

LITTLE PEOPLE OF AMERICA 2012-13 ANNUAL REPORT

MESSAGE FROM THE PRESIDENT AND EXECUTIVE DIRECTOR

Dear Members and Friends,

2012-13 was a milestone year for Little People of America.

While we didn't celebrate a key anniversary or launch a major new program, our most recent fiscal year was monumental for one major reason: passage of a new board structure.

In the past, LPA's board of directors had included 20 members – a six-member executive committee and 14 district directors. Right before our 2013 National Conference in Washington, D.C., LPA's membership approved a new set of organizational bylaws, which created a new board structure. The new structure calls for an 11 member board comprised of the following officers:

President
Senior Vice President
Finance Director
Membership Director
Programs Director
Public Relations Director

Advocacy Director
Fund Development Director
Eastern Regional At-Large Representative
Central Regional At-Large Representative
Western Regional At-Large Representative

The new structure allows each district director to focus exclusively on serving their respective districts while maintaining close communication with the president and other district directors through a Council of Directors, which will meet at least twice a year. It also created new positions in the critical areas of advocacy and fund development. The primary reason our leadership felt this restructure was key – and the reason our members were in support of the change – was that the new structure created a more effective means to serve our membership on the local, regional and national levels.

Of course, the evolution of our governance structure wasn't our only accomplishment. We continued to make major progress in the areas of communications, fundraising, conferences, National Dwarfism Awareness Month, scholarships, adoption assistance, Medical Advisory Board, and more. (For a summary of LPA's major accomplishments during 2012-13, please see article on next page.)

Of course, none of this would have been possible without the tremendous input, support and involvement of LPA's members, volunteers and donors. Whether you support the organization through your membership, as a volunteer at any (or all three!) levels, or donate to the organization on a local, regional or national basis, it's the people of LPA that truly make the difference. Thank you for being part of the team.

Warmly,

Gary Arnold
President

Joanna Campbell
Executive Director

MAJOR ACCOMPLISHMENTS: 2012-13 FISCAL YEAR

Communications

- Continued to maintain and enhance the quality of LPA's Web site
- Posted 3-4 updates on Facebook each week
- Published monthly LPA Today e-newsletter, with an average open rate of 40% (industry average for similar publications is just 25%).
- Enhanced the quality and content of the printed *LPA Today* magazine and increased the average length from 24 to 32 pages.

Governance

- Completed extensive by-laws revision, which resulted in a significant change in the organization's governance structure. Members were educated on the proposed changes through a series of Town Hall phone conferences with president Gary Arnold.
- Provided training programs for LPA officers

Fundraising

- Raised \$46,088 (against a \$40,000 goal) from 247 donors through the annual \$50 for 50 More Years campaign
- Received \$173,381 in overall donations
- Hosted donor reception at National Conference.

National Conference

- Conducted 2013 Washington, DC conference, with more than 2,000 in attendance
- Washington, D.C. conference was the first conference managed entirely by the Conference Management Committee (CMC)

Other Programs

- Coordinated fourth annual National Dwarfism Awareness Month, including daily posts on Facebook, creating and selling green Dwarfism Awareness bracelets, and continued growth in the number of states officially recognizing October as National Dwarfism Awareness Month
- Coordinated PSA that ran in Times Square for one month during September-October, 2012, including major press event
- Interacted with various international dwarfism support organizations, including Little People of Uganda
- Provided funding for 12 families seeking to adopt a child with dwarfism
- Provided \$37,750 in scholarship funds to 20 students
- Provided medical consultations by the Medical Advisory board (MAB) to 400 members at the 2013 National Conference, in addition to consultations provided at select regional conferences

MAJOR PROGRAMS

LPA carries out its purpose through a series of programs designed to serve our members and their families. Our major programs include:

