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 teamwork.
- People with disabilities taking a role in the policy and political decisions that impact their lives.

Sylvia
Silvia has chronic obstructive pulmonary disease (COPD), which is treated with oxygen therapy. To leave her home, she had to go down nine stairs. Once, Silvia’s breathing became so labored while boarding a bus to her doctor’s appointment that an ambulance had to be called to take her to the hospital. At that point, her doctor suggested she have a ramp installed at her home to help her get from her porch to street level without using stairs. Because of the number of stairs and the home’s small yard, Paraquad was unable to install a ramp that would meet Americans with Disabilities Act guidelines. Instead, a vertical platform lift was installed on one side of the porch, and Silvia is now able to go to her doctor’s appointments without becoming worn out. She is also excited to be able to regularly attend church.
Paraquad’s Fiscal Year 2012 marks my 11th and final year as Executive Director and CEO of Paraquad. As I close out my time here, I am proud of how the agency has grown even though there is still work to do and major challenges ahead.

My role and my contribution to Paraquad has been to strengthen programs and to diversify revenue sources. Since 2002, I am proud that we have more than doubled the number of people we serve annually and have increased our annual budget from $4 million to $11 million. More importantly, we have positioned ourselves, even in a challenging economic climate for nonprofits, as a sustainable and stable organization.

I’m proud, also, that as I step away, the agency is moving forward on plans to develop an Accessible Sports and Recreation Center. You’ll hear much more about this ambitious project in the coming months. Though it will be a challenge to secure the funding to develop this facility, I believe our supporters and the community will recognize its value and provide the support needed.

Another major challenge for Paraquad, as well as the entire state, is to gain approval for Medicaid expansion. Expansion would add 400,000 people to the state Medicaid rolls. Approving Medicaid expansion puts Missouri on track to maximize the benefits of health care reform. It also addresses a critical problem in our health care system—access to care for people who cannot afford private insurance but have not traditionally qualified for public assistance.

Also, as we move forward, it is time to focus again on our role as advocates for Independent Living. That is the core of a Center for Independent Living (CIL), and it is important that we don’t stray too far toward becoming a provider of social services. We should empower, inspire and promote independence. A renewed focus on advocacy across all of our programs and services is key to confirming our commitment to the principles that make Paraquad the unique resource it is.

Given where we are today and the challenges ahead, I am incredibly confident that Aimee Wehmeier is the right person to lead the agency moving forward. She brings experience and skill, but maybe most importantly, she brings a passion for advocacy.

Aimee is exactly the type of passionate, young leader from which Paraquad and the Independent Living movement will benefit. She will lead the agency back to its roots, while also protecting the model of programmatic stability and sustainability we have been fortunate to build. I wish her and Paraquad all the best and know that with the continued trust and generosity from our passionate supporters, Paraquad will thrive as both a service provider and leader in advocacy.

Robert J. Funk
Past Executive Director and CEO
MESSAGE FROM AIMEE WEHMEIER, EXECUTIVE DIRECTOR AND CEO

I am grateful to serve as the new Executive Director and CEO of Paraquad. This Annual Report highlights how your support promotes independence and opportunities for people with disabilities and seniors. I hope you will share in my excitement as you review all that we have achieved together.

Consider a few remarkable accomplishments over the past year:

- **186** people found or maintained employment;
- **367** people received mobility devices, medical equipment and/or repair services to increase independence;
- **280** people moved from institutional settings or homelessness to Independent Living;
- Susan went from being non-communicative and withdrawn to engaged, active and employed; and
- After having a brain tumor removed, Mike, an avid golfer, had difficulty maintaining balance when standing. By participating in Paraquad’s Health and Wellness program, Mike has regained much of his balance and now participates in an adaptive golf program.

Paraquad has made a difference in the lives of thousands of people over the past year. These accomplishments are not only victories for the participants and for our skilled and passionate staff, but they are also your victories. By supporting Paraquad—through your donation of time, knowledge, skills and funding—you have helped to build Paraquad into one of the strongest Centers for Independent Living in the country and an asset to our community. Thank you!

