2014 Annual Report
**MISSION**
Paraquad will empower people with disabilities to increase their independence through choice and opportunity.

**VISION**
Paraquad will be the 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.

**CORE 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 goals.

**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.

**Transition**
Transition services include helping people with disabilities to move from nursing homes and other institutions to independent living, preventing institutionalization and helping youths with disabilities transition successfully to adulthood.

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**Clayton Braun**
Clayton Braun, pictured on the cover, was 19 when a diving accident resulted in paraplegia—including loss of function of his legs and limited hand strength. A lifelong athlete, he wasn’t sure what was next.

He remembers thinking, “I’ve never played sports in a wheelchair before. How do I even do this?”

Then he learned about the Enabling Mobility Center, a collaboration between Paraquad and the Program in Occupational Therapy at Washington University School of Medicine. The EMC, which would grow to become the Health and Wellness Center, was modest: a few pieces of equipment in a basement area. But it was a start.

A year later, Clayton gave in to pressure from Health and Wellness Center staff to try out for the St. Louis Rugby Rams, a wheelchair rugby team. His initial reluctance quickly changed to excitement, and he thrived in this chance to be active and to compete as an athlete. A few years later, Clayton was named to the U.S. Paralympic Rugby Team, winning four gold medals from 2009–2013. However, he never stopped training at the Health and Wellness Center because of its unique equipment and expertise.

“I’ve been on Team USA for four years. I’ve gotten a ton of training. But there’s still things I learn from those guys in there all the time.”
As “The Disability Experts,” Paraquad serves as a resource to the community on all issues related to disability. Most importantly, Paraquad provides experience and tools to empower people with disabilities to accomplish personal goals to increase independence.

Goals may include completing an education, getting a job, finding an apartment, getting involved in the community, exercising or building a stronger network of support. While goals for independence are fairly universal, those of us with disabilities may have a few more barriers to navigate—including lower expectations in school, reluctance from employers to hire people with disabilities, a lack of affordable and accessible housing, personal care needs and/or difficulty adjusting to a new disability.

Paraquad’s role is to help to remove those barriers through innovative and effective programs and services. Our participants’ successes, however, also depend on the support of the community.

- Paraquad can help people with disabilities to search for jobs, develop resumes and refine interviewing skills. Businesses and community organizations can help by ensuring that workplaces are fully accessible and putting policies and procedures in place to hire people with disabilities and support their professional growth.

- From educational advocacy with school systems to continuing education classes, Paraquad can help open doors to education for children and adults with disabilities. Our participants also benefit from interactions with volunteer professional mentors—adults with disabilities who have been successful in their chosen careers and who share their experiences and provide examples of professional success.

- Paraquad has the expertise and resources to help modify homes for people with disabilities. The impact and reach of our home modification program increases through volunteer efforts to build accessible ramps and through a commitment to universal design practices in planning and construction.

- Dedicated and knowledgeable staff work to promote and defend disability rights at the state and federal government levels. These advocacy efforts are most successful when bolstered by citizens who learn about issues important to the disability community and donate just a few minutes of their time to contact their legislators.

Of course, community support also includes the financial support we receive to make our programs possible. We are grateful for your generosity.

This Annual Report: Fiscal Year 2014 details what Paraquad has accomplished through the support we have received. It highlights some key steps taken in 2013–2014, including launching a capital fundraising project to expand our Health and Wellness Center and enhancing programs to help people accomplish their goals of independence efficiently and effectively.

We are proud of our role in promoting an equitable, accessible and integrated community. We will continue working toward our vision of full equality, the expectation of accessibility and opportunities for everyone—regardless of ability—to participate fully in their community. Our success, as always, will be linked directly to the support we receive—with your assistance, we are changing attitudes, improving opportunities and increasing independence for people with disabilities.

Thank you,

Aimee Wehmeier
Executive Director and CEO
OVERVIEW

Fiscal Year 2014 (October 1, 2013 to September 30, 2014) saw Paraquad expand in strategic ways to better promote independence for people with disabilities. Here are just a few highlights:

**Health and Wellness Center**
Paraquad’s Board of Directors approved a $1.5 million project to expand the Health and Wellness Center. The new facility, which will be located directly behind Paraquad’s main facility, will feature 22,000 square feet of fitness space with 40 accessible exercise machines. It will serve up to 500 people annually—five times our current capacity—and operate as a hub for collaborative partnerships with academic institutions.

