



IMPACT REPORT 2025- 2026

Fiscal Year
July 1, 2025-June 30, 2026

OUR MISSION

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

Helping the Blind Help Themselves Since 1935

OUR VISION

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



Manufacturing

Our 60,000+ sq. ft. facility in North Charlotte produces items for the U.S. Military, sewn and assembled with U.S. made materials by people who are blind and have visual impairments and their sighted peers.



Programs

Lions Services provides more than just employment for the blind and visually impaired. Through adaptive healthcare, assistive technology training, and access to social capital, we give the community a place to not just survive, but to thrive.



Community

Lions Services is not just a workplace. It is a community that encourages people who are blind to prosper. We are creating Charlotte's most accessible community- one where all can live their best lives, despite vision loss.

Dear Donors, Partners, and Friends,

A Note from our Board Chairman

As I reflect on the past year as Chairman of the Board for Lions Services Inc, I as well as the Board of Directors are filled with pride at the remarkable progress the organization has made in advancing our mission to empower the blind and visually impaired community. The past year has been one of both triumphs and challenges. The "can do" culture and inclusive values of the company continue to expand and grow in a positive direction which is a direct reflection of the excellent team we have at Lions Services.



Looking ahead, we are excited about our future initiatives, including continued awareness and support in our local community. On behalf of the entire Board of Directors, I extend my deepest gratitude for your continued trust and support. Together, we are building a brighter, more resilient future for the blind and visually impaired community. Thank you for your participation and significant effort. The opportunities are endless.

With warm regards,

Rich Daudelin

Chairman, Board of Directors, Lions Service, Inc.

To Our Community of Supporters,

A Note from our President & CEO

For 91 years, Lions Services has provided people who are blind opportunities for gainful and meaningful employment by manufacturing top quality US items to support our military. This past year, our team faced many challenges, but we remained focused and supportive. We began restructuring our business model to develop more product and customer diversification that will bring more opportunities. We also continue to broaden our support services to individuals in the blind community to promote a holistic view of individual success.



I'm proud of what our organization accomplished this year, and even more proud of the employees who make it successful. We remain committed to growing our mission and ensuring Lions Services stays a place where people who are blind can build self-awareness to further their life goals. Thank you to our employees, customers, and partners for another year of shared purpose. Thank You!

With gratitude,

Philip Murph,

President and CEO

BOARD OF DIRECTORS

Richard Daudelin, Chairman

Sam Reavis, Treasurer

Larry Killingsworth

Kendra Dodds

Amy Petrlla

Kevin Davis, Vice Chairman

Michelle Tumpower, Secretary

Mark Majocha

Wilson McCrory

AFFILIATIONS



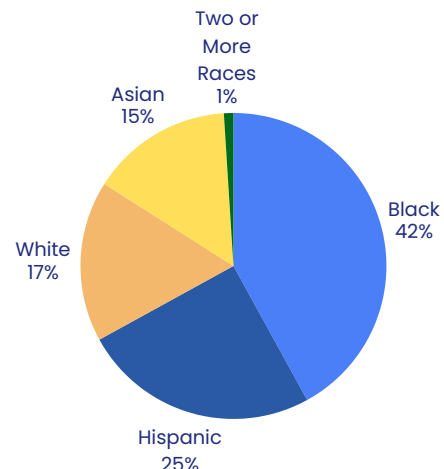
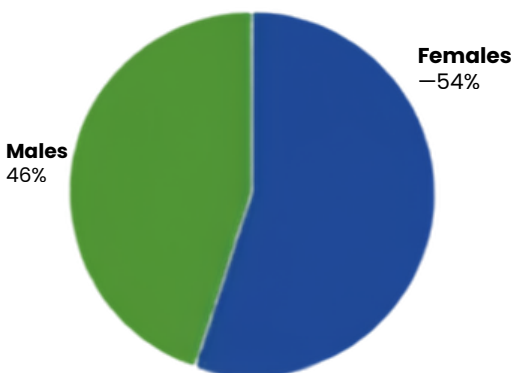
IMPACT BY THE NUMBERS

Since 1935, Lions Services, Inc. has created opportunities for people who are blind, low vision, blind veterans, and blind with other disabilities through meaningful employment and services that support long-term independence and career growth. At Lions Services, we expand what's possible in the workplace by creating accessible opportunities, adapting processes, and providing the tools and training employees need to succeed. Through customized workstations, and individualized support, we create pathways to advancement resulting in economic mobility, confidence, and independence.

