



The Lighthouse for the Blind, Inc.

2021 Annual Report

to the Community



The Lighthouse for the Blind, Inc.

Dear Dedicated Supporters and Friends,

On August 1, 2021, it was my honor to accept the position of President and CEO of The Lighthouse for the Blind, Inc. The impact the Lighthouse has on the lives of those who are blind, DeafBlind, and blind with other disabilities is impressive and I'm proud to be part of this incredible organization.

We truly had an exciting year with wonderful accomplishments. We adjusted our services and used innovative approaches to provide training for employees. We had great success providing computer training and braille instruction remotely. This allowed us to serve employees at locations outside of Seattle and Spokane more readily, and maintain a high, consistent level of support. We received incredibly positive feedback from those receiving the training. We look forward to making more of these opportunities available. The Employee and Community Services Department served more individuals this year than ever before, and we expect this trend to continue.

The Lighthouse Low Vision Clinic in Seattle has been in high demand. We received numerous referrals, thanks to strong relationships with eye care professionals. Patients expressed gratitude for the Lighthouse helping them to access tools and learn techniques that allow them to maximize their remaining vision.

In May, our Summerville, South Carolina facility celebrated its fifth anniversary. I had the privilege of visiting our staff and they all expressed how happy they are to be working and are thrilled to be part of the

Lighthouse family. We are working to expand our operations in Summerville and hire more individuals who have visual impairments.

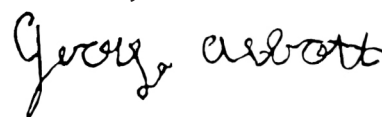
We opened a new Base Supply Center in Seattle this year. This was our first opportunity to serve the U.S. Coast Guard, and in keeping with our mission, an employee who is blind was ready to step into the store manager role. We look forward to playing a bigger role for the Coast Guard as they expand over the next three years.

Last year we made a commitment to educate our elected officials about the excessively high unemployment rate of those with disabilities, and how the Lighthouse creates excellent opportunities for employment, upward, and outward mobility. We met with dozens of Congressional representatives and staff resulting in positive dialogues and greater awareness of our mission.

Thank you employees, trustees, volunteers, donors, and friends who have generously supported the Lighthouse! We are grateful for your time, suggestions for improvement, and desire to help us succeed.

The future is bright at the Lighthouse!

Sincerely,



George Abbott
President and CEO



Summerville's 5th Anniversary

Five years ago, the Lighthouse proudly opened our third manufacturing facility in Summerville, South Carolina. For eight years our manufacturing team searched for a location with access to public transportation, manufacturing ability, potential for expansion, and an under-served community. Summerville met every need.

Prior to the Lighthouse opening, there were few employment opportunities for individuals who are blind in the Tri-County area. Fortunately, the Lighthouse could provide blind employment in South Carolina. Our Summerville facility currently employs 14 employees who

are blind. Eleven of those employees have been at the location for three years or longer.

Amanda Malone has worked at this location since it first opened five years ago. She watched as the number of workers grew from five to 16. "My coworkers are very funny. We laugh all the time. I think we are a great team."

Many Summerville employees have expressed the difference it's made to them to be around other people who are blind. "What helped me to cope with losing my vision is working around people who are visually impaired and totally blind. They understand me, and I get to learn from them," shared Sharon Dunbar, Production Worker.

Roosevelt Stevenson, Production Lead, has worked at the Lighthouse for more than 20 years, first starting at the Seattle facility before moving to South Carolina. He shares, "I love training people, I love the reward."

With plans for expanding accessible jobs, Summerville has an exciting future ahead! ■

87.5%
**of Summerville
employees
are blind**



Amanda Malone,
Production
Worker

Manufacturing

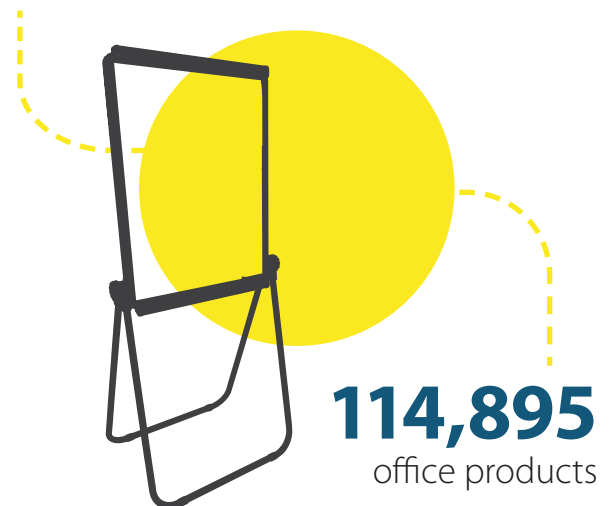
Nearly 70 years ago, the Lighthouse began our machine shop operation. We have been a continual contractor with The Boeing Company since 1952 with a 99% acceptance rate for manufactured parts. Today, we are an ISO9001- and AS9100-accredited manufacturer. We specialize in precision machining, assembly, injection molding, and SKILCRAFT Products.



Katine Gadsden,
Production
Worker &
Earnest Glover,
Marketing
Assistant



Avery Brooks,
Production
Worker





Greg Szabo, Director of
Government & Public
Relations

Advocacy at the Lighthouse

As part of the Lighthouse's long-standing history of government advocacy, Greg Szabo and Earnest Glover have been meeting with elected officials to advocate for issues that impact people who are blind and DeafBlind in the U.S.

Greg came to the Lighthouse in Spokane, Washington 10 years ago. Since then, he has been promoted to Director of Government and Public Relations. Greg has an eye disease called retinitis pigmentosa, which caused him to slowly lose his vision over time. Greg is now an advocate who meets with government officials to promote the needs of others who are blind and DeafBlind. He spends his time trying to get legislation passed that will help advance employment and transportation needs of those in the community.

