

## **Our Report to the Community FY2017 The Lighthouse for the Blind, Inc.**

**Pictured front cover: Lighthouse employees with their guide dogs  
Pictured: Ramon Rodriguez, Contact Center Lead in Seattle, WA**

- **Only 30% of adults who are blind in the United States today are employed.**
- **1/3 of adults who are blind live in poverty.**
- **Today, 1 in 28 Americans who are 40 or older are blind or partially sighted.**
- **National statistics show that 3.4 million Americans are blind or visually impaired. (source: Washington State Department of Services for the Blind)**
- **Only 20% of adults who are DeafBlind in the U.S. are employed.**
- **Only 10% of adults who are blind with a developmental disability are employed.**

**The mission of The Lighthouse for the Blind, Inc. is to create and enhance opportunities for independence and self-sufficiency of individuals who are blind, DeafBlind, and blind with other disabilities.**

**The Lighthouse is a private, not-for-profit social enterprise providing employment, support, and training opportunities for people who are blind, DeafBlind, and blind with other disabilities. The Lighthouse has provided employment and support to people who are blind in our community since 1918.**

**Today, seven out of every ten adults who are blind are unemployed. For people who are DeafBlind, the unemployment number climbs to over 80% and for people with multiple disabilities over 90%. One-third of all people who are blind live in poverty.**

**The Lighthouse for the Blind, Inc. exists to alleviate this social inequality by providing job training, employment opportunities, and support services for people who are blind, DeafBlind, and blind with other disabilities.**

**Pictured: Rodney Christensen, Machine Operator, Spokane, WA**

## **Who We Are**

**450 total employees**

**201 employees who are blind**

**33 employees who are DeafBlind**

**21 employees who are blind with another disability**

**Lighthouse employees who are blind, DeafBlind, and blind with other disabilities have access to a wide range of career opportunities and are employed at all levels of the organization:**

**65 Aerospace Employees**

**135 Defense and Office Products**

**27 Admin/HR, Accounting, Communications, Production Support**

**19 Service Businesses**

**8 Employee and Community Services Employees**

**34 new employees were hired who are blind, DeafBlind, or blind with other disabilities**

**14 employees were promoted who are blind, DeafBlind, or blind with other disabilities**

## **Upward Mobility**

**Pictured: Andy Bacon, BSC Store Manager, Joint Base Lewis-McChord, WA**

**Losing his sight from complications with high blood pressure over 13 years ago, Andy Bacon gained necessary skills to live with his vision loss through Services for the Blind and soon found a career at the Lighthouse. Andy was hired in 2006 as Assistant Manager of our Base Supply Center (BSC) at Main Post on Joint Base Lewis-McChord (JBLM) and was promoted to Manager 18 months later. In 2010, Andy completed the Business Management Training from National Industries for the Blind (NIB) and moved to our BSC at North Fort on JBLM.**

**Dustin Bradford: 2017 Employee of the Year**

**Pictured: Dustin Bradford, Senior Wallboard Setup Specialist -Spokane, WA**

**Dustin Bradford was born in a small suburb of Seattle in July 1988. As a child, Dustin was diagnosed with a degenerative eye condition known as Stargardt's disease; an inherited trait affecting the central field of vision and color perception. Growing up, Dustin struggled in public school and quickly fell behind his classmates. After learning about the Washington State School for the Blind in Vancouver, WA, Dustin decided to become a student. Within a few years, his confidence and grades improved greatly. Dustin was able to return to public school and graduated with his class in Spokane, Washington, where his family had moved.**

**Dustin started his career at The Lighthouse for the Blind, Inc. in 2009, working on the production floor at our Spokane facility. Through the years, he has continuously been a dynamic team player and leader. In 2016, Dustin was promoted to Senior Wallboard Set-Up Specialist, and he is going "to continue to take advantage of all the Lighthouse has to offer, not only to better myself but the company as well."**

**With his Lean Manufacturing White Belt certification, Dustin has**

helped streamline wallboard production. He has also played an integral part in replacing old tools with new parts for individuals who are blind, and spearheaded the installation and use of talking barcode scanners. Dustin's work ethic has not gone unnoticed, he was elected by his peers as the 2017 Raymond. W. Haman Direct Employee of the Year recipient. He will compete nationally for the prestigious Peter J. Salmon Employee of the Year Award at the National Industries for the Blind (NIB) conference. He says, "the Lighthouse mission is very important to me. I am proof of how this organization can help a person grow at and away from work."

## **Empowerment through Employee and Community Services in FY 2017**

**Pictured: an infographic showing how many people were served by ECS in FY 2017**

**190 Employees Who Are Blind**

**32 Employees Who Are DeafBlind**

**23 Employees Who Are Sighted**

**78 Community Members Who Are Blind**

**76 Community Members Who Are DeafBlind**

**5 Community Members Who Are Sighted**

**404 Total People Served by ECS in FY 2017**

**26,185 Total Hours of Service Delivered**

**\$4,660 – Average Cost of Services Per Person for One Year**

## **What We Made in FY 2017**

**Graphic: An image of an airplane, an image of an entrenching tool (e-tool), and an image of a dry-erase easel forming a triangle. Under each is the number of products produced.**

**Aerospace Machining: 2,608,238**  
**AbilityOne Office Products: 1,277,294**  
**AbilityOne Government Products: 1,140,125**

The number of manufactured office products, defense products, and machined parts made by Lighthouse employees who are blind is a grand total of 5,025,657.

