

2020

The Lighthouse for the Blind, Inc.

Cover photo: Lighthouse senior leadership stands grouped together, wearing face masks, clapping and cheering.

Photo with caption: Portrait of President and CEO Cindy Watson, a light skinned, blonde haired woman holding a white cane.

Dear Dedicated Supporters, Partners, and Friends,

Like millions of other organizations, 2020 was not the year any of us envisioned. Our fiscal year started strong in October 2019 with the anticipated increase in demand for our products and services, which enabled us to further our mission to grow employment opportunities for people who are blind, DeafBlind, and blind with other disabilities. We also had plans in place to implement new initiatives to expand services to the community. Then the COVID-19 pandemic hit, posing incredible challenges to the Lighthouse and obstacles to our objectives.

At the end of March, we had to place over fifty percent of our employees on standby status. We continued to operate, as the products and services through our manufacturing work and Base Supply Centers are considered essential to the Federal Government. Operations were negatively impacted due to supply chain disruptions. Many Employee and Community Services activities were suspended or cut back, while others, such as orientation and mobility, increased.

Despite all the difficulties and negative impacts caused by COVID-19, The Lighthouse for the Blind, Inc. persevered and remained robust, focused, and ever more dedicated to its mission. I am incredibly proud of the staff and grateful to our Board of Trustees. Because of our resilient, creative, and dedicated employees, we were able to adjust and make adaptations that not

only allowed us to endure during the pandemic, but will ultimately make us a stronger, safer, and better organization moving forward.

I am extremely proud to report the launch of the Low Vision Clinic despite the challenges due to the pandemic. When it became clear that in-person visits would not be safe or practical, the clinic team considered the best way to leverage technology, and how to get low vision devices out to people's homes, allowing us to provide many services through a telehealth approach. The Independent Living Program team used phone calls and video chat to aid older adults with visual impairments. They also provided orientation and mobility training in outdoor environments where physical distancing could be practiced.

Another adjustment we made, and one that will continue, is redesigned curricula so computer training and braille instruction can be delivered virtually. This allows us to serve employees at any of our 17 locations with consistent, high-quality training.

In June, we celebrated the one millionth wallboard to come off the production line at the Spokane facility!

This was a tremendous milestone, highlighting the amazing work of our employees who are blind in the Spokane area over the past twelve years, demonstrating our strong partnerships with suppliers and customers.

We also began shipping the quad-fold standard vehicle medical kit, which will provide additional employment opportunities for several years to come while supplying the military with reliable emergency equipment.

As you review this annual report, it is clear that COVID-19 hindered some of our plans and that several initiatives were deferred. However, you will also notice that we achieved many impactful accomplishments.

We have not slowed down, and we continue to seek ways to improve and grow operations and services. We look forward to the start of several initiatives including the release of a new offering through our wallboard line, as well as the expansion of our Base Supply Center footprint over the next few years, beginning in February with a new relationship serving the Coast Guard in Seattle. We are embarking on a comprehensive evaluation of our Employee and Community Services programs to determine what modifications need to be made, and if any new services could be offered, to allow us to have greater impact and successful outcomes by those who use our services. We are also looking for ways to provide even more services to the communities in which we operate.

I am extremely thankful to our incredibly supportive partners and generous donors for their critical contributions. You made it possible for us to continue advancing our mission of growing the number of diverse, sustainable, and meaningful employment opportunities for people who are blind, DeafBlind, and blind with other disabilities during a very difficult period. I am confident that in the upcoming year we will serve more individuals living with visual impairments than we ever have before.

The future is bright for the Lighthouse, and I am excited about the opportunities that lie ahead.

**Sincerely,
Cindy Watson
President and CEO**

Lighthouse Employees

Photo with caption: Close up of a light skinned hand holding a handheld Closed Caption Television (CCTV) device positioned over a reading card.

Photo with caption: A dark skinned man is posing in the Lighthouse Low Vision Clinic, wearing a face mask. Shelves with containing large print phones, keyboards, and more are behind him.

Photo with caption: A light skinned man with grey hair is picking up a large roll of packing materials. He is wearing a face mask.