"It's still kind of shocking to me that I'm connected to members of Congress and reaching out to members of their staff. It's really awesome!" he says. "I never dreamed that I'd be going to Capitol Hill and advocating for people who are blind." One of his main initiatives is looking

Accessibility

at policies that affect the AbilityOne Program, which is a program the Lighthouse participates in, that provides products and services to the U.S. Government. He's been to Capitol Hill several times and is building the relationships needed to advance legislation.

But Greg hasn't been doing this work alone. Earnest Glover has been at the Lighthouse's facility in Summerville, South Carolina since 2018. Earnest's title is Marketing Assistant, but he also holds another role at the Lighthouse — advocating for people who are blind and low vision both locally and nationally.

Earnest joined National Industries for the Blind (NIB)'s Advocates for Leadership and Employment program in 2020. The Advocates program targets high-potential employees who are blind working at NIB associated agencies. Participants become part of a two-year training program where they learn about the legislation process and communicating our shared mission and outstanding work.

The government advocacy team at the Lighthouse will continue to connect with elected officials and advocate for initiatives that impact our community. ■

There are many types of equipment that make the incredible work at the Lighthouse possible. The Accessibility Program at the Lighthouse helps to ensure that all employees are equipped with the right accommodations to make their job accessible.

■ **REFRESHABLE BRAILLE DISPLAYS** are electronic tools that form braille letters via raised pins corresponding to text on the computer screen.

■ **SCREEN MAGNIFICATION SOFTWARE** like ZoomText allows text and graphics to be enlarged and for contrast settings to be adjusted.

■ **SCREEN READER SOFTWARE** like JAWS allows text to be read aloud with synthetic speech output.

■ **MANY OTHER ACCOMMODATIONS** can be implemented to fit each individual's accessibility needs and preferences, as well.



Earnest Glover,
Marketing
Assistant

OUR WORKFORCE

43% Blind

5% Blind with other disabilities

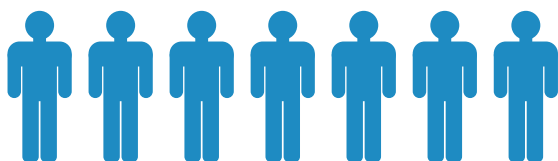
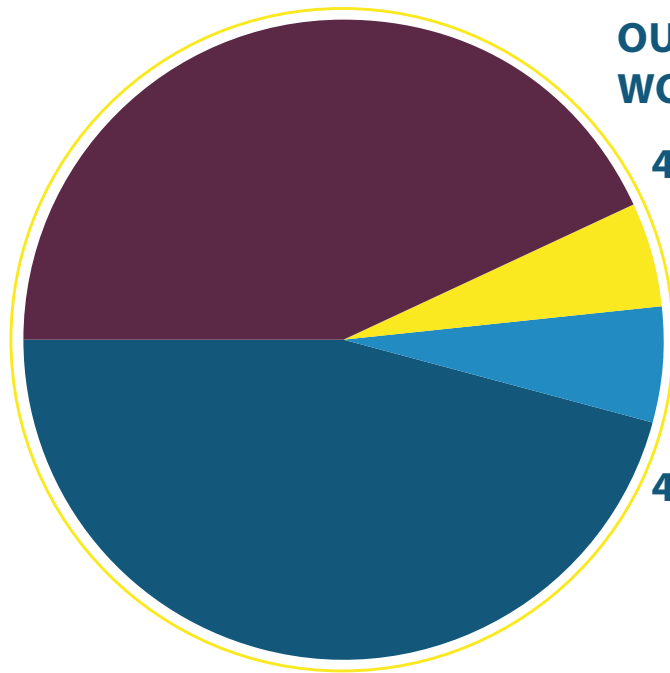
6% DeafBlind

46% Sighted



Being at the Lighthouse has really allowed me to grow in leadership."

- Shawn Dobbs, Senior Director of Talent Acquisition



7 employees who are blind received **SIGNIFICANT PROMOTIONS**



Shawn Dobbs, Senior Director of Talent Acquisition

Upward Mobility

Shawn & John

Shawn Dobbs and John Lewis are not only employees of the year, they're also examples of the opportunities available at the Lighthouse for upward mobility.

Upward mobility is a key tenet in the Lighthouse mission. Our training programs and leadership opportunities are in place to ensure that employees can not only thrive in their current roles, but can also advance their careers, should they choose to do so.

In 2018 Shawn was selected to participate in NIB's Business Management Training class, an intensive, graduate level course. Later that year, Shawn was promoted to become Senior Director of Talent Acquisition.

"If you're going to help people, I believe it's not just knowledge that you need. It's empathy and it's understanding. So, for me, having a multitude of experiences has been important. It's helped not only to shape who I am as a person, but also when I talk to other people who are blind," he notes.

John Lewis has a rare disease called Behcet Syndrome and joined the Lighthouse team in 2018. He had never worked in manufacturing before, however John learned quickly. Now as Production Lead, John has the opportunity to train and encourage other employees.

"The impact this job has had on me is more spiritual," John shares. "I feel that I was guided here. It's just made such a big impact to my life." ■



John Lewis,
Production
Lead

AbilityOne Base Supply Centers

Colleen Smith

Colleen Smith has been a clerk at the McChord Air Force Base AbilityOne Base Supply Center (BSC) for more than four years now. Her previous job could not have been more different.

“I was an X-ray tech for 15 years,” she says. “I worked with surgeons doing back surgeries, GI-type surgeries, all sorts of stuff.”

Colleen has Aniridia, which is the absence of the iris. She was born with the condition, which makes you more susceptible to developing eye conditions later in life. In 2004, after she gave birth to her son, she developed eye tumors and had to have radiation. The radiation caused side effects that have led her on a path to having ten eye surgeries,

12%

**of employees who
are blind work at
AbilityOne BSCs**

with an eleventh planned for some time in the future. She has no vision in her right eye, and limited vision in her left.

Now she’s well-versed in military lingo and she helps Air Force troops get the supplies they need. For three days each week she helps stock shelves, order supplies, assists customers, answers phones, and does whatever else needs to be done.