**Dennis Tay: 2017 Employee of the Year**  
**Pictured: Dennis Tay, Accounts Receivable Supervisor, Seattle, WA**

**“I support team-building to encourage creativity, candor, and fresh ideas that ensure my team’s success, translating to keeping the Lighthouse’s electricity on and paying our hard-working employees,” says Dennis Tay, Accounts Receivable Supervisor at the Lighthouse.**

**Dennis was born with Retinitis Pigmentosa, a hereditary and progressive eye condition. Growing up in Malaysia, Dennis struggled finding resources to continue his education with his ongoing vision loss. In 1993, Dennis moved to the United States and later graduated from the University of Washington with a degree in Business Administration, focusing in Accounting.**

**Dennis began his career at the Lighthouse in 2010 working as an Accounts Receivable Specialist. Over the past eight years, he has moved into leadership roles with more responsibility. As his vision has worsened, Dennis continues to learn new ways of doing his job to ensure cash is accounted for and makes it to the bank. He says when acknowledging challenges faced by him with Excel and his narrowing field of vision, “I’ve learned accessibility tricks such as keyboard shortcuts that allow me to navigate through muscle memory, rather than visualizing where my cursor needs to be.”**

A team player, Dennis not only supports those he directly works with on a daily basis but desires to strengthen relationships with other colleagues by keeping a supply of treats at his desk as an enticer. Treats or not, it's Dennis' hard work that's earned him the title of Lighthouse's 2017 Indirect Employee of the Year. He will compete for the Milton J. Samuelson Career Achievement Award for indirect employees at the National Industries for the Blind (NIB) conference later this year.

**"My goal is to be a Lighthouse employee until I retire."**

## **Revenues**

### **Manufacturing**

- **Aerospace: \$14,250,000**
- **Defense: \$33,600,000**
- **Business Office Products: \$10,960,000**

### **Services**

- **Base Supply Centers: \$20,300,000**
- **Contract Management Services: \$540,000**
- **Other Services: \$50,000**

**Total Revenues: \$79,700,000**

**Cash Contributions: \$1,270,000**

**Investment Income: \$1,970,000**

## **Expenses**

**Personnel: \$27,290,000**

**Includes salaries, benefits, training**

**Manufacturing: \$43,390,000**

**Includes cost of raw materials, freight, etc.**

**Facilities and Infrastructure: \$5,660,000**

**Includes depreciation, maintenance, insurance**

**Office Expense: \$1,480,000**

**Includes telecommunications, technology, office expense**

**Outside Services: \$2,960,000**

**Includes contract interpreters, legal, accounting**

**Other Expenses: \$(3,170,000)**

**Includes pension, interest**

**Employee and Community Services Expenses**

**Graphic: Pie Chart showing percentages of where donations were allocated**

**Interpreting Services: 21%**

**ECS Administration Expenses: 19%**

**DeafBlind Retreat: 12%**

**Accessibility: 10%**

**Supported Employment Program: 10%**

**Employee Support Program: 9%**

**Orientation and Mobility: 8%**

**Blind Computer Training: 8%**

**DeafBlind Computer Training: 3%**

**Visit our website at [www.thelighthousefortheblindinc.org](http://www.thelighthousefortheblindinc.org) for more information and a complete donor list.**

**(Expenses are rounded & unaudited).**

## **Our Locations**

**Pictured: Map of United States with Washington, California, Nevada, and South Carolina states highlighted**

- 1. Seattle Lighthouse Facility - Seattle, WA**
- 2. Inland Northwest Lighthouse Facility - Spokane, WA**
- 3. Lakewood Office Facility - Lakewood, WA**
- 4. AbilityOne Base Supply Center - Joint-Base Lewis McChord - North Ft. Lewis, WA**
- 5. AbilityOne Base Supply Center - Joint-Base Lewis McChord - Ft. Lewis Main Post, WA**
- 6. AbilityOne Base Supply Center - Joint-Base Lewis McChord - McChord Field, WA**
- 7. AbilityOne Base Supply Center - Naval Airstation, Fallon, NV**
- 8. AbilityOne Base Supply Center - Naval Air Warfare Center, China Lake, CA**
- 9. AbilityOne Base Supply Center - NTC, Fort Irwin, CA**
- 10. San Diego (2Palms) Office/Warehouse Facility - San Diego, CA**
- 11. Contract Management Services - DCMA/NAVSUP, San Diego, CA**
- 12. AbilityOne Base Supply Center - SPAWAR, Point Loma, CA**
- 13. Summerville Facility - Summerville, SC**

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