Photo with caption: A medium dark skinned woman wearing a face mask is sitting at a desk with a keyboard in front of her and a desk phone to her ear.

Pie chart of employee breakdown:

211 Employees who are blind

210 Employees who are sighted

32 Employees who are DeafBlind

26 Employees who are blind with other disabilities

Our Mission: We empower people who are blind, DeafBlind, and blind with other disabilities by creating diverse, sustainable, and meaningful employment opportunities.

The Lighthouse for the Blind, Inc. is a multi-faceted social enterprise steeped in the philosophy of equity and inclusion, providing sustainable, livable wage employment opportunities for people who are blind, DeafBlind, or blind with other disabilities for over 100 years. People who are blind, Deafblind, and blind with other disabilities fuel all we do, from executive-level management, to aerospace machining, and everything in between. Upward mobility is a key tenet in the Lighthouse mission, along with providing services such as computer technology training, orientation and mobility, braille instruction, and other courses, all to support employees in a successful career at the Lighthouse and beyond.

Where Employees Who Are Blind Work

Large icons of a forklift, an airplane, a shopping basket, a customer service agent, and a service provider.

57% Manufacturing — Defense & Office Products

25% Manufacturing — Aerospace

10% BSC Stores & Service Businesses

5% Administration & Support

3% Employee & Community Services

Employee & Community Services

Pie chart graphic showing where resources were allocated:

\$430K Low Vision Services

\$370K Interpreting Services

\$290K Employee & Community Services Administration

\$290K Orientation & Mobility

\$250K Accessibility

\$140K Supported Employment

\$140K Employee Support Services

\$130K Accessible Computer Training

\$80K Braille Instruction

\$70K DeafBlind Retreat

\$40K DeafBlind Computer Training

Integrated into the Lighthouse mission is the philosophy that each employee has the in-house supports they need in order to succeed in their job. Examples of supports include workstations accommodated to each specific employee's needs, orientation and mobility instruction to teach independent travel using tools to help people navigate complex transportation systems, and American Sign Language classes to facilitate communication between DeafBlind and hearing coworkers. Other services include DeafBlind Community classes, braille instruction, computer training, job coaching, and other types of employee support.

During FY2020, we added the Independent Living Program and Low Vision Clinic, each serving the broader low vision community, and those who are new to vision loss.

534 People Served Through ECS Programs

204 Community members who are blind

165 Employees who are blind

47 Employees who are blind with other disabilities

45 Employees who are sighted

34 Employees who are DeafBlind

32 Community members who are DeafBlind

16 Employees who are hard of hearing

10 Community members who are sighted

9,279 hours of direct service, the equivalent of 12.7 months

Infographic of 12.7 wall calendars

Welcome George Abbott

Photo with caption: A medium portrait of George Abbott, a light skinned man, smiling. He is wearing a suit coat with a blue button up shirt beneath.

As an advocate for people with disabilities throughout my entire life, I am excited to bring my passion and experience to the Lighthouse team. My relationship with the Lighthouse began in 2014 when I became a trustee on the board. I quickly learned about the diversity of employment opportunities, programs for training and support, and continuous growth. I was impressed because the commitment to meaningful employment was strong and the specialized training offered was unique. Although my board service ended in 2018, I continued to stay connected with the Lighthouse as a donor and community partner.

In early 2020, I learned the Lighthouse was looking for a Senior

Vice President. Given my experience as a vision rehabilitation therapy professional, assistive technology trainer, fundraising executive, and my leadership roles in national nonprofit organizations, including the Hadley Institute for the Blind and Visually Impaired, and the American Foundation for the Blind, I thought this could be a wonderful fit for both the Lighthouse and me. As someone who has been blind since birth, I believe in the importance of people who are blind having meaningful and fulfilling careers, and becoming economically self-sufficient. I am passionate about the Lighthouse mission. I support President and CEO Cindy Watson and her team, in every way I can to empower people who are blind, DeafBlind, or blind with other disabilities.

I am honored to be a member of this incredible organization and I am excited about being part of its bright future.

**Sincerely,
George Abbott
Senior Vice President**

Employee Spotlight: Dana Van Dussen

Photo with caption: A medium portrait of Dana Van Dussen, a light-skinned, blonde-haired woman. She is standing outside in a garden, smiling.