During 2013–2014, plans were designed and fundraising began. The facility is projected to open in the spring of 2016. While these plans were underway, the Health and Wellness Center also welcomed a new partner: Logan University. Logan students gain valuable experience working with people with disabilities while providing on-site chiropractic services to Paraquad participants four days a week.

**Assistive Technology Demonstration Center**
For people who benefit from assistive technology, the options can be overwhelming—and they make a difference. An accessible computer keyboard that works well for one person might not work well for someone else. But a slightly smaller keyboard, or one with larger keys, might be ideal. The best way to get the right equipment with the right fit is by experimenting with the various available products, though in many cases, that is not feasible.

Thanks to grant funding from Missouri Assistive Technology and the Missouri Foundation for Health, Paraquad’s Assistive Technology Demonstration Center now provides an opportunity for end users to sample various products before making a commitment to purchase. It’s also a great way to learn what else is available on the market to promote independence.

**Home Modifications**
Annually, Paraquad receives many more requests for assistance with home modifications than we can fill. From adding grab bars in a shower to widening doorways or adding a ramp or lift to a house, this program can help participants maintain independence in their homes.

In September 2014, Paraquad partnered with The Home Depot, Bank of America, Associated General Contractors, Monsanto Co., the Association of Legal Administrators, St. Louis Paralegal Association, Regions and Microgrid Solar for a one-day project to build 13 ramps for people with disabilities.

Our partners provided volunteers as well as supplies for this impactful event. (See photos on page 7.)

**Transition: The Fifth Core Service**
The Workforce Innovation and Opportunity Act, which amended the Rehabilitation Act of 1973, added a fifth core service that all Centers for Independent Living must provide: transition. Paraquad was well-positioned to answer this challenge, as our Transition Program annually assists hundreds of people with accomplishing their goals of independence, related to housing.

In 2013–2014, Paraquad’s Transition Program helped 382 people move from homelessness or institutionalization to independent housing. Our assistance includes working with participants to identify goals, strengths and barriers to independence, as well as to provide technical assistance to navigate health care or other public systems.

**Transition: Youth and Family Program**
For young adults with disabilities, an important goal and challenge is to transition successfully to an independent adulthood. In 2013–2014, the Youth and Family Program expanded its capacity to support this successful transition by launching a new Transition Camp that provides education on topics relevant to youths with mobility disabilities who are preparing to become independent, including housing, transportation, education and employment.

**Public Policy and Advocacy Services**
In 2013–2014, Paraquad modified its advocacy groups to increase opportunities for new leaders, and we introduced a new legal advocacy focus to address disability rights concerns.

Instead of hosting the groups at Paraquad, staff members encouraged and supported groups to organize in their own communities and to address local issues as self-advocates. To date, there are nine community advocates groups that meet regularly across the St. Louis area with support from Public Policy and Advocacy Department staff. Members discuss issues of concern and advocate locally to make the changes they envision.

Our Public Policy and Advocacy Department also added Individual Legal Advocacy Services in 2013–2014. Since the inception of this program, Paraquad staff attorneys have helped hundreds of people with advice, advocacy and representation. Because of their work, people have been spared eviction, have had overpayments forgiven and have received timely and necessary access to supports and services that help them remain independent in their homes and communities.

**Employment**
To achieve a sustainable independence, there may be no single factor more important than employment. People with disabilities experience unemployment rates of up to 10 times the national average.

Paraquad’s Employment Program helps people with disabilities to build marketable skills, while staff members work to open doors to new employment opportunities. In 2013–2014, the program placed 138 people into competitive jobs.

The department increased its focus on job-readiness training: resume and cover letter development, positive interviewing skills, appropriate interactions in an interview and follow-up actions after an interview. Staff also worked with prospective employers to encourage hiring people with disabilities.
COMMUNITY MEMBERS SERVED

Total number of program participants: 3,410

Disability
- Physical: 52.4%
- Cognitive: 16.1%
- Mental/Emotional: 4.7%
- Hearing: 7.4%
- Vision: 2.9%
- Other: 9.8%
- Multiple: 6.7%
- Under 5 years old: 0.3%
- 5–19: 4.8%
- 20–24: 4.8%
- 25–59: 57.2%
- 60 and older: 28.9%
- Age unavailable: 1.4%

Race
- Black: 57.1%
- White: 35%
- Hispanic/Latino: 0.5%
- Asian: 0.6%
- Native Hawaiian or Other Pacific Islander: 0.1%
- American Indian or Native American: 0.6%
- Biracial: 0.6%
- Unknown: 5.5%