Through the AbilityOne Program the Lighthouse operates many Base Supply Centers up and down the West Coast. BSCs offer one-stop shopping to military personnel and federal employees. Colleen works at one of the four BSC locations on Joint Base Lewis-McChord in WA.

Colleen wants people to know that vision loss can often be an invisible disability. A person who is blind might have some usable vision and that amount or type of usable vision may differ from person to person. Individuals’ accommodation preferences can differ just as much. No two people are the same.

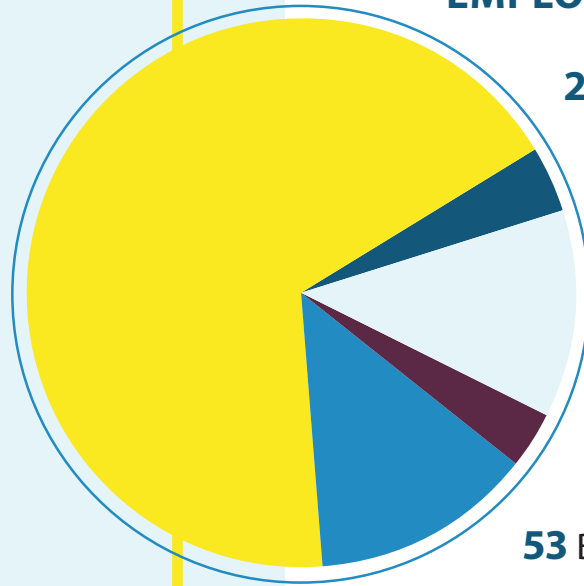
“When I came here, I had to learn how to do things differently and start relying on others,” she says. “This job allows people like me to be part of the community.” ■





Colleen Smith,
BSC Supply
Clerk

EMPLOYEES BY LOCATION



290 Seattle

16 Summerville

56 Spokane

15 CMS Locations

53 BSC Locations

WE OPENED 4 NEW LOCATIONS THIS YEAR



1

ABILITYONE BASE SUPPLY CENTER

Seattle Coast Guard Base, WA

2

ABILITYONE BASE SUPPLY CENTER

Naval Station Ventura County, CA

3

NAVAL BASE SAN DIEGO TRANSPORTATION

San Diego, CA

4

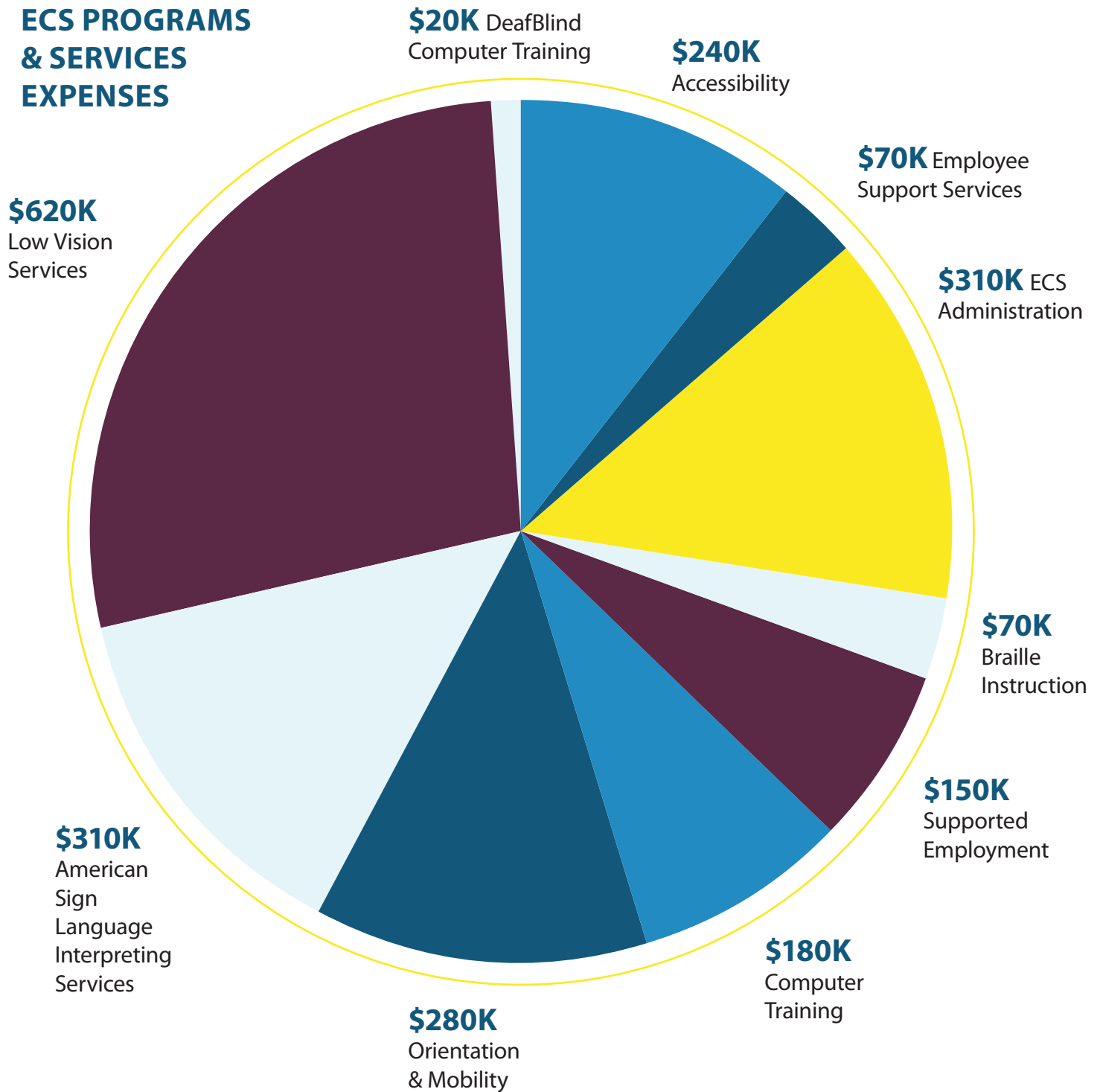
NAVAL AIR STATION NORTH ISLAND TRANSPORTATION

Coronado, CA

Employee & Community Services

The generosity of our community allows us to meet people where they are in their journey of vision loss. Employees are able to receive ongoing training and support, enhancing skills that can prepare them for upward mobility in the workplace.