“I’m a self-starter; I don’t like to rely on other people unless it’s absolutely needed,” said Dana Van Dussen, Senior Director of Human Resources and Lighthouse’s 2020 Indirect Labor Employee of the Year. She has led a successful 15-year career at the Lighthouse working in human resources.

Dana’s parents realized she had severe hearing loss at age two and equipped her with hearing aids. Life was relatively steady until Dana reached the age of 14, when it became apparent her eyesight was becoming problematic at night. When she was 15, she was diagnosed with Usher syndrome, which is a rare genetic

disorder with a combination of hearing loss and a degenerative eye condition known as retinitis pigmentosa.

She attended high school in Seattle, where she learned about the Lighthouse when an interpreter from her school brought her there for a tour. After she graduated, she pursued her undergraduate degree at Cal State University, which had a sizable support system for people who are deaf or hard of hearing. Taking advantage of the note taking and interpreting services, Dana completed a Bachelor of Science in business administration and management and came back home to Seattle to launch her career.

Dana applied at the Lighthouse for a Human Resources Coordinator position in 2005, and she began working on a small team. Dana was eventually promoted to HR Manager, then to Director of Human Resources, and currently to her position as Senior Director of Human Resources. “Having a good career is important to me,” Dana said, “being independent is about making my own decisions, my own choices, and really being able to take control of my life, where I want to go, and doing the things that I do.” Through her work in HR, she supports everyone in the organization, and is delighted in contributing to their success. She enjoys connecting to younger employees coming to the Lighthouse for their first jobs and helping to mentor them in their career paths.

Dana finds inspiration in her everyday interactions with employees at the Lighthouse. “Even though I have a progressive eye disease, and I could lose my vision, life continues on, and that really means a lot to me,” she noted. “I think had I not worked here at the Lighthouse I would have been more lost. Hearing and seeing other people’s stories and knowing how well they achieve and how successful they are — it to me is inspirational, it’s motivating, it’s more helpful than I think I can put words to.”

Dana is a fierce advocate and ambassador for the Lighthouse and

constantly works to promote the organization and bring people in for tours. Bringing awareness of blindness is critical, and the best way to accomplish that is to bring people to the Lighthouse to see how people who are blind and DeafBlind work despite their visual impairments. It is Dana's hard work that has earned her the title of Lighthouse 2020 Indirect Employee of the Year.

When she's not ardently busy working at the Lighthouse, Dana is an avid traveler, having visited over 19 different countries along with pursuing a goal of visiting all 50 of the United States and 7 continents. She's passionate about the outdoors, hiking, purchased a jeep and recently joined a jeeping club (letting others do the driving part) that volunteers with the

DeafBlind Program

Photo with caption: Candid image of an employee with a medium dark skintone and black hair using a handheld magnifying glass to look at a card she is holding in her hand. She is wearing a face mask.

The DeafBlind program provided 843 hours of direct services in FY20, most of which occurred prior to the onset of the pandemic. The majority of those service hours consisted of American Sign Language (ASL) classes, taught by DeafBlind instructors to groups of Lighthouse employees in the workplace. These classes are crucial in promoting and fostering communication with sighted and hearing employees and their DeafBlind coworkers. Our DeafBlind Community Classes serve the broader DeafBlind Community in Seattle, also including some Lighthouse employees. DeafBlind participants have opportunities to connect with others in the community, learn leadership and presentation skills, get information on a wide range of subjects, and support American Sign Language Interpreters and Support Service Providers to develop skills working with DeafBlind individuals. In addition, we provided several hours of orientation & mobility training to DeafBlind employees so they may build skills to travel

independently and safely.

The impact of the pandemic on the DeafBlind Program cannot be understated, as our annual DeafBlind Retreat and DeafBlind Community Classes were immediately shut down in February 2020 and have not resumed. ASL classes and technology training have also not resumed at this time. Several DeafBlind employees have returned to work recently, and limited interpreting supports are being made available, but additional services are still minimal due to the ongoing pandemic.

Employee Spotlight: Karl Schaeffler

Photo with caption: A medium portrait of Karl Schaeffler, a light skinned man with light brown hair past his shoulders. He is standing outside, wearing a blue beanie and a blue knit sweater.

