

Our Mission

Empowering people who are blind to achieve personal and economic independence by providing them with vocational rehabilitation and employment opportunities.

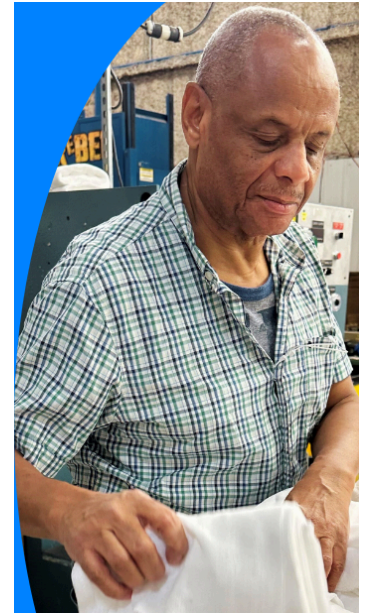
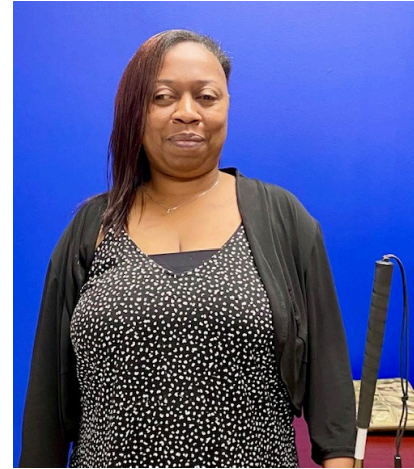
Our Vision

Create a world where blind and visually impaired individuals can feel empowered through meaningful employment while building a strong community together.

Board of Directors >>

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Affiliations



A MESSAGE FROM OUR PRESIDENT

Dear Friends,



For 90 years, Lions Services, Inc. has empowered the blind and visually impaired community in Charlotte and surrounding areas through our Workforce Development Program, offering employment opportunities and hope for independent, confident living after vision loss. Thanks to the generosity of supporters like you, we've grown significantly—rebranding with a new logo and updating our mission to “Empowering people who are blind to achieve personal and economic independence through vocational rehabilitation and employment opportunities.” This mission drives our strategic focus and ensures our work has lasting impact.

Your support helps us continue providing opportunities and hope for decades to come. As you review this report, we hope you see the life-changing impact of your investment. Together, we're making a difference. Stay connected, get involved—our work is possible because of friends like you!

With gratitude,

Philip Murph

President and CEO, Lions Services Inc.

A MESSAGE FROM THE CHAIRMAN OF THE BOARD

Dear LSI Employees,

As Chairman of the LSI Board of Directors, I am writing to express my sincere appreciation for your dedication and hard work throughout year, please keep up the good work! Your commitment to LSI has been instrumental in achieving many goals this year and improving the financial viability of the Company.

We (the Board of Directors) are particularly proud of all that the team has accomplished during year, it's exciting for the board to see an organization build a culture that demonstrates a “can do” attitude. Looking ahead, we need to continue to our focus on the company's goals and objectives. Your continued contributions will be vital in realizing our vision.

Thank you once again for your dedication to LSI, Happy Holidays.

Sincerely,

Rich Daudelin

Chairman of the Board, Lions Services, Inc.

Who we serve

There are over 16,000 people living in Charlotte with vision loss. The unemployment rate for working adults who are blind and visually impaired is 70%, so finding a job is extremely difficult. We provide competitive wages and benefits for all employees.



30% of working age adults who are blind and visually impaired are employed.

Employee Testimonials



John Purser's 2 years of employment at Lions Services improved his quality of life after suffering from an optic nerve injury. He now supports himself by helping Lions Services package military hardware for chinstraps. Blindness settled in after John's accident from slipping on icy concrete and hitting his skull on the ground. At first, John thought the injury was minor until recognizing faces became impossible. John's family had concerns about whether he could take care of himself or not, but John refused the idea of permanently living in a nursing home due to blindness. He was later referred to Lions Services Inc, helping him overcome the drastic change in his life. Lions Services offered John Purser employment and gave him mobility and job training, turning his life around for the better. "Lions Services is a judgement-free place and I work around people who are in the same boat."