ECS PROGRAMS & SERVICES EXPENSES



Our Programs & Services

■ ACCESSIBLE WORKSPACES

The Lighthouse is dedicated to providing an accessible work environment to all employees. This includes providing braille displays, adaptive computer technology, enhanced lighting, and more. Each employee has the opportunity to customize their environment to suit their individual needs.

■ BRAILLE LITERACY

Braille literacy is a vital skill for upward mobility and employment, and the Lighthouse seeks to address this need through classes and individual instruction. Braille training is now available to be taught remotely.

■ COMPUTER TRAINING

The Lighthouse has four computer training labs at our different locations where employees can learn to use a wide range of adaptive technology resources, software applications, and skills for upward mobility. Computer training can be either remote or in person.

■ DEAFBLIND PROGRAM

The DeafBlind Program creates a space for DeafBlind people to come together, share and learn information in an accessible format and environment. The Lighthouse employs more people who are DeafBlind than any other organization in the U.S.

■ ETHEL L. DUPAR FRAGRANT GARDEN

The Ethel L. Dupar Fragrant Garden is a beautiful place for employees and community members to relax and relieve stress during the workday, and enjoy the sensory experience of the fragrant garden.

■ INDEPENDENT LIVING PROGRAM

The Independent Living Program (ILP) provides instruction to help individuals new to vision loss learn new techniques to perform everyday tasks.

■ INTERPRETING SERVICES & PROTACTILE AMERICAN SIGN LANGUAGE

The Lighthouse hires freelance interpreters to meet the needs of DeafBlind employees and employees who use a language other than spoken English. Employees who are blind or sighted have the opportunity to learn basic American Sign Language to better communicate with their coworkers.

■ LOW VISION CLINIC & STORE

Available to the community as well as employees, our Low Vision Clinic and Store seek to meet the immense gap in services for individuals with low vision. Rehabilitation services, clinical exams, and a store offer tools to assist people as they adjust to vision loss.

■ ORIENTATION & MOBILITY PROGRAM

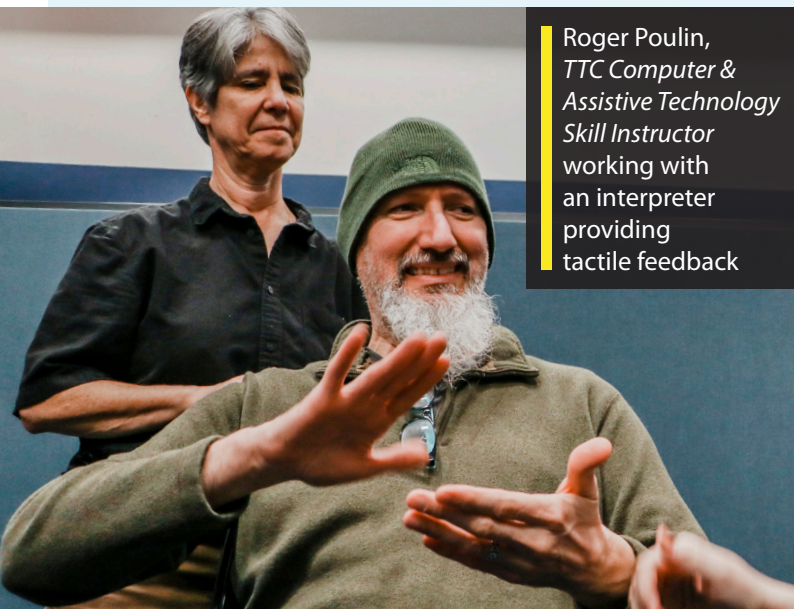
Our Orientation and Mobility (O&M) Specialists ensure that individuals who are blind can safely travel to work, home, and around their communities. Our O&M Specialists equip people with the technology, tools, and training needed to safely and independently navigate their communities. Skills instruction includes white cane travel, bus and street route planning, electronic travel aid training, and supplemental dog guide training.

■ SUPPORTED EMPLOYMENT PROGRAM

The Supported Employment Program utilizes the Lighthouse's specially trained Employment Advocates to empower people who are blind with other disabilities in continuing and expanding their career.

■ TECHNOLOGY TRAINING CENTER

The Technology Training Center (TTC) offers fully accessible computer stations to DeafBlind employees and community members, along with individual courses taught by our DeafBlind instructor.



Roger Poulin,
TTC Computer &
Assistive Technology
Skill Instructor
working with
an interpreter
providing
tactile feedback



David Miller, Senior O&M
Specialist & DeafBlind
community member

Remote Training

Our Computer Training Program (CTP) and Braille Literacy Program have been adapted to remotely meet the needs of our community. For people who are blind, increasing computer and assistive technology skills results in greater independence, access to information, and opportunities to dream big, be upwardly mobile, and be gainfully employed.