“Being blind has never stopped me from doing things that sighted people do,” said Karl Schaeffler, Set-Up Specialist at The Lighthouse for the Blind, Inc. Karl was elected as the 2020 Raymond. W. Haman Direct Employee of the Year.

Karl’s parents noticed he had a vision problem developing while he was in kindergarten. Karl had Leber’s disease, an inherited form of vision loss which affects the optic nerve. His parents put him into a junior high school where there were resources available for students who were blind, and later he went on to graduate from Temple City High School, where he ran track, and played football, soccer and other sports.

Finding employment was challenging for Karl, and while he was in college, he worked doing landscaping with his brother-in-law, traveling a couple hours by bus to and from Corona every day. “I’m very determined in my work ethic and that’s how I am in life,” Karl noted.

He eventually married in 1997 and later became a father. He would spend his days as a stay-at-home dad up until he relocated to Spokane, WA with his family in 2004.

Karl continued caring for his child at home, and for the next four years he did yard work for his church and cleared the sidewalks of snow. By a stroke of luck, his next-door neighbor happened to be a building inspector who had just recently completed a job at what would eventually become the Lighthouse facility in Spokane. He suggested that Karl visit the Lighthouse to see if there were any job opportunities. Karl went in for an interview in August of 2008 and was hired that same week.

“I was already independent before coming here, but the Lighthouse made me more independent,” Karl said.

He began as a Production Worker working on the easel line, then supporting the production of the first lines of SKILCRAFT/Quartet-branded wallboards the Lighthouse had just begun manufacturing in Spokane. He was eventually promoted to Senior Production Worker, and then to Senior Machinist, and he works today as a Set-Up Specialist in the easel department, helping prepare the various assembly stations for teams ranging from four to ten employees.

“What I’ve learned at the Lighthouse is that by working in certain jobs, it gives you a [confident] feeling to be productive in things that you haven’t done before. It makes me feel good to come to work.”

Taking advantage of Lighthouse training incentives through the Employee and Community Services program, Karl participated in both braille instruction and computer and assistive technology training to further his skills.

The self-determination at work Karl exemplifies also permeates throughout other aspects of his life. “Being blind is not about having a crutch or anything like that. It’s a disability, but for myself

and others that I've known, it doesn't bother them, it doesn't deter them to get what they want, or do what they want to do. I've just tried and did the best that I can. People who are blind can achieve anything they want to do."

When he's not working hard on the easel line at the Lighthouse, Karl loves to travel, attend live music events, and working on his new house that he just purchased.

The Lighthouse & COVID-19

Welfare calls to find out if employees need assistance (icon of phone ringing)

Barriers & tactile landmarks to reinforce direction of travel (icon of gears)

One-way aisles to facilitate social distancing (icon of arrows moving left and right)

Masks required at all times while indoors (icon of mask)

Distanced work stations (icon of people standing at a distance)

Temperature checks (icon of thermometer)

The COVID-19 pandemic upended the day to day lives of people and businesses in far-reaching and lasting ways. When Governor Inslee initially made the "stay at home" order in March of 2020, The Lighthouse for the Blind, Inc. moved swiftly to ensure the safety of all our employees in all our facilities across the U.S. Our manufacturing facilities began operating with limited workforce, focusing on select operations and providing products and services deemed essential by the Federal Government, while sending many employees in the Seattle and Spokane locations home to work virtually, and placing several others on a temporary, standby status.

As restrictions have lifted and employees have begun returning to work, we have put in place accessible safety and security measures like temperature checks, mask mandates, and social

distancing protocols to safeguard our employees, many of whom are blind, DeafBlind or blind with other disabilities.

Throughout this uniquely challenging year the focus for the Lighthouse has always been on our employees and the tools and resources they need to safely do their jobs. Employment is the means of our mission, and our goal is empowerment.

Employee Spotlight: Mike Soriano

Photo with caption: A medium portrait of Mike Soriano, a man with a medium dark skintone. He is smiling and standing inside of a BSC store with office products behind him, and wearing a BSC shirt and apron.

Mike Soriano found more than just a job when he began working at the AbilityOne Base Supply Center (BSC), he found hope.