Gender
- Male: 39%
- Female: 61%

Income
- $0–$9,999: 44.0%
- $10,000–$14,999: 7.1%
- $15,000–$19,999: 3.3%
- $20,000–$29,999: 3.3%
- $30,000–$39,999: 0.3%
- $40,000–$49,999: 0.4%
- $50,000 and above: 0.7%
- Unknown: 0.4%

SERVICES

2013-2014 Direct Services

<table>
<thead>
<tr>
<th>Service</th>
<th># of People</th>
</tr>
</thead>
<tbody>
<tr>
<td>Legal Advocacy Services</td>
<td>115</td>
</tr>
<tr>
<td>Assistive Technology</td>
<td>639</td>
</tr>
<tr>
<td>Continuing and Supported Education</td>
<td>249</td>
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<tr>
<td>DEAF Way</td>
<td>559</td>
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<tr>
<td>Employment</td>
<td>594</td>
</tr>
<tr>
<td>Health and Wellness Center</td>
<td>130</td>
</tr>
<tr>
<td>Home Modification</td>
<td>35</td>
</tr>
<tr>
<td>Independent Living</td>
<td>443</td>
</tr>
<tr>
<td>Peer Support</td>
<td>293</td>
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<tr>
<td>Personal Attendant Services</td>
<td>1,153</td>
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<tr>
<td>Rental Assistance</td>
<td>156</td>
</tr>
<tr>
<td>Transition</td>
<td>382</td>
</tr>
<tr>
<td>Youth and Family</td>
<td>144</td>
</tr>
</tbody>
</table>

TOTAL 4,892*

* Includes duplicated participants by service area; total participants served during Fiscal Year 2014 is 3,410.
Through partnerships with The Home Depot, Bank of America, Associated General Contractors, Monsanto Co., the Association of Legal Administrators, St. Louis Paralegal Association, Regions and Microgrid Solar, Paraquad oversaw the construction of 13 accessible ramps at homes throughout the St. Louis area. These ramps ensure people with disabilities have greater access to their community.
### Paraquad Expense and Revenue Summary

#### Statement of Activities
For the year ended September 30, 2014

#### Public Support, Revenues and Gains

<table>
<thead>
<tr>
<th>Description</th>
<th>UNRESTRICTED</th>
<th>TEMPORARILY RESTRICTED</th>
<th>PERMANENTLY RESTRICTED</th>
<th>TOTAL</th>
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</thead>
<tbody>
<tr>
<td>Contributions</td>
<td>$141,553</td>
<td>$200,000</td>
<td>–</td>
<td>$341,553</td>
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<tr>
<td>United Way</td>
<td>162,948</td>
<td>53,946</td>
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<td>$216,894</td>
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<tr>
<td>Grants</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Federal</td>
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<td>–</td>
<td>–</td>
<td>$852,455</td>
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<tr>
<td>State</td>
<td>196,778</td>
<td>–</td>
<td>–</td>
<td>$196,778</td>
</tr>
<tr>
<td>Other</td>
<td>772,714</td>
<td>–</td>
<td>–</td>
<td>$772,714</td>
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<tr>
<td>Program service fees</td>
<td>19,108,904</td>
<td>–</td>
<td>–</td>
<td>$19,108,904</td>
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<tr>
<td>Investment income</td>
<td>328,506</td>
<td>23,887</td>
<td>–</td>
<td>$352,393</td>
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<tr>
<td>Special events net of expenses</td>
<td>22,904</td>
<td>–</td>
<td>–</td>
<td>$22,904</td>
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<tr>
<td>Rental income</td>
<td>390,295</td>
<td>–</td>
<td>–</td>
<td>$390,295</td>
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<tr>
<td>Miscellaneous income</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>$0</td>
</tr>
<tr>
<td>Net assets released from restrictions</td>
<td>130,303</td>
<td>(130,303)</td>
<td>–</td>
<td>$0</td>
</tr>
<tr>
<td><strong>Total Public Support, Revenues and Gains</strong></td>
<td>$22,107,360</td>
<td>$147,530</td>
<td>–</td>
<td>$22,254,890</td>
</tr>
</tbody>
</table>

#### Expenses

**Program services**

- Adult: $3,428,892
- Youth and Family: 134,118
- Consumer Directed Services: 13,360,044
- Education and Employment Services: 533,360
- DEAF Way: 1,283,746
- In-Home Services: 0