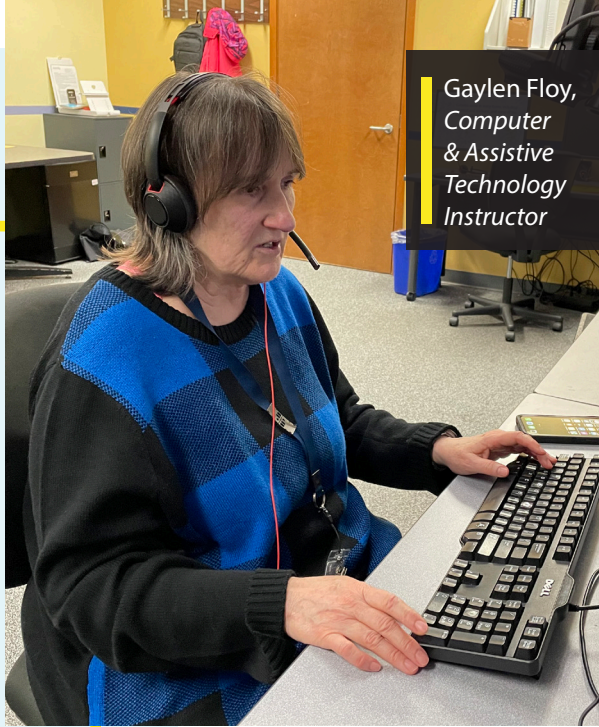
Learning to read braille — a writing system that allows for reading using the fingertips instead of vision — is not easily converted to remote learning. But using a new curriculum, technology like refreshable braille displays, and lots of creativity, our instructors have adapted braille courses to be fully remote.

“Literacy can impact people’s lives. Sometimes learning braille is just about being able to label things to be more independent in your home. Sometimes it’s about getting more involved in the community. We know

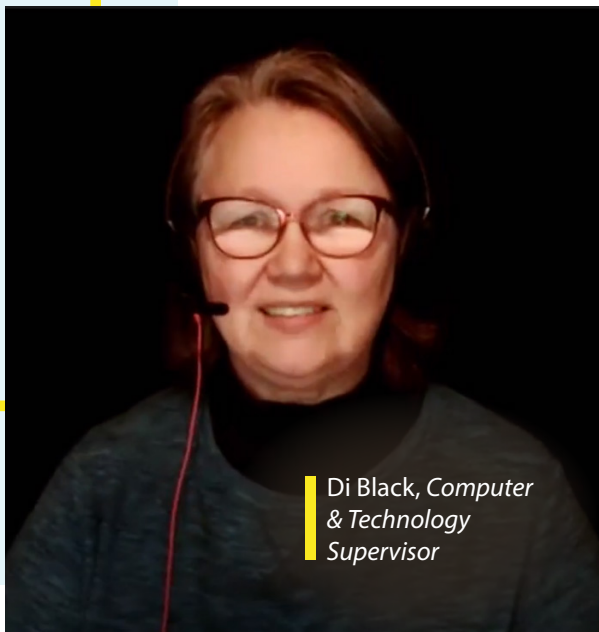
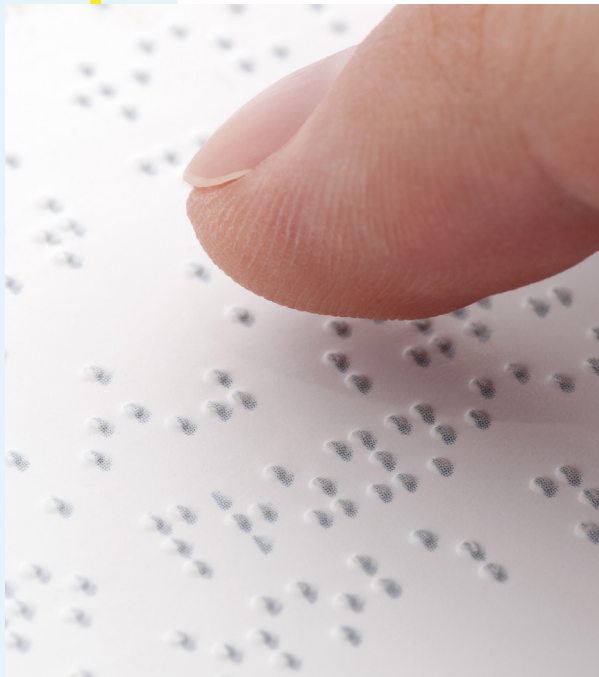
that there’s a correlation between people learning braille and an increased employment rate. So, it can have major impacts on peoples’ lives,” says Braille Literacy Instructor Jessica Cummings. No matter the subject, our instructors and service providers are determined to meet the needs of our community safely.

Computer and Assistive Technology Instructor, Gaylen Floy, notes what the remote CTP program has meant for employees. “The computer technology, it opens up doors and opportunities,” Gaylen shares. “It also helps people engage not just with their coworkers, but also to find out the news, and stay in touch with people. Especially during COVID, people have felt so isolated, so that has been a big plus.”

Computer and Technology Supervisor Di Black notes, “before remote training, we weren’t able to serve people directly at all of our locations.” Now, with curricula and infrastructure set up, remote training is available to all employees across Lighthouse locations. ■



Gaylen Floy,
Computer
& Assistive
Technology
Instructor



Di Black, Computer
& Technology
Supervisor

8,259

direct service hours
provided through
ECS programs

WHO IS SERVED THROUGH EMPLOYEE & COMMUNITY SERVICES PROGRAMS

2 Community members who are sighted

10 Community members who are DeafBlind

29 Employees who are DeafBlind

37 Employees who are blind with other disabilities

74 Employees who are sighted

157 Employees who are blind

491 Community members who are blind

Become A Lighthouse Ambassador

Here's what you can do to support independence & empowerment for people who are blind, DeafBlind, & blind with other disabilities!



**Advocate
for inclusion**

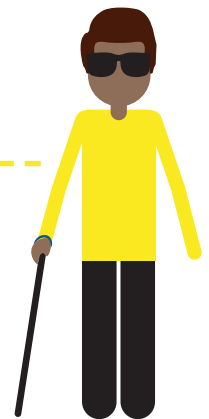
Make a gift



**Follow us
on social
media**



Sign up for our e-newsletter



Volunteer



**Take a
tour of the
Lighthouse**

Empowerment Club

Join the Empowerment Club at the Lighthouse by starting a recurring gift, today! These small, recurring gifts have a BIG impact by providing consistent, sustainable support that allows us to continue providing meaningful opportunities for people who are blind and DeafBlind to feel empowered.

Lighthouse Legacy Society

Planned gifts ensure a future of dignity and independence for people who are blind and DeafBlind. Join the Lighthouse Legacy Society today and create a legacy that has a positive impact for many years.