Mike was in his thirties when he lost his vision. He first noticed his vision declining while driving at night.

“I took it hard,” he says of the diagnosis he received in the 90s. “At first I didn’t believe it. I went to a specialist for a second opinion, and they confirmed it.”

Mike has retinitis pigmentosa, a rare genetic disorder that causes a breakdown of cells in the retina. He was in Guam, where he grew up, when he got the news.

“It’s pretty hard when you have everything and you feel like it’s taken from you,” Mike noted. “I used to do it all. I used to surf, I used to drive. My life was going downhill after I lost my eyesight. I almost took my life. I was drinking and taking drugs. I gave up.”

Life was looking bleak for Mike, but then a few things happened that helped him turn his situation around. His sister, who was in the Army at the time, encouraged him to move to

Washington state after she heard about the Lighthouse and the programs that are offered here.

He also met and married his wife, who he says is “my best friend; an angel.”

Mike had previously trained to become a heavy equipment operator and worked many years for the Public Works Department on a Naval base but once he arrived, he began learning new skills from the Washington State Department of Services for the Blind.

They helped him get a job with the Lighthouse in 2003, and he’s been employed here ever since. Mike has continued to build upon his skills in his time at the Lighthouse by participating in computer training at his BSC location.

His wife, his teenage son, and his job as a Stock Clerk at the North Fort BSC on Joint Base Lewis McChord keep Mike busy.

“Whatever comes into receiving, sometimes six to ten pallets, I handle it,” he says. “We can get pretty busy in there.”

Mike uses a Closed Circuit Television (CCTV) device to read the barcodes necessary to record incoming inventory. The device uses a camera on one side which produces a magnified image to the screen on the other side, which can be adjusted to show different colors, magnifications, and contrasts. Mike uses the device outside of work too.

“It’s my eyes,” he says fondly. “I can’t live without it.”

After getting a job at the Lighthouse, Mike was able to get his house through Tacoma/Pierce County Habitat for Humanity. He still volunteers for them in his time off. He uses his previous experience working in the construction industry, to continue giving back and helping others.

“I used to depend on government assistance,” he says, “but now I’m on my own two feet.”

He wants people to know that difficult challenges in life can be overcome.

“If you’re blind or visually impaired, don’t give up,” he says. “There’s always a second chance.”

AbilityOne Base Supply Centers

Photo with caption: A candid image of a military member shopping in a BSC store. The man has medium dark skin and is wearing camouflage fatigues. He has a shopping cart next to him and is holding a large desk calendar in his hands.

In 2020 we celebrated the 25th Anniversary of National Industries for the Blind (NIB)’s AbilityOne Base Supply Center (BSC) program. BSCs are retail stores located on military installations where military members and contractors are able to pick up needed supplies. These supplies include military uniforms, office and janitorial products, furniture, and specialty items. More importantly, the BSCs are Lighthouse locations where people who are blind, DeafBlind, and blind with other disabilities are employed and assist the military in accomplishing their mission. The Lighthouse launched our first BSC in 1999 with a store in Fallon, NV, and we subsequently opened several additional stores in Washington and California. We employ over fifteen people who are blind or visually impaired at our BSCs, with more positions expected to accompany additional stores opening in the upcoming year. Employees who are legally blind hold positions such as District Manager, Receiving Clerk, Purchasing Specialist, and Retail Sales Associate.

In 2021, the Lighthouse will open the Coast Guard BSC in Seattle, WA and two new stores in coordination with General Services

Administration to support the Navy in California. This growth marks a milestone for both the Lighthouse and NIB.

Employee Spotlight: Jane Elliott

Photo with caption: A medium wide portrait of Jane Elliot, a light skinned woman with short light hair. She is standing in a garden, leaning against a rock wall, smiling.

Jane Elliott loves hot glazed donuts and helping people who are losing their vision adapt to a new normal.

Since 1993 she has been out in the community, working as a Vision Rehabilitation Specialist and Orientation and Mobility Specialist.

“I work with people who have typically had vision but who have lost it fairly recently,” she says.

“My main job is to help people regain independence that might have been lost with vision loss.”