204	Employees	300+	Families Served
102	Employees who are Blind or Low Vision	11	Veterans Employed
907	106 Students trained in the Lions Denn for a total of 907 hours	8	Blind and Low Vision Ambassadors
40	Blind & Low Vision Employees received accessible devices through the blind support fund including Meta Glasses	2,500	2,500 Hours of Direct Support Through Lions HEART
4	4 Staff Members Who Are Blind or Low Vision	8	Employees & Clients Served Across 8 Counties

Our demographics:

Lions Services employs a diverse segment of individuals through our Workforce Development Program.



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 low vision. Revenue from Lions Services' social enterprise manufacturing program covers most Workplace Development expenses, with the remainder supported by grants, sponsorships, and individual donors.

Progress and Advancement

Monthly production requirements and daily production goals met :

Improved Retention Chin Strap: 21,000 monthly/ 1,050 daily

IHPS: 7,500 monthly/ 375 daily

Molle Hydration Carrier : 16,000 monthly/800 daily

Molle 4000 Ruck sack : 800 monthly/40 daily



...by making employment accessible



Our Supporters

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 low vision employee, every day. Gifts of all sizes allow us to continue supporting our mission. THANK YOU for investing in this special place. Because of your generosity, we are transforming lives, creating opportunities, and building brighter futures for individuals who are blind or low vision.

Philanthropic Giving

Grants: **\$365,971** Sponsorships & Individuals: **\$108,311** In-Kind Gifts: **\$16,725**
Total: \$491,007

PLAN

HOW YOU CAN HELP



1. Champion
Open doors



2. Invite
others to get involved



3. Invest
WITH A MEANINGFUL
COMMITMENT

TODAY

Donate To

Lions Services
and ask your
friends to join
you.

Tag Lions
Services!

TOMORROW

Open doors

for Lions Services
in the community.

Who needs to know
about us?

BEYOND

Join us

for one of our
upcoming Events



Help support our programs: DONATE ONLINE [lions services.org/donate](https://lionservices.org/donate)

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

To give through a Donor Advised Fund- please contact Agatha Bisbikis, Development Director-
agathab@lionsservices.org

EIN #51-0191811

Volunteers and Outreach

150 Volunteers contributed 431 hours

They Give Their Time. Our Community Gains Possibility.

From planning the Braille Trail Walk to championing our mission in the community, volunteers play an essential role in advancing independence for people who are blind. This year, **150** volunteers contributed their time, talents and connections to help Lions Services expand awareness, strengthen partnerships, support fundraising and create meaningful experiences for the people we serve. **Every meeting. Every introduction. Every volunteer hour.** Every helping hand. **Together, they turn commitment into impact.**

IMPACT TAKES A TEAM

- 150+ Volunteers
- 9 Board Members
- 8 Advancement Committee Members
- 9 Braille Walk Planning Volunteers
- 8 White Cane Awareness Volunteers
- 100+ Community/Event Volunteers

Our volunteers come from local businesses, corporate partners, community organizations, schools, and individuals who generously share their time, talents, and expertise to help advance the Lions Services mission.



ADVOCACY AND AWARENESS

Eric Strong, Lions Services Employee & 2026 National Industries for the Blind (NIB) Advocate for Leadership and Public Policy!



Eric has been employed with Lions Services for 16 years, working in Manufacturing as a Machine Operator and Production Assembler, and serving as a Lions Services Ambassador. Born with congenital glaucoma, he began losing his vision in 2015. Eric helps advocate for policies that impact people who are blind and support employment through the AbilityOne Program.

EMPLOYEES OF THE YEAR



Jay Russell: For 12 years, Jay has been a valued member of Lions Services. Visually impaired since birth, he transitioned from a career as a florist into manufacturing, developing expertise in machine operation and production assembly. In February 2026, he represented Lions Services at the National Industries for the Blind's conference in Washington, D.C., where he was honored as a 2026 Peter J. Salmon Employee of the Year Nominee. "Lions Services is not only a place of business, it's a place of inspiration."
— Jay



Sandra Nativi: For 14 years, Sandra has been a dedicated member of Lions Services, growing through roles as a machine operator, inspector, and assistant team lead. Today, she serves as a machine operator in the IHIPS Department, continuing to expand her skills and support her team wherever needed. Her positive attitude, adaptability, and strong work ethic make her a valued team member. "I really love this job, and it has provided me a flexible home life to take care of my children."
— Sandra

LIONS DENN

Breaking Barriers: The Impact of Assistive Technology

Lions DENN is Charlotte's first Assistive Technology Center of Excellence for individuals with vision loss. The program provides technology training, digital literacy, workforce development, and access to assistive technology to promote independence, connection, and economic opportunity.

Thanks to the generosity of our donors and community partners, Lions DENN empowered individuals who are blind or low vision to improve their technology skills and live more independently.