I also want to express sincere gratitude to Bob Funk, who has retired after 11 years of extraordinary leadership and dedicated service. The programmatic strength and financial stability of Paraquad are the direct result of Bob’s visionary leadership and strong management skills. This thriving organization is positioned to meet the demands of major health care changes and a new economic environment. On a more personal note, I am grateful for Bob’s assistance with my transition and his ongoing support.

In addition to carrying on the tradition of providing excellent services, I am looking forward to increasing Paraquad’s visibility and profile in the community. Our mission is to empower people to live independently by providing opportunities to discover resources, learn new information and develop new skills. However, to fully execute our mission, we must ensure people with disabilities, seniors and the community know who we are and how we can assist. I aspire for Paraquad to be the center of a renewed conversation about disability rights, accessibility and opportunity.

My ultimate goal is to change the outcomes for people with disabilities. Thank you for your past, present and future support. I look forward to taking the next steps with you.

With gratitude,

Aimee Wehmeier
Executive Director and CEO
Jim

Jim, a retired Air Force Chief Master Sergeant, had spent a lifetime taking care of his health and teaching others to do the same. After a brainstem stroke several years ago, he was left with numerous medical complications, including left-sided weakness and debilitating vertigo and balance issues. Jim began visiting Paraquad’s Health and Wellness Center three days a week, and in 2012, he participated in The Rehabilitation Institute of St. Louis’s Stampede for Stroke walk. He walked one mile without stopping, which proved to be harder than any marathon he had previously run. Every day Jim makes the choice to try to the best of his ability to do better than the day before.
Andrew

Just five days before he was to leave for college, Andrew, who is Deaf, was in a serious car accident. A traumatic brain injury left him unable to use the right side of his body or to remember anything from five years before. Andrew also injured his right hand—his dominant hand—and had difficulty using sign language to communicate.

Through Paraquad’s Health and Wellness program, Andrew has regained some strength on his right side and is practicing standing for short periods of time. He is able to write notes and his name with his right hand. Additionally, Andrew relearned sign language with his left hand and regained much of his memory from the years prior to the accident.

Andrew also participates in Paraquad’s Consumer Directed Services (CDS) program, which lets him hire his own attendant and remain independent in his family’s home. He frequently mentions how happy he is to be able to be around his mother and siblings.
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 for living more independently.

**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 peers serve as role models, share personal experiences and provide skills training for Independent Living.

---

**Thomas**
Thomas approaches work like he approaches life: prepare, prepare and then prepare some more. He likes to gather all available information before evaluating the facts and making a decision. Thomas was able to do that with the help of Paraquad’s Employment Services Program and the advice he received from his Employment and Transition Coordinator. After applying for several jobs in St. Louis, he decided to expand his search for employment nationwide. Thomas is now an Independent Living Specialist at a Center for Independent Living in Cody, Wyoming.
THE INAUGURAL ACCESSIBLESTL SHINE THE LIGHT AWARDS
NOVEMBER 29, 2012 • THE CHASE PARK PLAZA

Shine the Light Award recipient Dan Farrell (St. Louis Cardinals), John Sondag, Megan Lucsko

Dr. Theodore and Kathy Rummel, Mark and Mary Scheipeter, Dave and Debbie Schulte

Pamela Hastings Perlmutter and Kathy Lovell
The AccessibleSTL Shine the Light Awards ceremony recognizes organizations and individuals whose actions and policies exemplify the goals of promoting a fully accessible community for people with disabilities.
Paraquad Programs and Services

As the largest organization in the St. Louis region serving members of the disability community, Paraquad was proud to serve 3,187 disabled individuals in 2012.