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

- Gifts in your Will
- Bequests
- Charitable Remainder Trusts
- Charitable Gift Annuities
- And more!

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



I see the Legacy Society as a way to honor & continue the life changing work of the Lighthouse. Our daughter has been a Lighthouse employee for over 30 years. The job training, friendships, & acceptance have given her self-esteem along with money earned. Our Legacy will support those things for others in the future."

– Barbara Ross,
Foundation Board
Member

Volunteering

Thank you to all those who volunteered their time and talent at the Lighthouse this year! The generous support of our superstar volunteers made so much possible this year – from helping people who are blind complete computer tasks to writing articles for this annual report, we are so grateful for all our volunteers do!

If you are looking for ways to get involved, reach out to Engage@LHBlind.org.

“ **Joining the Lighthouse has been instrumental in teaching me about challenges that people face, especially those that are visually impaired. I have seen the work that the Lighthouse does, from raising awareness and providing accommodations, to providing work training that allows people who are blind to work and live independently. Being on the Foundation Board has allowed me to serve my community in deeply impactful ways. Working with a traditionally marginalized group and raising awareness for them is so powerful.**”

– David Kidd, *Foundation Board Co-Vice President*

“ **The Lighthouse is something special for the sense of belonging they bring to this community. I am proud and humbled to work on behalf of this organization.**”

– Meg Fox, *Foundation Board Member*

“ **I started volunteering because I was genuinely blown away by how this organization creates employment opportunities for those that would otherwise not be able to find meaningful and sustainable work. The Lighthouse has adapted the manufacturing environment to compliment the needs of their employees, creating an atmosphere of inspiration, teamwork, collaboration and ultimately producing amazing products. The Foundation Board and INL Council give me the platform to tell our community about what this organization does and why it is so vitally important.**”

– Laura Hard, *INL Advisory Council Chair & Foundation Board Member*

Foundation Board

Brad Wiens, *President*
David Kidd, *Co-Vice President*
Doug Fischer, *Co-Vice President*
Meghan Fox
Laura Hard
Kirk Laughlin
Barbara Ross
Sandy Amodt
Caitlin Bannister
Maury Costantini

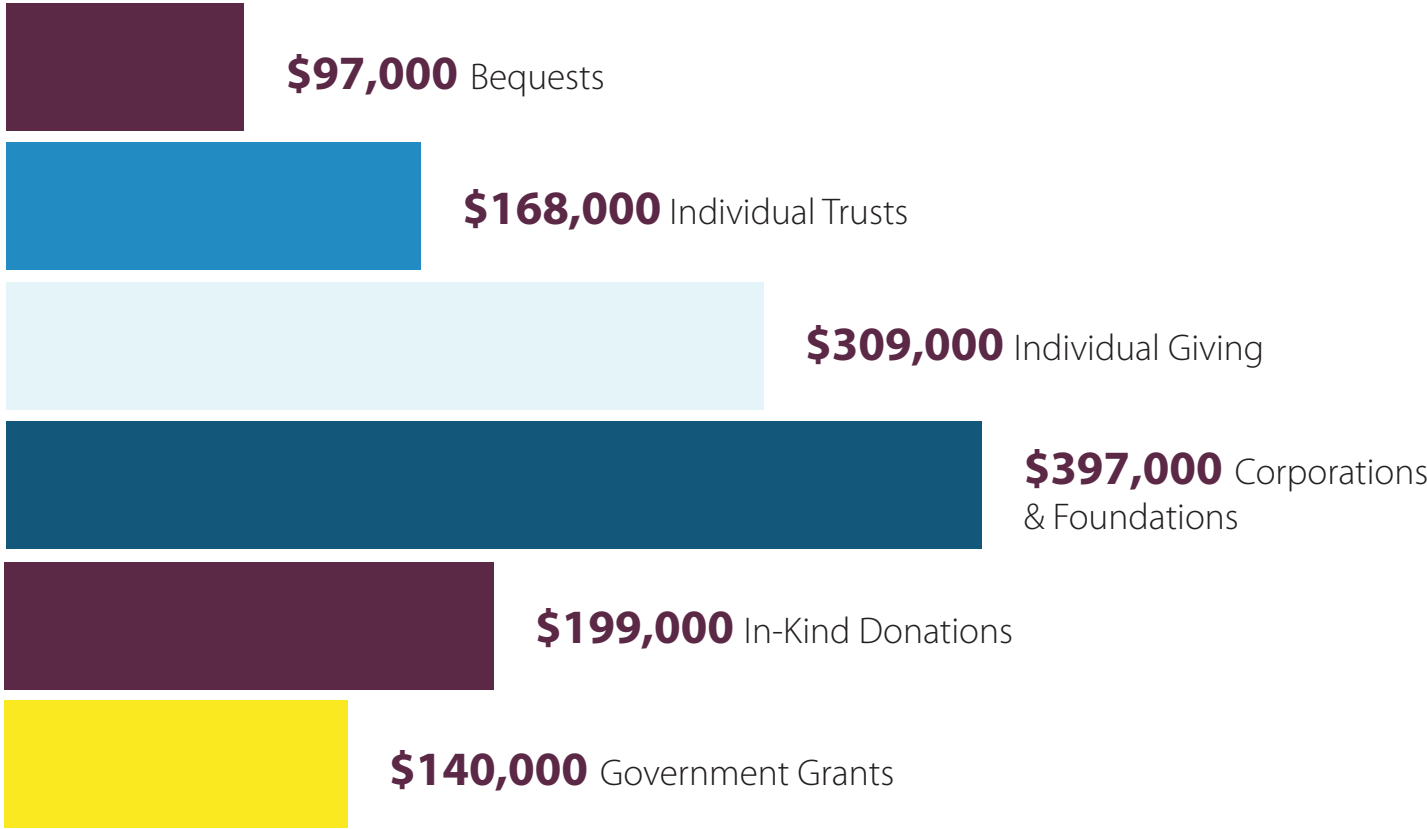
Inland Northwest Lighthouse (INL) Advisory Council