**Total Program Services**: $18,740,160

- Management and general: 2,076,488
- Development: 329,006

**Total Expenses**: $21,145,654

- Increase in net assets before discontinued operations: 961,706
- Decrease in net assets before discontinued operations: (96,443)

**Increase in Net Assets**: 865,263

**Net Assets - Beginning of Year**: 9,112,866

**Net Assets - End of Year**: $9,978,129

<table>
<thead>
<tr>
<th>Program service fees</th>
<th>85.9%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Expenses</td>
<td>9.8%</td>
</tr>
<tr>
<td>Revenue Sources</td>
<td>11%</td>
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<tr>
<td>Grants</td>
<td>2.5%</td>
</tr>
<tr>
<td>Other</td>
<td>3.4%</td>
</tr>
<tr>
<td>United Way/Contributions</td>
<td>8.2%</td>
</tr>
</tbody>
</table>

#### Revenue Sources

- Other: 3.4%
- Program service fees: 85.9%
- Grants: 8.2%
- Adult: 18.3%
- Youth and Family: 0.7%
- Consumer Directed Services: 71.3%
1. 2014 Shine the Light Award honorees are pictured with Aimee Wehmeier, executive director and CEO.
2. The late Deborah Lancaster, a Paraquad participant, shows why she votes as part of Paraquad’s “I Vote Because...” initiative.
3. Aimee Wehmeier, executive director and CEO, and Phil Ruth talk with a guest at the 2014 Shine the Light Awards.
4. Jim Indelicato, a Paraquad participant, works out in the Health and Wellness Center.
5. Participants at a luncheon honoring our peer support groups.
6. Paraquad staff members with Dr. Barry Wiese of Logan University. Wiese participated in the Missouri American Water MR340 river race in support of Paraquad.
7. State Sen. Maria Chappelle-Nadal with Paraquad participants at the Missouri Capitol.
1. Christina Hune, a Paraquad participant, shows why she votes as part of Paraquad’s “I Vote Because...” initiative.

2. Christopher Worth, organizing team manager, talks with a fellow advocate at the 2014 Disability Rights Legislative Day at the Missouri Capitol.

3. Jeanette Allen, a Paraquad participant, works out in the Health and Wellness Center.

4. Paraquad proudly supports the Bosnian Stars youth soccer club.

5. Christy Herzing, community access coordinator, and Mary Thompson, accessibility specialist, lead an AccessibleSTL training at MTM Inc.

6. Disability rights advocates listen to speakers at the 2014 Disability Rights Legislative Day at the Missouri Capitol.

7. Aimee Wehmeier, executive director and CEO, is pictured with volunteers from The Home Depot and Monsanto Co. on Ramp Building Day.

8. Attendees at the 2014 Shine the Light Awards at The Chase Park Plaza.
CONTRIBUTORS

GOVERNMENT
City of Clayton
City of Hazelwood

FOUNDATIONS
Associated General Contractors of St. Louis
Anonymous
Atkins Charitable Trust
Gertrude and William A. Bernoudy Foundation
Cardinals Care
Edward and Thea Lawton Foundation
Greater Saint Louis Community Foundation
Harry Edison Foundation
Missouri Foundation for Health
Monsanto Fund
Newman’s Own Foundation
The Pott Foundation
The Sidener Foundation
The Tilles Foundation

BUSINESSES AND CORPORATIONS
A Storage Inn
Association of Legal Administrators
Ameren Corp.
Anonymous
AT&T Missouri
Bank of America
Behavioral Health Response
Brasch Manufacturing Company Inc.
Code Consultants Inc.
Custom Home Elevators of St. Louis Inc.
Daughterly Business Solutions
East-West Gateway Council
Emerson Electric Co.
Express Scripts Inc.
Front Row Produce
Frontier Mechanical Inc.
K & S Associates Inc.
KMOV-TV Channel 4
The Korte Co.
Lashly & Baer PC
Logan University
Mead Electric Co. Inc.
Microgrid Solar
Monsanto Co.
MTM Inc.
NAI DESCO
Old Newsboys Fund for Children
Painting with a Twist
The Pasta House Co.
Peters Family Charitable Fund
PRORehab
Regions
The ROHO Group
Rosenblum Goldenhersh
RubinBrown LLP
The Sansone Group
Sigma-Aldrich Corp.
St. Louis Convention and Visitors Commission
StLouisianaQ
Tarlion Corp.
United Access Holdings
Wells Fargo Advisors