How hard is it to adapt to vision loss later in life? Jane says the possibilities are more than you might imagine.

Jane has a personal connection to her work, because she grew up with a cataract in her right eye and had several surgeries to help her left eye adjust. Her right eye never did learn how to see, but she wants to show others what can be accomplished, even with vision impairment or vision loss.

“I understand how hard it is, particularly to lose vision,” she says.

“I understand the emotional and practical difficulty that it brings to people. But I also want to bring them hope and bring them examples of how even simple things can be accomplished with some training.”

Jane is a relatively new addition to the Lighthouse family. While the Lighthouse usually focuses on getting people into the workforce, Jane is part of the Independent Living Program (ILP), which helps people learn the skills they need to continue living independently.

The Lighthouse received the ILP contract in late 2019. Jane and her coworker Lynne from the Lighthouse provide ILP services to those in the Puget Sound counties of King, Snohomish, Skagit, Island, San Juan, and part of Pierce.

“I feel so grateful to the Lighthouse for taking this role on, and I feel thrilled for the community,” Jane says.

Each day she visits three or four people in the community, and teaches them communication, in-home, and orientation and mobility skills. They learn everything from using the phone, to tracking appointments, to managing medication to working with money and even getting around in their neighborhood. Whatever their needs are, Jane is there to help.

“I love my job. I love the look on people’s faces when they realize they actually can again do any number of things that seemed simple before vision loss, like being able to tell time, or cook their own meal, or get to the mailbox.”

“If people ask me what the best part of my job is, it’s the variety and working with people one-on-one.”

Outside of work, Jane loves gardening, movies, and “raised, glazed, juicy, just-out-of-the-fryer donuts.”

“The world around us is so rich if you just pay attention,” she says.

“I am shocked and full of admiration for people who are coping,

sometimes with total blindness, later in life. It's scary to lose anything, but we can overcome these things. The human spirit is truly amazing."

Low Vision Clinic

Photo with caption: A wide shot of a waiting room with a reception desk. Above the desk is a large sign that reads "Lighthouse Low Vision Services."

Photo with caption: Image of an eye exam in process. One woman with her back to the camera is sitting in an exam chair. Dr. Shagas is sitting next to a large eye chart, pointing to a row of letters.

In June of 2019, Sight Connection, a fellow non-profit focusing on providing low vision services, closed its doors, leaving an immense gap in the King County area for people who have low vision. With so many people dependent on those services, we knew we had to step up and fill the gap.

Our Low Vision Services program has been up and running for almost a year and a half, providing a variety of services that are available to the community. Because of the pandemic, many of our services have transitioned to virtual spaces, but we are continually looking for creative and meaningful ways to meet the needs of our community.

Dr. Anna Shagas, formerly at Sight Connection, is now our resident optometrist in the new Low Vision Clinic, and our Low Vision Store is a singular dedicated space for people to purchase assistive tools and devices.

Manufacturing Milestones

1,091,740 Defense Products (icon of entrenching tool)

2,423,890 Aerospace Parts (icon of airplane)

124,250 Office Products (icon of easel)

Our manufacturing operations span across a total of 274,000 square feet in our facilities in Seattle, WA, Spokane, WA, and Summerville, SC. Not only is making high quality products for our customers paramount to our organization, but also our imperative to create diverse, sustainable, and meaningful employment opportunities for people who are blind, DeafBlind, and blind with other disabilities.

FY2020 brought a major milestone achievement in manufacturing, as The Lighthouse for the Blind, Inc. celebrated the completion of our one millionth wallboard! Since the launch of our Spokane facility in 2008, the Lighthouse has partnered with Acco Brands in producing high-quality wallboards for the Federal Government through the AbilityOne Program. Today the Lighthouse has delivered over \$70 million worth of wallboards and will be delivering upwards of 9,000-11,000 boards per month, 95% of which are produced by people who are blind. The Lighthouse has provided accessible jobs and created numerous employment opportunities around the wallboard line.

“The one thing that has always been at the forefront was creating employment opportunities for people who are blind, providing good wages, good health care to our employees, treating our customers well,” said Pat O’Hara, Lighthouse Chief Operations Officer. “And making sure that every time that a customer opens that box with the Lighthouse, SKILCRAFT, and Quartet branding on it, that wallboard is a good quality product that we are all proud of.”