56 blind or low vision students trained by by Laurie Ledwell (Teaching 620 hours)



50 sighted students taught by CDE Team (Teaching 287 hours)



Total Students: 106



Total Hours: 907

70 Individuals Equipped with Technology



39 laptops & computers



56 iPhones

Providing the tools needed to connect, work, learn, and live independently.

"From the very beginning, I have watched the Lions DENN grow into a vital hub for assistive technology training serving not only the employees of Lions Services, but the wider Charlotte community as well. As the AT instructor, I have had the privilege of working with individuals who often arrive unsure of their abilities and overwhelmed by the technology in front of them. Through structured, confidence-building instruction, I've seen those same students leave empowered, proud, and fully capable of using their iPhones, laptops, and other tools to stay connected, pursue opportunities, and move toward greater independence."

- **Laurie Ledwell**, Assistive Technology Specialist



LIONS HEART

HEALTH EQUITY & ACCESSIBLE RESOURCE TRAINING

Thanks to the generosity of our donors and community partners, Lions HEART empowered individuals who are blind or low vision to improve their health, strengthen emotional well-being, and live more independently.

IMPACT BY THE NUMBERS



50 individuals received health and wellness services and support.



85+ individuals received healthy food assistance, helping reduce food insecurity.

2,500 Hours Direct Support Provided

Expanded emotional wellness services increased access to counseling, peer support, and community resources.

3 Wellness Workshops

• **Diabetes Management**

• **Diabetes Prevention • Heart Health**



YOUR IMPACT



Through Lions HEART, participants gained the knowledge, tools, and confidence to better manage their health and daily lives.



Individuals learned to access telehealth services, communicate with healthcare providers, manage medications safely, navigate healthcare resources, and use assistive technology more independently.



Support groups, counseling services, and wellness programming also strengthened emotional well-being, reduced social isolation, and fostered meaningful community connections empowering participants to build healthier, more independent lives.

“

“ Since I lost my vision, I've quit cooking. What you guys are doing here is changing my life around. I've always been scared to cook now because I always spill and drop stuff, but I'm going this weekend to buy groceries and I'm so excited!” - Bonnie English, LSI Employee

Braille Trail Grand Opening!

Thank you for making Charlotte more inclusive!

Opening the first phase of the Charlotte Braille Trail: May 21, 2026, on Global Accessibility Awareness Day marked a milestone for inclusion in our city. The trail is a critical first step to create a community that offers everyone the opportunity for a life of connection and choice.

We are profoundly grateful for everyone who had a role in making this a reality. From the artists who created the multi-sensory masterpieces along the trail, to the partners who enabled the integrated audio technology, to all of you who support Lions Services with your time and treasure, we could not have made this a reality without your partnership.

Guests explored incredible interactive features including:

The world's largest 3-D printed long cane sculpture – a bold symbol of independence and mobility

A powerful **time capsule** and sculpture honoring longtime Lions Services employee Barney Fleming, designed by an artist with low vision

A stunning **crushed glass sculpture** that invited people to touch and feel its textures while listening to stories and voices of people with disabilities playing from within

Tactile art, sensory experiences, accessible storytelling, and community-centered design woven throughout the trail

"The Braille Trail is more than a public art. It is a statement that accessibility belongs in the heart of our city. It is proof that disability inclusion can be innovative, beautiful, interactive, and joyful."

**– Dana Draa,
Director of
Outreach and Blind
Services**



**Thank you to every
artist, sponsor,
volunteer, partner,
employee, and
community member
who helped bring this
vision to life.**



COMMUNITY ENGAGEMENT

Together, we made October unforgettable. From the Braille Trail Walk to Tap Tap C to the Blind AF Film Series, Blindness Awareness Month was filled with moments of strength, community, and hope.

3rd Annual Braille Trail Walk for Independence

Thanks to the incredible support of our community, the 3rd Annual Braille Trail Walk for Independence welcomed 350+ participants on October 4, 2025, raising awareness and advancing opportunities for people who are blind and visually impaired. **Walk Participants increased by 48%**

Gratitude to Our Supporters and Volunteers: Together, we raised **\$63,000!** This incredible achievement was made possible thanks to the generous support of our sponsors, donors, fundraisers, walk participants, and dedicated volunteers. These contributions will directly support programs and services that make a meaningful difference in the lives of individuals living with vision loss and raise awareness of the capabilities of individuals with vision loss.

Thank you to our Sponsors: **Platinum:** USAA, **Gold:** Rely Workforce Group, **Silver:** Main Street Insurance, Novant Health, OakWorth Capital Bank, **Bronze:** Paycom, Skyla Credit Union, Texcel Industries, Vanda Pharmaceuticals, Lake Norman Lions Club, **Pearl:** Summit Credit Union, AutoBell, Reavis Financial, Showmars, J-Tex Industries, Daudelin Family, Dex Imaging, Davidson Huntersville Lions Club, UFP Technologies, Charlotte Southern Lions Club, .dot, Boundless Assistive Technology, **Marketing:** HIS Radio 96.5, **In Kind Sponsors:** FastSigns Independence, Giddy Goat Coffee, Shirt Lizard, Coca-Cola Consolidated, Niagara Cares.