Tracy was met with a life-altering complication following the C-Section of her twins in 2004. She developed Central Bilateral Artery Occlusion, which produced blood clots behind her eyes, damaging both of her retinas. The change was sudden and traumatizing, and in an instant, something as simple as getting out of bed and walking down the hallway became a major obstacle. Tracy has a BA in education, she connected with Lions Services in 2016, and discovered that "There is still life after blindness." With the help of Lions Services, Tracy has been able to achieve her ultimate goal of providing for her family and becoming more independent. Not only has she found independence as a product assembler, but she's also been able to join social clubs and find a community of people that help her enjoy life, even after work. Tracy's advice? "Don't give up. Keep going. It will get better."

We take pride in celebrating our employees' work anniversaries!

Barney Fleming	43 Years
Suzanne Arant	40 Years
Shirley Mcduffie	30 Years
Douglas Currence	25 Years
Everett Bennette	25 Years

Volunteers and Outreach

Our dedicated group of volunteers contribute their time to help complete many tasks around our facility. Just a few hours of your time means so much to those we serve.

323 Volunteers contributed 873 hours

300 Lions Services currently employs 300 Employees

150+ Employees who are blind or visually impaired

11 Lions Services employs 11 Veterans

9 Veterans who are blind or visually impaired

Upward Mobility For Blind Employees

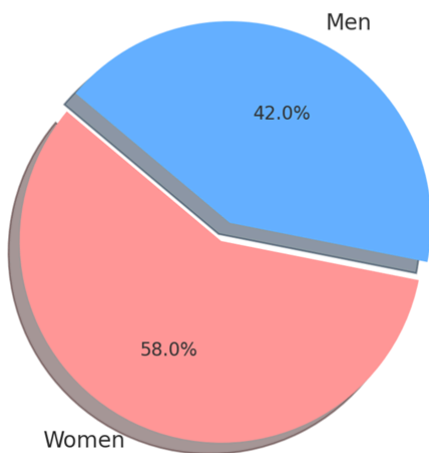
20 Employees who are blind or visually impaired promoted

Lions Services' primary focus is providing training and employment opportunities to empower the blind and visually impaired community for upward mobility.

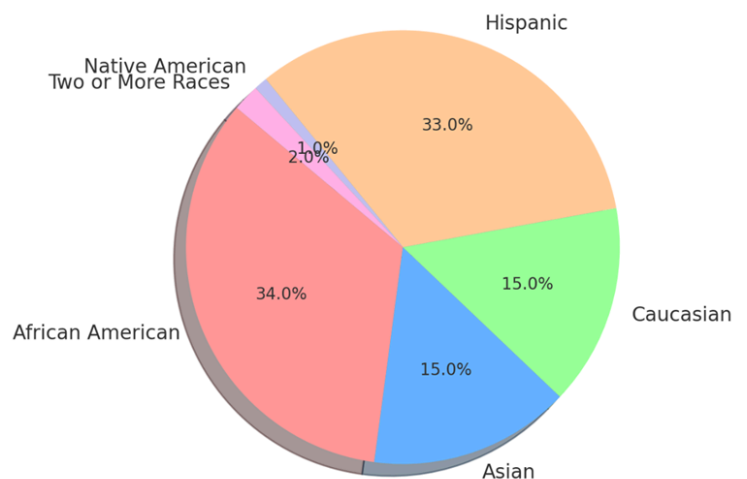
Check out our demographics:

Lions Services employs a diverse segment of individuals with vision loss (over 150) who are primarily female to make military gear for our troops.

Gender Distribution



Race/Ethnicity Distribution



Lions Services Overview

Sustainability

Lions Services is dedicated to fostering a sustainable future through four product lines, aiming to sustain employment opportunities for individuals who are blind and visually impaired. Revenue from Lions Services' social enterprise manufacturing program covers most Workforce Development expenses, with the remainder supported by grants and individual donors.

Progress and Advancement

Lions Services experiences steady growth year after year.