LPA Today – Our quarterly magazine for members has long been a membership staple. Many members live in parts of the country where there are very few other people with dwarfism and do not have the ability to travel to local or national meetings. *LPA Today* keeps our membership informed about a variety of dwarfism issues. It also shares stories of success and accomplishments. It highlights our many events with pictures that embrace our physical difference. It allows people with dwarfism to see themselves reflected in others.

lpaonline.org – This highly regarded, comprehensive tool receives thousands of hits a month from members and nonmembers, people of short and average stature, the media, researchers, medical professionals, and others. Among other things, the site contains national and local contact information, an online book store and super store through Amazon.com, information on membership, meetings, conferences, scholarships, publications, and adoption; an on-line medical resource center, links to listservs, photo galleries, adaptive products, organizations in other countries, and sites for specific dwarfism conditions. Internet access opens the world of dwarfism to all who want to learn from afar or connect one-on-one.

National Conference – The LPA annual national conference attracts as many as 2,500 people for a week full of fun, sharing, learning and peer support. Our conferences occur in a different U.S. city each July. The conference includes more than 30 workshops, daily parent meetings, teen events, children's activities, fashion and talent shows, a celebration banquet, athletic events through our sister organization, the Dwarf Athletic Association of America (DAAA), and nightly dancing. A free medical clinic is offered by world renowned specialists in dwarfism. Workshops cover a variety of topics, such as disability rights, advocacy, medical issues, sibling concerns, adaptive living, and employment.

The daily parents' group meeting provides valuable information and opportunities for families in both Spanish and English. Parents share everyday experiences, exchange ideas and learn about health care, adapting the home and school environments, laws that address their children's needs, and education. At the conference, children meet short-stature adult role models as well as other children with dwarfism. It is important for everyone – parents, children, adults with dwarfism – to know that they are not alone.

Medical Advisory Board – Our Medical Advisory Board is comprised of 25 respected geneticists, genetic therapists, orthopedists, neurologists, and researchers. Our Medical Advisory Board donates their time at each annual National Conference, and may attend district conferences as well. They hold workshops and consult with patients free-of-charge. This is a vital lifeline for many of our members who do not have adequate access to specialists in dwarfism due to geographic or insurance limitations. Very few other organizations have such a well-developed and successful relationship with the medical community interested in their diagnosis.

Scholarships – LPA also provides educational scholarships for college or vocational training, medical-assistance grants for individuals with limited insurance, assistance with adoption expenses, and travel assistance funding for first-time conference attendees.

Community Awareness and Advocacy – LPA is also committed to building awareness about dwarfism throughout the United States. We do this through the work of our Advocacy and Community Outreach Committees, which are available to provide information about dwarfism, conduct community outreach workshops in local communities, and communicate LPA's position on national policy and issues. LPA also established October as National Dwarfism Awareness Month in 2010. 13 of the nation's 50 states, along with Puerto Rico, have officially recognized October as National Dwarfism Awareness Month to date, with efforts for other states to do so currently underway. During National Dwarfism Awareness Month, local chapters hold awareness events, encourage local press coverage about dwarfism, and more.

YOU MAKE IT POSSIBLE – THE IMPORTANCE OF CHARITABLE DONATIONS TO LPA

LPA continues to be grateful to the hundreds of members and friends whose contributions provide critical funding for a number of LPA's programs and services. Donors contribute to our annual \$50 for 50 More Years Campaign, fund scholarships, leave a lasting legacy for LPA by making a gift through their will or estate plan, and more. In addition, businesses and individuals also provide financial sponsorship for select aspects of the national conference (such as education tracks, dances or banquet) each year.

In 2012-13, hundreds of donors contributed nearly \$170,000 to LPA. This amount included \$46,088 in gifts made to the \$50 for 50 More Years Campaign, gifts made to the scholarship, Kitchens and adoption funds; and several bequests to LPA.

To make a gift to LPA, please visit www.lpaonline.org and click on the green "donate" button on the right. For information about including LPA in your will or estate plan, please visit www.lpaonline.org and click on "about us," then "planned giving."