Laura Hard, *Chair*
Lorna Walsh, *Vice Chair*
Pam Beasley
Joel Crosby
John Dubay
Gary Jespersen
Kirk Laughlin
Fred LeFric
Don Mollet

Board of Trustees

Jude Johnson, *Chair*
Peter Chiarelli, *Vice Chair*
Paul Reed, *Vice Chair*
Alan Chaffee
Harold Egler
Paul Lwali
Gary Mackenstadt
Matthew Pedersen
Ramona Pierson
Bennett Prows
Mark Rowley

Thank You To Our Donors



**TOTAL DONOR
CONTRIBUTIONS**

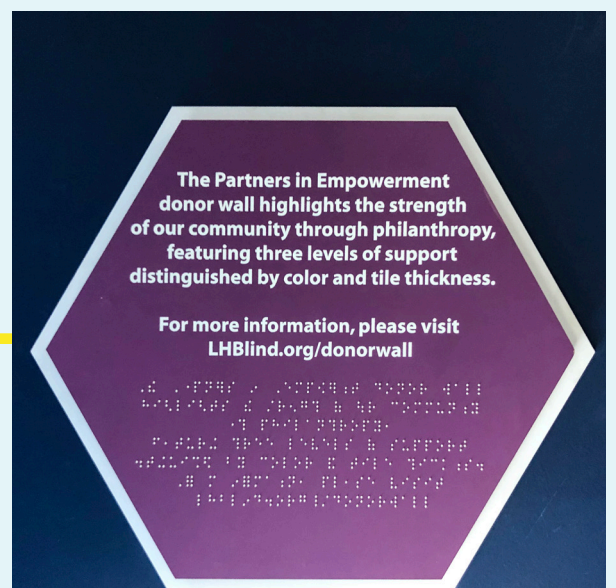
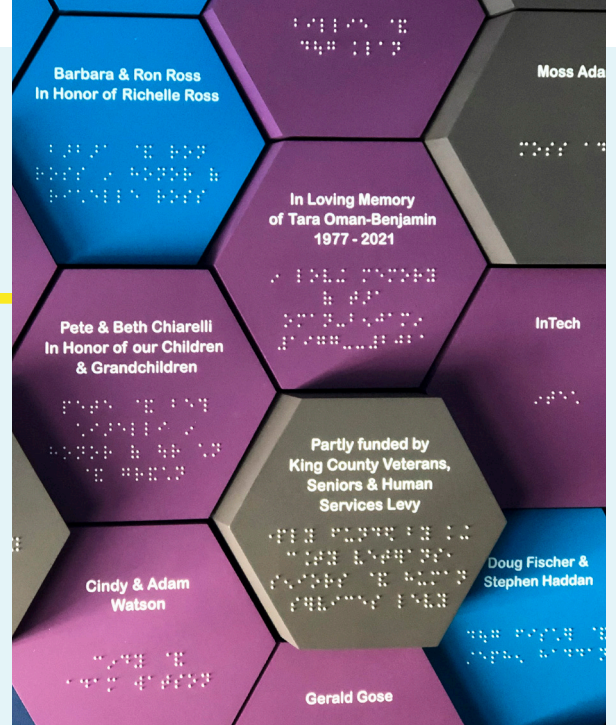
\$1,310,000

Partners In Empowerment Donor Wall

February is Low Vision Awareness Month, and to celebrate the launch of our Low Vision Clinic & Store, the Lighthouse started its first ever donor wall. The *Partners in Empowerment* donor wall was created as a tactile celebration of the generosity of our donors to the Low Vision Services program.

Beautiful honeycomb shaped tiles with inscriptions in print and braille create a multicolored mosaic in the Low Vision Store, where visitors can engage with it and be reminded of the support they have in the community.

Opportunities to get on the wall are limited. Make a gift of a certain level during one of our twice-yearly low vision campaigns to join! Email Engage@LHBlind.org to learn more. ■



FY21 Financials

Income

MANUFACTURING

Aerospace	\$ 8,520,000
Defense	\$51,720,000
Business Office Products	\$ 9,390,000

SERVICES

Base Supply Centers	\$27,650,000
Contract Management Services	\$ 1,250,000

EMPLOYEE & COMMUNITY SERVICES CONTRACTS & FEES

\$ 390,000

DONOR CONTRIBUTIONS

\$1,310,000

INVESTMENT RETURNS

\$2,730,000

PAYROLL PROTECTION PROGRAM LOAN FORGIVENESS

\$5,810,000

TOTAL INCOME

\$108,770,000

Expenses

PERSONNEL

\$27,780,000

MATERIALS FOR MANUFACTURING & RETAIL OPERATIONS

\$59,540,000

FACILITIES & INFRASTRUCTURE

\$8,080,000

PROFESSIONAL SERVICES

\$1,530,000

ADMINISTRATIVE EXPENSES

\$1,340,000

TOTAL EXPENSES

\$98,270,000

CHANGE IN NET ASSETS

\$10,500,000

Prepared by Management Based on Audited Financial Statements

Contract Management Support

The Contract Management Support (CMS) program is an essential part of the Lighthouse's mission and our relationship with government customers.

Peter Ash, Contract Closeout Site Supervisor, notes the importance of the program. "One of the underlying objectives of the CMS program is to integrate legally blind employees into the general workforce."

"We have the chance to show the value our employees bring. This program can, and has, led to the opening of

career opportunities within the federal government. Therefore, besides providing a service to the customer, CMS can function as a gateway to external job possibilities."

The Lighthouse currently operates three AbilityOne CMS sites. Two sites are in San Diego, CA. The third is in Huntsville, AL. ■

Peter Ash, Contract Closeout Site Supervisor, & team



Low Vision Services

The Lighthouse's low vision services include Independent Living Program Services, Lighthouse Low Vision Clinic, and Lighthouse Low Vision Store.