Photo with caption: A medium dark skinned man is crouching down next to his dog guide and smiling. He is wearing a dark blue collared shirt with a BSC logo on it.

Photo with caption: A man with medium dark skin is working on assembling a wallboard. He is wearing dark sunglasses and a ballcap.

Photo with caption: A candid close up image of a light skinned woman holding a tool in one hand and a metal part in other. She is wearing dark safety glasses and leaning in close to her hands.
Photo with caption: A portrait of a dark skinned man standing in a doorway. He is wearing dark sunglasses and holding a white cane.

FY20 Financials

Income

Manufacturing

Aerospace \$ 12,570,000

Defense \$ 34,010,000

Business Office Products \$10,180,000

Services

Base Supply Centers \$ 27,630,000

Contract Management Services \$1,180,000

Other Services \$10,000

Employee & Community Services Contracts and Fees \$240,000

Cash and In-Kind Contributions \$1,520,000

Investment Returns \$410,000

Gain on Sale of Property \$9,640,000

Total Income \$97,390,000

Expenses

Personnel \$ 28,450,000

Materials for Manufacturing and Retail Operations \$48,530,000

Facilities and Infrastructure \$8,200,000

Professional Services \$1,500,000

Administrative Expenses \$1,460,000

Total Expenses \$88,140,000

Change In Net Assets \$9,250,000

Barbara Ross

Foundation Board President | 2015 to 2021

Photo with caption: Close up portrait of Barbara Ross, a light skinned woman with grey hair. She is standing outside, smiling, wearing red lipstick and a scarf.

Helen Keller said, “Optimism is the faith that leads to achievement. Nothing can be done without hope and confidence.”

It is with hope and confidence that I will be passing the torch of Foundation Board presidency to longtime friend of the Lighthouse, Brad Wiens. I will be remaining on the board, and I am excited to see the fabulous work we have started continue to flourish under Brad’s leadership.

When my daughter began working at the Lighthouse in 1987, I knew we had found someplace special. In 2008, I joined the Foundation Board of Directors, and became president in 2015. I have been honored to serve alongside outstanding community members, to host fabulous events, highlight inspiring stories, and support our Employee and Community Services programs that make it all possible. I sincerely thank all of you who are working to continue our 101 year legacy of empowering people who are blind, DeafBlind, and blind with other disabilities.

Thank you for all you have done to support the Lighthouse mission. Together we have accomplished incredible things, and building on my 50 years’ experience as an advocate for people with disabilities, I am excited to continue to support this community and the vital work we do together.

**Best wishes,
Barbara Ross**

Board of Trustees

Katherine Beck, Chair

Jude P. Johnson, Vice Chair

Gen. Peter Chiarelli (Ret.)

Harold Egler

Paul Lwali

Gary Mackenstadt

Matthew Pedersen

Bennett Prows

Paul Reed

Barbara Ross

Mark Rowley

Bradley Wiens

Katherine Beck

25 Years of Service | 1996 to 2021

Photo with caption: A medium portrait of Katy Beck, a light skinned, blonde haired woman. She is smiling and wearing a large purple necklace and purple blazer.

We thank Katy for her commitment to the Lighthouse and its mission. During her 25 years of service on our Board of Trustees, Katy was involved with the initial opening of the Base Supply Center business, participated in the expansion process to our Spokane and South Carolina locations, played a part in hiring the Organization's first CEO who is blind (Kirk Adams) and was instrumental in the recruitment and hiring of our current President and CEO, Cindy Watson.

In the early 1990's, Katy first served the Lighthouse on the Ernst & Young audit team. In 1996, the Lighthouse was fortunate to

welcome her to our Board of Trustees, where she diligently served on or led numerous board committees. In January 2019, she was elected Board Chair and served for the next two years, including 2020 with its unprecedented pandemic challenges. Her passion, thorough preparation, problem-solving ability, and financial acumen were highly valued by her fellow trustees and the management team, alike. We wholeheartedly thank her for her years of dedication, energy, and unwavering support.