ORGANIZATIONS
AT&T United Way Employee Giving Campaign
Catholic Urban Programs
Craig School Parent Teacher Organization
Crestwood Elementary School Parent Teacher Organization
Diversity Awareness Partnership
The Ethical Society of St. Louis
Fontbonne University
Gatesworth Residents Association
Good Shepherd Lutheran Church
Lindenwood University
Long Elementary School Parent Teacher Organization
Mercy Hospital St. Louis
The Program in Occupational Therapy at Washington University School of Medicine in St. Louis
Sappington Elementary School
Sperreng Middle School
St. Charles Community College
St. Francis of Assisi Church
Truman Middle School Mothers’ Club/Parent Teacher Organization
United Way of Greater Atlanta
United Way of Greater Kansas City
United Way of Greater St. Louis
Washington University in St. Louis
Webster University
Wells Fargo Community Support Campaign

INDIVIDUALS
Mr. and Mrs. Thomas Acker
Mr. Paul Adamson
Mr. and Mrs. George Alberstat
Anonymous
Mr. and Mrs. William Bachmann
Mr. and Mrs. George R. Barber
Mr. and Mrs. Harry Barge
Mr. and Mrs. Mark Bates
Mr. Scott W. Bates
Mr. and Mrs. Martin J. Bauer
Dr. Carolyn Baum
Mr. and Mrs. Gerald Bayer
Ms. Judith Beckerle
Mr. and Mrs. Vernal Beckmann
Mr. Alex Berger III
Mr. Rex Bertram
Mr. and Mrs. Stephen Best
Mrs. Leona Lee Bohn
Mr. and Mrs. Irving Boime
Mr. and Mrs. James Borzillo
Ms. Velma R. Boyer
Ms. Kathleen T. Brady
Mr. Charles E. Chewning
Ms. Amy Cichacki
Mr. Edward Clark
Mr. and Mrs. James H. Clark
Ms. Bobbie Closser
Mr. and Mrs. Allan Cohen
Ms. Laura Cohen
Mr. Demetrick Coleman
Mr. Douglas and Mrs. Allison Collinger
Mr. and Mrs. John F. Collopy
Ms. Marion Commerford
Mr. Robert E. Concannon, Jr.
Mr. Kevin Condon
Mr. and Mrs. Osmond Conrad
Mr. Michael B. Cookson
Ms. Gail Cooley
Mrs. Phyllis T. Cora
Ms. Theresa Corbett
Ms. Saralyn Coupe
Mr. and Mrs. Richard Coyle
Mr. David C. Crafts
Dr. William H. Danforth
Mr. and Mrs. Carl G. Daniels
Mr. and Mrs. Howard Danzig
Ms. Dolly D. Darigo
Mr. Lawrence and Mrs. Sonya Davis
Ms. Adrienne Dawson
Mr. Joseph D. Demko
Ms. Anne Demuth
Mr. and Mrs. Carl Deutsch
Mr. Paul DiDomenico
Mr. and Mrs. George Diehr
Ms. Lylene Dolen
Mr. Bill Donius
Mr. Fred Eccher
Ms. Loretta Eckert
Mr. Charles F. Edwards
Mr. Steven Eisser
Mr. Robert Elder
Mr. Jack Engberg
Mr. and Mrs. Thomas F. Evans
Ms. Tamra Fauss
Mr. Daniel B. Feinberg
Mr. M. Peter Fischer
Claire Solomon

Claire Solomon became a participant at Paraquad in 2011 after her mom found out about the Continuing Education Program, which teaches basic life skills to adults with disabilities. Since Claire wouldn’t turn 18 for a few years, she instead began attending Youth Group meetings.

At the meetings, Claire quickly befriended other participants and Stephanie McDowell, Paraquad’s youth and family education specialist. She also decided she wanted to give a presentation about her own disability to the group.

In June 2012, Claire presented “Awareness of Hidden Disabilities,” for which she earned her Girl Scout Gold Award, the highest achievement offered by the organization. Following the presentation, Claire and other youth group members participated in a spirited discussion.

A year later, with Stephanie’s encouragement, Claire applied for and was chosen as a delegate to the Missouri Youth Leadership Forum, a career leadership-training program for high school students with disabilities sponsored by Paraquad and the Governor’s Council on Disability. She was invited back in 2014 to serve as a staff member and was recently named the 2014 Youth Leadership Award winner.