SALUTING OUR LEADERS: LPA BOARD AND COMMITTEE LEADERSHIP DURING 2012-13

LPA is managed primarily by volunteers. Hundreds of members throughout the country contribute their time and talent each and every day to run the organization's programs and services on a chapter, regional and national level. During 2012-13, the following volunteers were responsible for coordinating Little People of America's national activities and programs:

Board of Directors

President	Gary Arnold	District 5 (IN, KY, MI, OH, WV)	Michael Spears
Senior Vice President	Bill Bradford	District 6 (IL, WI)	Dan Verscha
Vice President of Finance	Jason Rasa	District 7 (AR, KS, MO, OK)	Jack Dohr
Vice President of Membership	Ethan Crough	District 8 (LA and TX)	Leigh Ann Breen
Vice President of Programs	Jon North	District 9 (IA, MN, NE, ND, SD)	Shannon Ciardelli
Vice President of Public Relations	Leah Smith	District 10 (AZ, CO, NM, UT, WY, El Paso, Texas)	Suzy Ingalls
District 1 (CT, ME, MA, NH, RI, VT)	Barb Spiegel	District 11 (AK, ID, MT, OR, WA)	Kara Price
District 2 (NJ, NY, PA)	Joe Zrinski	District 12 (CA, NV)	Mike Mallinson
District 3 (DC, DE, MD, NC, SC, VA)	Stephanie Brandon	District 13 (AL, GA, MS, TN)	Sheryl Hankins
District 4 (FL, PR)	David Doidge	District 14 (HI)	Richelle Thornberg

Committee Chairs

Adoption Coordinator	Colleen Gioffreda
ANSI Committee	Tricia Mason
Bereavement/Double Dominance	Mary Ellen Little Mark Trombino
Bylaw and Policy Manual	Ron Piro
Community Outreach	Ethan Crough
Dwarf Artists Coalition	Amanda Cachia
Dwarf Athletic Association of America (DAAA), President	Amy Andrews
Employment Chair	Allison Lourash
Finance Chair	Gary Arnold
Historian/Archives	Jim Kay
International Liaison (English-speaking countries)	Joy McKenzie
International Liaisons (Spanish-speaking countries)	Amanda Hernandez Olga Marohnic
LPA Today Online, E-Newsletter Editor	Joanna Campbell
LPA Today, Editor	Jody Yarborough
Medical Resource Director	Ericka Okenfuss
National Conference Management Committee Chair	Ron Piro
Parent Coordinators	Leslie Vanderpool Heather Saylor
Teen Coordinator	Danielle Frank

2012-13 FINANCIAL SUMMARY

Like any organization, LPA also requires financial resources to serve its members. Provided below is a snapshot of LPA's finances during the 2012-13 fiscal year.

BALANCE SHEET

Current Assets

Checking/Savings	231,601
Other Assets	9,191
Investments*	778,833
Total Assets	\$1,019,625

Liabilities and Equity

Current Liabilities	23,092
Equity	996,533
Total Liabilities & Equity	\$1,019,625

INCOME AND EXPENSES

Income

Contributions	169,941
Membership	58,071
Conference Fees & Advertising	231,153
Miscellaneous Income	51,550
Total Income	\$510,715

Expenses

Conference	219,309
Salaries & Related	60,024
Professional Fees	26,221
Rent	13,125
Telephone	4,374
Travel & Entertainment	24,837
Supplies	5,500
Printing & Postage**	52,484
Volunteer Expenses	7,831
Software Maintenance	15,135
Bank & Credit Card Fees	14,530
Dues & Subscriptions	1,425
Insurance	4,481
Other	4,331
Total Expense:	\$453,607

Net Ordinary Income 57,108

Net Other Income 87,341

Net Income \$144,449

*comprised largely of funds donated by donors for restricted purposes

**comprised largely of LPA Today