**(3) New contracts awarded
in 2024**

**On-time shipping
and delivery to the customer**

Monthly production requirements and daily production goals met:

Improved Retention Chin Strap:	35,000 monthly/1,750 daily
HRS:	25,000 monthly/1,000 daily
Molle Hydration Carrier:	25,000 monthly/1,250 daily
Molle 4000 Rucksack:	740 monthly/37 daily

Our Supporters FY 2024: July 1, 2023- June 30, 2024

The generosity of donors, foundations, and friends has shaped Lions Services and will profoundly influence our future. Your gifts support essential programs and operations that impact the Lions Services experience for every blind and visually impaired employee, every day. Gifts of all sizes allow us to continue supporting our mission. THANK YOU for investing in this special place—you are making a difference in our ability to transform lives and build promising futures for the blind and visually impaired community.

**Philanthropic Giving
Fundraising & Grants:
Total: \$550,077**



Ways you can help support our programs:
<https://lionssservices.org/donate>

To donate via check, mail to:
Lions Services Inc.
PO BOX 561987
Charlotte, NC 28256



Scan here for all the ways
you can support
our mission



New Programs

The needs of our visually impaired community are growing. In 2024, Lions Services launched three groundbreaking initiatives to meet these urgent demands



The Lions DENN (Digital Equity Navigation Network)

Opened December 2024, the DENN is a state-of-the-art assistive technology center that bridges the digital divide for individuals with vision loss. Offering technology assessments, broadband access, training, and essential tools, the DENN will empower participants to achieve independence and economic mobility.

This Digital Champion grant project was funded by the N.C. Department of Information Technology's Office of Digital Equity and Literacy, and we are proud to partner with organizations like the Center for Digital Equity, Clym, E2D and many others to bring it to life.



Lions Services hired FIRST Assistive Technology Specialist in the Lions DENN! Erin was diagnosed with Retinoblastoma at just three months old and lost her sight before her second birthday. To read more about Erin, visit our website: <https://lionservices.org/lions-denn>

“Through personal experience I recognize the value in the use of Assistive Technology for people who are blind and visually impaired. It can open up so many doors for our community creating independence and empowering us!”- Erin.



The Lions HEART (Health Equity & Accessible Resource Training)

This revolutionary program introduces the nation's first adaptive medical station for individuals with vision loss. Designed to tackle chronic conditions like diabetes, HEART equips participants with the knowledge and confidence to take control of their health.



Charlotte Braille Trail



Charlotte Braille Trail

An innovative outdoor experience, the Braille Trail will offer individuals who are blind or visually impaired a safe, accessible space to engage with nature, promoting physical activity, mindfulness, and community connection. Lions Services Inc is supported, in part, by the Infusion Fund and its generous donors.

Horizontal logo



CHAMPIONING
EMPLOYMENT GROWTH



20 24



What a great week on Capitol Hill at the 2024 NIB/NAEPB Public Policy Forum with fellow advocates from the North Carolina NIB Affiliated Agencies, Blind NIB Advocates for Leadership and Employment, and many others championing empowerment, education, and employment. These tenants are at the heart of our commitment at Lions Services Inc. Together, we're highlighting the talents of people who are blind or visually impaired, ensuring their vital role in a diverse workforce is recognized and valued.

Visited 5 House and Senate offices:
Alma Adams
Dan Bishop
Jeff Jackson
Ted Budd
Tom Tillis

The Staff of the House and Senate have visited Lions Services throughout the year to see the important work being done.



Employees of the Year

To read more about our Employees of the Year please visit our website: <https://lionservices.org/blog>

Visually Impaired Employee of the Year



Shondell Miller

"Come to Lions Services. It is a good, fun experience."

"I'm able to support my two sons."

Sighted Employee of the Year



Airna Outhensakda

"One of my favorite things about working at Lions Services is the people."

"Don't judge a book by its cover."