“ My father smiled for the first time in a year when he was shown tools to allow him to read his mail. I highly recommend the Lighthouse to anyone with sight challenges.”
– Kathy A.



300 products for sale in the store

Low Vision Clinic patients came from 11 WA counties



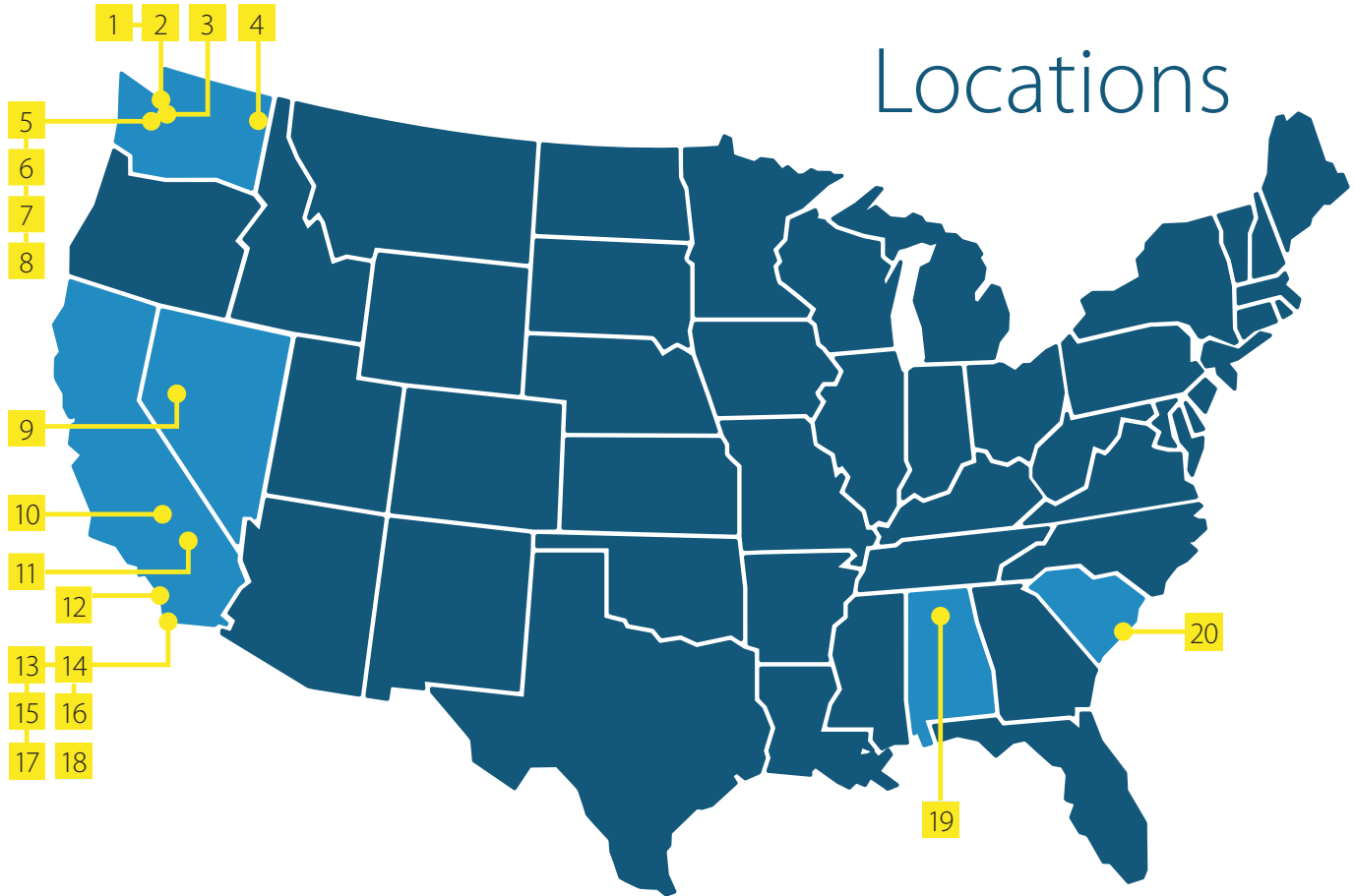
6

Low Vision Services staff members



479 patients & community members seen

Locations



Washington

- 1.** Seattle Facility
- 2.** AbilityOne Base Supply Center, U.S. Coast Guard Seattle
- 3.** Lakewood Office
- 4.** Spokane Facility

Joint Base Lewis-McChord

- 5.** JBLM–eXpress/Web Fulfillment
- 6.** AbilityOne Base Supply Center, Ft. Lewis Main Post
- 7.** AbilityOne Base Supply Center, McChord Field
- 8.** AbilityOne Base Supply Center, North Fort Lewis

Nevada

- 9.** AbilityOne Base Supply Center, Naval Air Station, Fallon

California

- 10.** AbilityOne Base Supply Center, Naval Air Warfare Center, China Lake

- 11.** AbilityOne Base Supply Center, National Training Center, Fort Irwin

- 12.** Naval Station Ventura County, Port Hueneme

San Diego

- 13.** San Diego Facility
- 14.** AbilityOne Base Supply Center, Fleet Readiness Center
- 15.** AbilityOne Base Supply Center, SPAWAR, Point Loma
- 16.** Naval Base San Diego Transportation
- 17.** Naval Air Station North Island Transportation, Coronado
- 18.** Contract Management Services, SPAWAR/NAVSUP

Alabama

- 19.** Contract Management Services, Redstone Arsenal Huntsville

South Carolina

- 20.** Summerville Facility

Our Mission

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



We are more than a rewarding place of employment. We are a community of people who inspire each other to discover their passions and grow as individuals. We are a place where experiences are shared, dreams are realized, and futures are brightened.

Front: May Saxby, *Production Worker*. Top: Dr. Shagas, *Low Vision Optometrist*. Bottom: Deng Kong, *Receptionist & Office Assistant*.



The Lighthouse for the Blind, Inc.

(206) 322-4200 • LHBlind.org