Claire, now 19, is an art student at Missouri State University. While not attending school, she volunteers at Paraquad and other community organizations.
Anita Pierce

Anita Pierce lives in historic Lafayette Square with her three dogs and cat. And while she absolutely loves her building’s location, including its close proximity to Lafayette Park, she began having trouble several years ago negotiating the stairs leading to her second-story apartment.

“I counted the stairs as I would go up. I have 18 and a half. It would take me 20 minutes,” Anita recalled.

Anita’s doctor diagnosed her as having four deteriorating discs in her back. She elected to have a minor surgical procedure designed to provide a degree of relief. Following surgery, Anita was concerned about accessing her apartment.

“There is no way in the world I could have gone up and down the stairs,” she said.

Before Anita had surgery, a friend told her about Paraquad’s Home Modification Program, which provides financial resources for modifications to ensure a person is able to live independently.

Anita initially called to ask about a handrail for her outside steps. When Paraquad staff members went to her apartment, they discovered a stair lift could be easily installed along the interior flight of stairs.

After Anita and Paraquad staff members discussed the situation with her landlord, he agreed to have the stair lift installed, a decision Anita attributes to their amicable relationship.

“I’m one of those tenants who pays rent on time and is never short,” she said.

Anita calls her stair lift her “guardian angel,” and said it has helped her in countless ways.

“I’ve been very happy with it since the moment it was installed.”
HONORARIUMS AND MEMORIALS

This artistic rendering shows the expansion of Paraquad’s Health and Wellness Center. The new facility, which will be located directly behind Paraquad’s main facility, will feature 22,000 square feet of fitness space with 40 accessible exercise machines. It will serve up to 500 people annually.

HONORARIUMS

In Honor of Scott W. Bates
Mr. Mark W. Bates
Ms. Laura Cohen

In Honor of Richard A. Beckerle
Ms. Judith Beckerle

In Honor of Colleen Burdiss
Long Elementary School Parent Teacher Organization

In Honor of Colleen Burdiss and Christopher Worth
Diversity Awareness Partnership

In Honor of Chris Camene
Mrs. Phyllis T. Cora

In Honor of Christa Chancellor
Monsanto Fund

In Honor of Alice E. Conway
The Honorable Richard Teitelman

In Honor of Michael B. Cookson
Ms. Loretta Eckert

In Honor of Christa Chancellor
Monsanto Fund

In Honor of Charles Derleth
Ms. Betty Jacobsen

In Honor of Dianne Falk
Mr. William Stanley

In Honor of Dr. David Gray
Ms. Anne Demuth

In Honor of Jim Indelicato
Ms. Theresa Corbett
Mrs. Diane Indelicato

In Honor of Jennifer Johnson
Mr. and Mrs. Lawrence and Sonya Davis

In Honor of Jacob Kuerth
Ms. Janice Kuerth

In Honor of Andrew Lackey
Mr. and Mrs. Stephen M. Hallemann
Mr. Donald J. Kloppenburg and Ms. Patricia Lackey

In Honor of Karen Lister
Diversity Awareness Partnership

Ms. Laura McLaughlin
Ms. Ashanti Muhammad
Ms. Alyssa Schafer
Ms. Aimee Wehmeier
Mrs. Diane Wieland
Ms. Maria Wiese

In Honor of Jerry Wootten
Mr. and Mrs. Robert R. Wootten

MEMORIALS

In Memory of Joe Auffenberg
Mr. and Mrs. Douglas and Allison Collinger

In Memory of Byron P. Camene
Mrs. Chris Camene

In Memory of Patience Chrisler
Brasch Manufacturing Co. Inc.

In Memory of Carl E. Darigo
Dolly D. Darigo

In Memory of Eleanor M. Foster
Mr. and Mrs. George Alberstat
Ms. and Mrs. Allan Cohen
Mr. and Mrs. Carl G. Daniels
Mr. and Mrs. Howard Danzig
Frontier Mechanical Inc.
Gatesworth Residents Association
Mr. and Mrs. Mike Geigerman
Ms. Solon Gershman

In Memory of Dawn Watkins
Ms. Joan L. Headley
In Memory of Aimee Wehmeier
Mr. and Mrs. Mike Hogan
Mr. and Mrs. Scott Nolen