Braille Trail Walk



Blind AF Film Premiere



Tap Tap C Beer release



Tap Tap C Beer Release

On October 10, 2025, we celebrated White Cane Awareness Day by hosting our second Tap Tap C Beer Release Party at Triple C Brewing Company, commemorating the release of Tap Tap C while raising awareness about blindness, low vision, and the importance of white cane safety. We had a wonderful time with everyone that joined us! We had over 100 participants join to support the cause. A % of the sales went towards Lions Services to support people who are blind or low vision to live an independent life. **Raised \$1,480 to support programs.**



COMMUNITY ENGAGEMENT

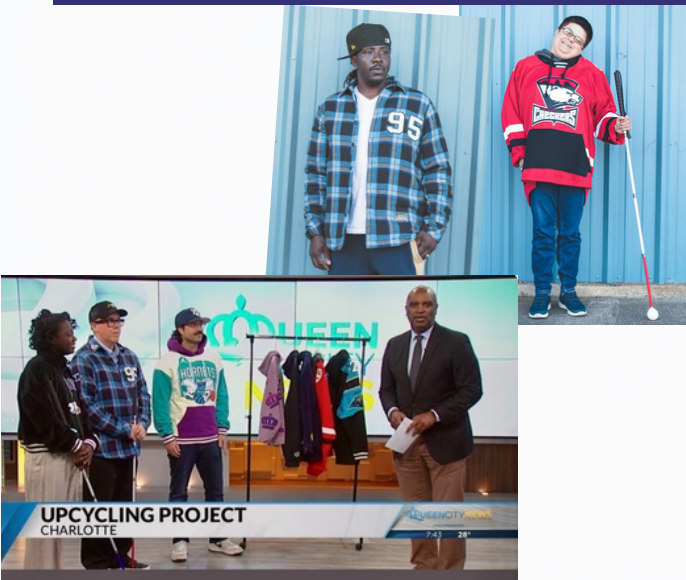
NASCAR Craftman Truck Series - October 3rd

On October 3, 2025, Lions Services was represented on the #81 truck driven by Connor Mosack at the Charlotte Motor Speedway NASCAR Craftman Truck Series. Some of our Lions Services employees attended the Nascar Craftman Truck Series. 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 low vision community.



Lions Services was featured on **Do Good Charlotte Podcast**, with Queen City Podcast Network Pamela Escobar where Development Director, Agatha Bisbisiks and Braille Trail Project Manager, Raven Jainer, shared how our organization empowers individuals who are blind or low vision through meaningful employment, workforce development, assistive technology, and social enterprise. The interview also highlighted the Charlotte Braille Trail. This opportunity expanded community awareness of our mission and inspired greater engagement with our work.

704 Shop x Lions Services Launch “(En)Vision,” an Upcycling Project Supporting Employment for the Blind and Low Vision.



The (En)Vision project transformed donated and thrifted apparel into one-of-a-kind, upcycled pieces handcrafted by the skilled employees of Lions Service. Proceeds from (En)Vision directly supported Lions Services’ mission. This initiative was made possible through the generous support of our partners Carolina Ascent, Charlotte Hornets, Charlotte Checkers, UNC Charlotte Athletics, Carolina Panthers, and Alley-Oop Culture Exchange – who have contributed apparel and materials to bring this vision to life.

Raised \$1,952

Breakfast in the Dark

We hosted 2 Breakfast in the Dark events where guests gathered in our conference room for a blindfolded breakfast experience where they got to hear from people with vision loss and then tour our facility.



Thank you for believing in Lions Services!

Together, We Create Independence.

DONATE TODAY

- \$1,000** — Provides 10 hours of hands-on assistive technology training.
- \$500** — Supports critical mental health services for employees who are blind.
- \$250** — Provides accessible wellness training and resources.
- \$100** — Supports essential job training for a blind employee.
- \$50** — Provides a white cane to promote mobility and independence.

Donations are tax-deductible to the extent allowed by law.



Scan to Give Today

Your gift creates opportunities, independence, and hope.

Your support helps people who are blind and low vision build skills, find meaningful employment, and achieve greater independence.

Lions Services, Inc.

4600 N. Tryon St. | Charlotte, NC 28213

Mailing Address: PO Box 561987 | Charlotte, NC 28256

Questions? info@lionsservices.org | (704) 921-1527

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