released from restrictions</td>
<td>$158,436</td>
<td>($158,436)</td>
<td></td>
<td>---</td>
</tr>
<tr>
<td>Total Support and Revenues</td>
<td>$9,557,559</td>
<td>($28,173)</td>
<td></td>
<td>$9,529,386</td>
</tr>
</tbody>
</table>

Expenses

Program Services

Adult                              $3,507,806
Youth and Family                   $121,410
Consumer Directed Services         $1,847,346
College for Living                 $568,825
DEAFWay                            $1,101,654
Empowerment Center                 $168,955
Total Program Services             $7,315,996
Management and general             $1,026,724
Development                         $307,420
Total Expenses                     $8,650,140

Increase (Decrease) in Net Assets  $907,419   ($28,173)   $879,246

Net Assets - Beginning of Year     $4,206,130   $164,758   $200,000   $4,570,888
New Assets - End of Year           $5,113,549   $136,585   $200,000   $5,450,134

Paraquad Expense and Revenue Summary

1996 Missouri passes legislation permanently allowing disabled voters to cast absentee ballots.
Contributors

Morton May Society
($5,000 or more)
Affordable Housing Commission
City of St. Louis
Anheuser-Busch Companies, Inc.
AT&T
Centene Corporation
Citi
City of St. Louis Department
of Human Services
Dana Brown Charitable Trust
Emerson Electric Co.
Express Scripts
Gertrude and William A. Bernoudy
Foundation
Interco Charitable Trust
Metro Bi-State
Development Agency
Missouri Assistive Technology
Advisory Council
Missouri Foundation for Health
Missouri Housing
Development Commission
Missouri Jobs with Justice
Mr. Demetrick Coleman
Mr. Robert H. Graebe
Newman’s Own Foundation
Pettus Foundation
Pott Foundation
Productive Living Board for
St. Louis County
Simmons Charitable Foundation
Social Security Administration
St. Louis County Planning Office
of Community Development
St. Louis Office for Developmental
Disability Resources
The Home Builders
Charitable Foundation
The Trio Foundation of St. Louis
Tilles Fund
U.S. Department of Education
U.S. Department of
Transportation
United Way of Greater St. Louis

Founder’s Society
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Creative Mailers
Mr. M. Peter Fischer
Fox Family Foundation

College for Living
merged with Paraquad.

1999

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Mr. Thomas P. Kelahan
Ms. Sheri Keller
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Sigma-Aldrich
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The Standing Company
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Ms. Amanda Kemmerling
Mr and Mrs. Milton G. Kempen
Representative Jeanne M. Kirton
Ms. Amanda M. Knackstedt
Mr. Edward H. Kniep, III
Mr. Jim Komlosy

Paraquad’s Public Policy Department assisted in drafting language for Money Follows the Person to include people who are Medicaid and nursing home eligible.

2001
<table>
<thead>
<tr>
<th>Contributors</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ms. Catherine A. Kottemann</td>
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<td>Ms. Nancy B. Kramer</td>
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<td>Mrs. Lilian Schoenfeld</td>
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<td>Schuette Cabinet, Inc.</td>
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<td>Ms. Jill Schwendemann</td>
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<td>Ms. Kathy A. Thomas</td>
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<td>Mr. and Mrs. Nate Zelinske</td>
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<td>Mr. Charles W. Zinkhorn</td>
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Bob Funk succeeds Max Starkloff as Executive Director of Paraquad.
Memorials

In Memory of John Michael Boyer
Mr. and Mrs. James Gamble
Ms. Nancy Hope
Ms. Gloria E. Tillman

In Memory of Gloria Mae Bozeman
St. Elizabeth’s Hospital
Belleville

In Memory of Nat Chrisler
Mr. and Mrs. Jarvis Lambert

In Memory of Betty Diemert
Mr. and Mrs. Ralph Lake

In Memory of Jo Ann M. Heaghney
Mr. and Mrs. Don Bell
Mr. David Dietrich
Mr. and Mrs. Michael Green
Parker Hannifin Corporation
Mr. and Mrs. James Wiseman