Community Engagement

Starts with Community

Lions Services hosted our Second Annual Walk For Blind Independence Charity Event. The Walk was held on Saturday, October 5, 2024, at the Eastway Regional Recreation Center. Thank you to everyone who came out to our 2nd Annual Walk For Blind Independence on Saturday, October 5, 2024. It was a beautiful day, and we had a wonderful time with you! Over 200 participants joined to support the cause on beautiful, paved nature trails. Together, we raised \$26,825!! Thanks to the generous support of our Sponsors, donations, fundraising efforts, registrations for the walk, and wonderful volunteers.



On October 10th, we celebrated White Cane Awareness Day with an Exclusive Launch Party at Triple C Brewing Company to highlight the beer release of Tap Tap C, we had a wonderful time with everyone that joined us! Triple C Brewing Company will be selling the Tap Tap C beer during the entire month of October. We had over 100 participants join to support the cause. A percentage of the sales of that beer will go towards Lions Services to support people who are blind and visually impaired live an independent life.

triple c brewing co. A COLLAB WITH Lions Services

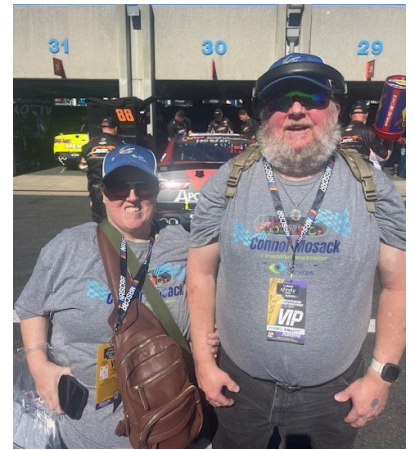
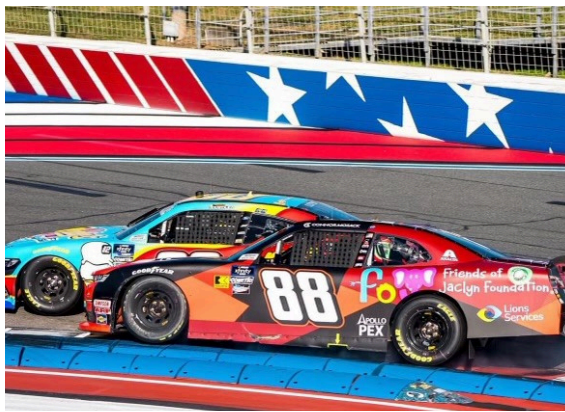
WELCOME
TO THE FIRST EVER
TAP TAP C BEER
CELEBRATING
WHITE CANE AWARENESS DAY

To learn more or donate
click the QR Code

A NIGHT OF BEER, MUSIC, AND LAUGHTER!



NASCAR Xfinity Connor Mosack proudly sported the Lions Services logo on his car. On Saturday, October 12, 2024, some of our Lions Services employees attended the NASCAR Xfinity Drive for the Cure 250, presented by Blue Cross and Blue Shield of NC, to cheer on Connor Mosack! Racing for JR Motorsports in the #88 car, Connor proudly sported the Lions Services logo on the back panel. It was an exciting day, and we were thrilled to support him as part of our ongoing mission to raise awareness for the blind and visually impaired community.



Employee Health Fair

Lions Services successfully hosted our FIRST Employee Health Fair on October 9, 2024, with nine vendors in attendance, making it a fantastic event! We believe in the importance of providing health resources for our community. Employees were given an extended lunch period to participate.

Vendors for the 2024 Employee Health Fair:

- Charlotte Mecklenburg Mobile Library
- Ella B Scarborough Mecklenburg Community Services Agency
- Jaunt
- Invision Diagnostics (Mobile Mammogram Unit)
- Mecklenburg County Mobile Public Health Unit (Vaccinations)
- Mecklenburg County Parks & Recreation Therapeutic Services
- Skyla Credit Union
- The Blood Connection (Mobile Blood Drive)
- Truist Bank



lionservices.org

4600 North Tryon Street

Charlotte, NC 28213

(704) 921-1527

Email: Info@lionservices.org

Mailing Address:

PO Box 561987

Charlotte, NC 28256

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ServicesLions



**Scan here for all the
ways you can support
our mission**