Thank You to Our Donors

Photo with caption: A portrait of Brad Wiens, a light skinned, grey haired man wearing a grey suit.

Bar graph showing breakdown of contributions:

\$590,000 Corporations and Foundations

\$370,000 Individual Gifts

\$235,000 Government Grants

\$199,000 In-Kind Gifts

\$126,000 Trusts and Bequests

\$1,520,000 Total Contributions

We are incredibly thankful to our generous donors and community members for making a difference in the lives of people who are blind, DeafBlind, and blind with other disabilities every day.

We are amazed by what can be accomplished when our community comes together and partners to provide opportunities for others. During these unprecedented times, we are immensely grateful for your support to address the urgent needs created by the pandemic. Your continued support empowers people through diverse, sustainable, and meaningful employment opportunities.

On behalf of everyone at the Lighthouse, we appreciate your investment in jobs, independence, and empowerment!

**Sincerely,
Brad Wiens
Foundation Board President**

Planned Giving

Photo with caption: A candid image of a light skinned man standing at a work station, working on an E-tool. He is wearing dark sunglasses.

Planned gifts are a vital piece of the funding puzzle for nonprofits. They create a lasting legacy for the donor and a sustainable bedrock of support for the organization. At The Lighthouse for the Blind, Inc. your planned gift ensures a future of dignity, empowerment, and independence for individuals who are blind, DeafBlind, and blind with other disabilities. Make a gift that will impact lives for years to come by joining the Lighthouse Legacy Society today.

“As the Lighthouse has been faithfully fulfilling its mission for over 100 years, joining the Lighthouse Legacy Society gives me confidence that I can help the Lighthouse empower those who are blind, DeafBlind or blind with other disabilities long into the future.” — Brad Wiens, Lighthouse Legacy Society Member & Foundation Board President

Planned gifts are easy to document, and can take many forms including:

Gifts in Your Will

Bequests

Charitable Remainder Trusts

Charitable Gift Annuities

Life Insurance Beneficiary Designations

Outright Gifts

If you have questions about leaving your legacy gift to the Lighthouse, or if you would like to notify us of a planned gift, please contact Jonathan Dymond at Engage@LHBlind.org.

Foundation Board

Barbara Ross, President
Doug Fischer, Co-Vice President
David Kidd, Co-Vice President
Sandra Amodt
Maury Costantini
Meghan Fox
Stephen Alexander Hamilton
Laura Hard
Kirk Laughlin
Katherine Perry
Barbara Ross

INL (Inland Northwest Lighthouse) Advisory Council

Laura Hard, Chair
Lorna Walsh, Vice Chair
Pam Beasley
Joel Crosby
John Dubay
Gary Jespersen
Marshon Kempf
Kirk Laughlin
Fred LeFriece
Don Mollet
David Romine

Our Locations

Graphic: Numbered map showing locations across the U.S.

Washington

- 1. Seattle Facility - Seattle, WA**
- 2. Lakewood Office - Lakewood, WA**
- 3. Spokane Facility - Spokane, WA**
- 4. JBLM–eXpress/Web Fulfillment - Joint Base Lewis-McChord, 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 Joint Base Lewis-McChord - North Ft. Lewis, WA**

California

- 8. San Diego Facility - San Diego, CA**
- 9. AbilityOne Base Supply Store Fleet Readiness Center - San Diego, CA**
- 10. AbilityOne Base Supply Center Naval Air Warfare Center - China Lake, CA**
- 11. AbilityOne Base Supply Center National Training Center - Fort Irwin, CA**
- 12. AbilityOne Base Supply Center SPAWAR - Point Loma, CA**
- 13. Contract Management Services SPAWAR/NAVSUP - San Diego, CA**

Nevada

- 14. AbilityOne Base Supply Center Naval Airstation - Fallon, NV**

South Carolina

- 15. Summerville Facility - Summerville, SC**

Alabama

- 16. Contract Management Services Redstone Arsenal - Huntsville, AL**

Our Mission:

We empower people who are blind, DeafBlind, and blind with other disabilities by creating diverse, sustainable, and meaningful employment opportunities.

The Lighthouse for the Blind, Inc. logo

2501 S Plum Street, Seattle, WA 98144 • LHBlind.org