In Memory of Alfred Jamerson
Ms. Theresa Jamerson

In Memory of Clara Leak
Mr. and Mrs. Alan Fuller

In Memory of Joan Lorson
ALEA GLOBAL, INC.
Schuette Cabinet, Inc.
Mr. and Mrs. Joseph Aimonette
Anonymous
Mr. and Mrs. John Antonio
Mr. and Mrs. David Barlage
Mr. Daniel Daly
Mr. and Mrs. Bob Daniel
Ms. Laura Dannegger
Mr. and Mrs. Michael Ellis
Mr. and Mrs. Bill Goeddel
Mr. and Mrs. Chris Gund
Mr. Frank Hogg
Ms. Maria Hucker
Mr. and Mrs. Dennis Huneke
Ms. Christina Kelly
Mr. Sarapage McCorkle
Mr. and Mrs. John Nelke
Mr. and Mrs. Daniel O’Meara
Mr. and Mrs. Richard Owens
Sheet Metal Workers
International

Mr. and Mrs. Dan Wells
Mr. and Mrs. David Zimmermann

In Memory of Sally Malchi
Ms. Jackie Kantor
Mr. Tony McCarthy

In Memory of David Meyer
Anonymous

In Memory of Dorothy R. Moog
The Trio Foundation of St. Louis

In Memory of Nancy Pecha
Mr. Charles Chewning

In Memory of Sister
Mr. and Mrs. Gene Rotter

In Memory of Hertha Starkloff
Ms. Betty Schmid

In Memory of Marguerite Stringer
Mullally Distributing Co., Inc.
The Law Office of
Jay B. Umansky
Mr. and Mrs. Steve Achenbach
Mr. and Mrs. Harold Bopp
Mr. and Mrs. Carl Dixon
Mr. and Mrs. David McKee
Mr. and Mrs. Ralph Merola
Mr. and Mrs. John Mullarkey
Mr. and Mrs. Robert Wootten

In Memory of Lisa Walls
CenterPointe Hospital

In Memory of William Wilson
Ms. Cecilia Herr

Honorariums

In Honor of Austin Walker
and Becky Black
Anonymous
Ms. Molly Rundquist

In Honor of Marjorie Brueggemann
Mr. and Mrs. Elise & Lee Bernstein

In Honor of Mike Cookson
Mr. and Mrs. John Fashia
Ms. Kathy Weathers

In Honor of Sarah Coyle
Mr. and Mrs. John Collopy

In Honor of Charles Derleth
Ms. Betty Jacobsen

In Honor of Lucy Dolan
Mr. and Mrs. Oscar Hampton, III

In Honor of Jacqueline B. Harris
Mr. Clinton Harris

In Honor of Larry Hummel
Sigma-Aldrich

In Honor of Sarah Kalmes
Mrs. Linda Carton

In Honor of Meghan
Mr. James D. Meagher

In Honor of Kelly Moffatt
Ms. Nancy Kramer

In Honor of Warren Winer
Mr. and Mrs. Richard Liddy

Proposition A passes in St. Louis County, restoring cuts to bus service and Call-A-Ride.
MISSION
Paraquad will empower people with disabilities to increase their independence through choice and opportunity.

VISION
Paraquad will be a leader in advancing the independent living philosophy. We envision an integrated community in which people with disabilities are valued and participate in all aspects of society.

VALUES
At Paraquad, we value:
» Respect, integration, equal access, opportunities, self-determination, informed choice and individual control for and by people with disabilities.
» People with disabilities having control of their own lives and any necessary supports or assistance.
» Full diversity within Paraquad, our programs and society at large, in terms of disability, race, ethnicity, age, gender, sexual orientation and religion.
» Personal commitment and action to shape the future of Paraquad and the Independent Living Movement.
» A work environment characterized by mutual respect, open communication, and team work.
» People with disabilities taking a role in the policy and political decisions that impact their lives.