Accessible Housing
- Home Access Services
- Rental and Mortgage Assistance

Assistive Technology Center
- Assistive Technology Reutilization Program
- Accessible Exercise Program
- Wheelchair Repair Services

DEAF Way Interpreting and Community Services
- Deaf and Hard of Hearing Services
- Interpreting Services
- Sign Language Classes
- Video Remote Interpreting Services

Education Services
- Continuing Education Program
- Supported Education Service

Employment
- Show-Me Employment Program
- Supported Employment Services
- Volunteer Opportunities Project

Independent Living
- Community Transition Services
- Independent Living Skills Training
- Information and Referral
- Peer Support Services
- Telephone Access Program
- Youth and Family Services

Personal Attendant Services
- Consumer Directed Services
- In-Home Services

Public Policy and Advocacy
- Community Advocates
- Disability Coalition for Health Care Reform
- Legislative Advocacy
- Missouri Disability Vote Project

<table>
<thead>
<tr>
<th>2011-2012 FY Direct Services</th>
<th># of People</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistive Technology</td>
<td>367</td>
<td>5%</td>
</tr>
<tr>
<td>Community Transition</td>
<td>280</td>
<td>4%</td>
</tr>
<tr>
<td>Deaf and Hard of Hearing</td>
<td>102</td>
<td>1%</td>
</tr>
<tr>
<td>Education Services</td>
<td>539</td>
<td>7%</td>
</tr>
<tr>
<td>Employment</td>
<td>186</td>
<td>3%</td>
</tr>
<tr>
<td>Housing</td>
<td>259</td>
<td>3%</td>
</tr>
<tr>
<td>Independent Living</td>
<td>3,187</td>
<td>43%</td>
</tr>
<tr>
<td>Peer Support</td>
<td>454</td>
<td>6%</td>
</tr>
<tr>
<td>Personal Attendant</td>
<td>1,346</td>
<td>18%</td>
</tr>
<tr>
<td>Youth and Family</td>
<td>220</td>
<td>3%</td>
</tr>
<tr>
<td>Work Incentive Planning and Assistance</td>
<td>540</td>
<td>7%</td>
</tr>
<tr>
<td>TOTAL*</td>
<td>7,480</td>
<td>100%</td>
</tr>
</tbody>
</table>

* Includes duplicated participants by service area; total participants served during FY 2011–2012 is 3,187.

Kyle

Kyle scored at a 2.9 grade level when he completed his language pre-test assessment prior to participating in Paraquad’s Supported Education Program. His goal was to be at a 3.3 grade level when he took his post-test. Through his hard work completing assignments and with support from his coach, Kyle surpassed his goal and scored at a 6.1 grade level, a gain equivalent to more than three grade levels.
When David enrolled in Paraquad’s In-Home Services program, he was living with his sister in a home that was not accessible. He wanted to live independently, but was concerned he could not complete his daily routine without assistance. After having an aide for a few months, David now lives by himself in an apartment.
## ASSETS

**Current Assets**
- Cash and cash equivalents: $2,313,659
- Accounts receivable: 2,300,503
- Promise to give: 61,446
- Prepaid expenses: 183,666
- Other assets: 3,902

**Total Current Assets**: $4,863,176

**Property and Equipment**: 9,656,139

**Investments**: 2,594,518

**Bond Issue Costs**: 39,612

**Assets Restricted for Endowment**: 200,000

**Total Assets**: $17,353,445

## LIABILITIES AND NET ASSETS

**Current Liabilities**
- Current maturities of long-term obligations: $208,303
- Accounts payable: 645,538
- Accrued payroll: 1,182,446
- Deferred revenues: 8,067

**Total Current Liabilities**: $2,044,354

**Long-Term Obligations**: $6,350,777

**Total Liabilities**: $8,395,131

**Net Assets**
- Unrestricted Operations: $2,931,960
- Net investments in property and equipment: 3,097,059
- Board designated for endowment: 2,549,983