In Memory of Josephine Weil
Mr. Robert Goldstein

In Memory of Barry Wiese
Mrs. Chris Camene
Mr. Kevin Condon
Mr. David Haessig
Ms. Jennifer L. Haycraft
Ms. Martha Kaeber
Ms. Lindsey Kampwerth
Ms. Nancy Kyd
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Mr. Jeffrey F. Lee
Ms. Cathy Looper
Dr. Clay McDonald

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Ms. Rozelia Miller

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Ms. Saralyn Coupe
Mr. and Mrs. Robert Kalinich
Mr. Frank Merlotti
Ms. Jean Patterson
Ms. Marion D. Posegate
Mr. and Mrs. Paul Prang

In Memory of Robert Heuermann
Catholic Urban Programs
City of Hazelwood
Mr. Robert Elder
Ms. Claire Knickmeyer
Ms. Jane McNeil

In Memory of Ivan Rothman

In Memory of Madonna Schwarm
Mr. and Mrs. Russell Schwarm

In Memory of Marguerite Stringer
Mr. and Mrs. David McKee

In Memory of Shirley Sweet
Mr. Malcolm J. Sweet

In Memory of Jim Tuscher
The Honorable Joan Bray and Mr. Carl Hoagland
Ms. Amy Cichacki
Ms. Jennifer L. Haycraft

In Memory of Patricia A. Watson
Custom Home Elevators of St. Louis Inc.
Ms. Agnes T. Koenig
Mr. and Mrs. Jack and Claudia Paul

In Memory of Madonna Schwarm
Mr. and Mrs. Russell Schwarm

In Memory of Marguerite Stringer
Mr. and Mrs. David McKee

In Memory of Shirley Sweet
Mr. Malcolm J. Sweet

In Memory of Jim Tuscher
The Honorable Joan Bray and Mr. Carl Hoagland
Ms. Amy Cichacki
Ms. Jennifer L. Haycraft

In Memory of Patricia A. Watson
Custom Home Elevators of St. Louis Inc.
Ms. Agnes T. Koenig
Mr. and Mrs. Jack and Claudia Paul

In Memory of Madonna Schwarm
Mr. and Mrs. Russell Schwarm

In Memory of Marguerite Stringer
Mr. and Mrs. David McKee

In Memory of Shirley Sweet
Mr. Malcolm J. Sweet

In Memory of Jim Tuscher
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**PROGRAMS**

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**Assistive Technology**
Accessible Health and Wellness Center  
Assistive Technology Demonstration Center  
Durable Medical Equipment Repair  
Durable Medical Equipment Reuse  
Home Modification  
Telecommunication Access Program

**Attendant Services**
Consumer Directed Services

**DEAF Way**
Interpreter Continuing Education  
Interpreter Mentoring  
Interpreting Services  
Sign Language Education

**Independent Living**
Community Transition Services  
Deaf and Hard of Hearing Services  
Independent Living Skills Training  
Information and Referral  
Peer Mentorship  
Rental Assistance Program  
Youth and Family Services

**Public Policy and Advocacy**
AccessibleSTL®  
Advocacy Groups  
Individual Legal Advocacy  
Legislative Advocacy  
The Tuscher Institute

**Vocational Services**
Continuing Education Program  
Job Readiness Training  
Professional Mentoring  
Summer Work Experience Program  
Supported Education Service  
Supported Employment Services  
Ticket to Work Program  
Volunteer Opportunity Project  
Work Incentives Planning and Assistance

**Jimmy Schoeffler**

For Jimmy Schoeffler, going to work these days is for the dogs—in the best possible way.

“I really enjoy my job at Kennelwood (Pet Resorts) because it gives me a chance to work with a lot of dogs and different kinds of breeds,” he said of his new position as a dog groomer.

Jimmy, who is Deaf, said working with Paraquad’s Employment Department to find a job was a “wonderful experience.” He received assistance in job searching and preparing for an interview so he wouldn’t be nervous. He described his counselor, Karen Lister, as “very friendly and easy to work with.”

“She is Deaf, too, which I really enjoyed because I could connect with her,” Jimmy said.

Jimmy is grateful for the opportunity to broaden his experience as a groomer. He enjoys bringing his dog, Nugget, to work every day, and he is happy working alongside co-workers who “enjoy me for who I am as a person.”

Working also allows Jimmy to accomplish a personal goal.

“I feel it is very important for me to live independently because I want to prove Deaf people can live independently without asking for or needing hearing people’s help,” he said.