**Total Unrestricted**: $8,579,002

**Temporarily Restricted**: 179,312

**Permanently Restricted**: 200,000

**Total Net Assets**: $8,958,314

**Total Liabilities and Net Assets**: $17,353,445
**STATEMENT OF ACTIVITIES**

For the year ended September 30, 2012

<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>$95,808</td>
<td>$72,670</td>
<td>~</td>
<td>$168,478</td>
</tr>
<tr>
<td>United Way</td>
<td>157,355</td>
<td>52,179</td>
<td>~</td>
<td>209,534</td>
</tr>
<tr>
<td>Grants</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Federal</td>
<td>989,406</td>
<td>~</td>
<td>~</td>
<td>989,406</td>
</tr>
<tr>
<td>State</td>
<td>200,331</td>
<td>~</td>
<td>~</td>
<td>200,331</td>
</tr>
<tr>
<td>Other</td>
<td>605,314</td>
<td>~</td>
<td>~</td>
<td>605,314</td>
</tr>
<tr>
<td>Program service fees</td>
<td>7,823,367</td>
<td>~</td>
<td>~</td>
<td>7,823,367</td>
</tr>
<tr>
<td>Investment income</td>
<td>328,760</td>
<td>36,157</td>
<td>~</td>
<td>364,917</td>
</tr>
<tr>
<td>Rental income</td>
<td>508,544</td>
<td>~</td>
<td>~</td>
<td>508,544</td>
</tr>
<tr>
<td>Miscellaneous income</td>
<td>62,969</td>
<td>~</td>
<td>~</td>
<td>62,969</td>
</tr>
<tr>
<td>Net assets released from restrictions</td>
<td>142,917</td>
<td>(142,917)</td>
<td>~</td>
<td>~</td>
</tr>
</tbody>
</table>

Total Support and Revenue | $10,914,771 | 18,089 | ~ | $10,932,860 |

**Expenses**

<table>
<thead>
<tr>
<th>Program Services</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Adult</td>
<td>3,053,621</td>
<td>~</td>
<td>~</td>
</tr>
<tr>
<td>Consumer Directed Services</td>
<td>2,085,184</td>
<td>~</td>
<td>~</td>
</tr>
<tr>
<td>DEAF Way</td>
<td>1,270,174</td>
<td>~</td>
<td>~</td>
</tr>
<tr>
<td>Education Services</td>
<td>654,905</td>
<td>~</td>
<td>~</td>
</tr>
<tr>
<td>In-Home Services</td>
<td>695,157</td>
<td>~</td>
<td>~</td>
</tr>
<tr>
<td>Youth and Family</td>
<td>127,548</td>
<td>~</td>
<td>~</td>
</tr>
</tbody>
</table>

Total Program Services | 7,886,589 | ~ | ~ | 7,886,589 |
| Management and general | 1,466,577 | ~ | ~ | 1,466,577 |
| Development         | 436,694 | ~ | ~ | 436,694 |

Total Expenses | $9,789,860 | ~ | ~ | $9,789,860 |

Increase (Decrease) in Net Assets | 1,124,911 | 18,089 | ~ | 1,143,000 |

Net Assets Beginning of Year | 7,454,091 | 161,223 | 200,000 | 7,815,314 |

New Assets End of Year | $8,579,002 | 179,312 | 200,000 | $8,958,314 |

**PARAQUAD EXPENSE AND REVENUE SUMMARY**
CONTRIBUTORS

GOVERNMENT
Affordable Housing Commission of the City of St. Louis, Affordable Housing Trust Fund
Missouri Assistive Technology Advisory Council
Missouri Department of Elementary and Secondary Education
Missouri Department of Transportation
Missouri Housing Development Commission, Housing Trust Fund
Productive Living Board for St. Louis County Citizens with Developmental Disabilities
St. Louis County Department of Planning, Office of Community Development
St. Louis Office for Developmental Disability Resources
U.S. Department of Education
U.S. Social Security Administration

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John Allan Love Charitable Foundation
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Pettus Foundation
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Mr. Edward Clark
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Ms. Anna Zelinske

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In Honor of Scott Bates
Mr. and Mrs. Mark Bates
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Dr. Martin Gordon
In Honor of Gary Growe
Ms. Judy Growe
In Honor of the Growe Family
Ms. Joan Abrams
In Honor of Kimberly Lackey
Mr. David Gottlieb
In Honor of Kimberly and Andrew Lackey
Mr. and Mrs. Stephen Halleman
In Honor of Dr. Madelan T. Price
Dr. Martin Gordon
In Honor of Danica Neale Johnson and
Melissa Smith
Fontbonne University
In Honor of The Speaker’s Bureau
Fontbonne University

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Mr. Curt Minnich
Ms. Darlene Webster
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