



2024



# 2023–2024

— A Year of Community

## Because of you, lives are changing.

This Impact Report is more than just numbers and stories — it's a testament to what's possible when people like you believe in a future without limits for those living with vision loss. Thanks to your support of Lighthouse Central Florida and Lighthouse Works, more individuals are gaining independence, building careers, and proving that vision loss is not a barrier to success.

At Lighthouse, we equip people of all ages with the skills, training, and confidence to thrive. Your generosity fuels this mission — **breaking down barriers, opening doors, and creating opportunities where they didn't exist before**. Whether you've given, volunteered, or partnered with us, you are shaping a brighter, more inclusive community.

Looking ahead, we're excited for what's next. With your continued support, we'll keep redefining what's possible and empowering even more people to live, learn, and earn beyond vision loss.

## Thank you for making this journey possible.



A blue ink signature of Andrew 'Crane' Holland.

**Andrew "Crane" Holland**  
Board Chair, Lighthouse Central Florida



A blue ink signature of Dan Devine.

**Dan Devine**  
Board Chair, Lighthouse Works





### **Supporters We Love**

Lighthouse thrives because of the incredible support from people like you. Last fiscal year, 497 donors contributed to our mission, 84 corporate and community partners joined us in creating opportunities, and 500+ attendees showed up at our fundraising events to celebrate and advocate for inclusion. Your generosity fuels our work, making independence and empowerment possible for those living with vision loss.

### **Game-Changing Accessibility**

This year marked the launch of EquiVista, Lighthouse Works' innovative contact center accessibility solution. Designed to bridge the gap in digital inclusion, EquiVista provides businesses with the tools and expertise to create fully accessible customer experiences while employing skilled professionals who are blind or visually impaired.

### **National Recognition for Employment Excellence**

Lighthouse Works was honored with the 2023 Employment Achievement Award by National Industries for the Blind, recognizing our significant growth in employment hours for people who are blind from 2022 to 2023. This marks our fourth consecutive and fifth overall win — reinforcing our commitment to workforce inclusion and proving that accessibility and excellence go hand in hand.

### **Bank of America Neighborhood Builders Award**

Lighthouse Central Florida was selected as a 2024 Bank of America Neighborhood Builder, receiving \$200,000 in flexible funding and leadership development opportunities. This prestigious recognition strengthens our ability to expand programs, empower individuals with vision loss, and create lasting community impact. We're honored to join the legacy of nonprofits transforming lives through this program and grateful to Bank of America for investing in a brighter future for Central Florida.



Lighthouse Central Florida is the only nationally accredited, private non-profit agency dedicated to transforming the lives of those living with vision impairment in the heart of Central Florida.

# Finding His Way

## — Jeremiah's Journey

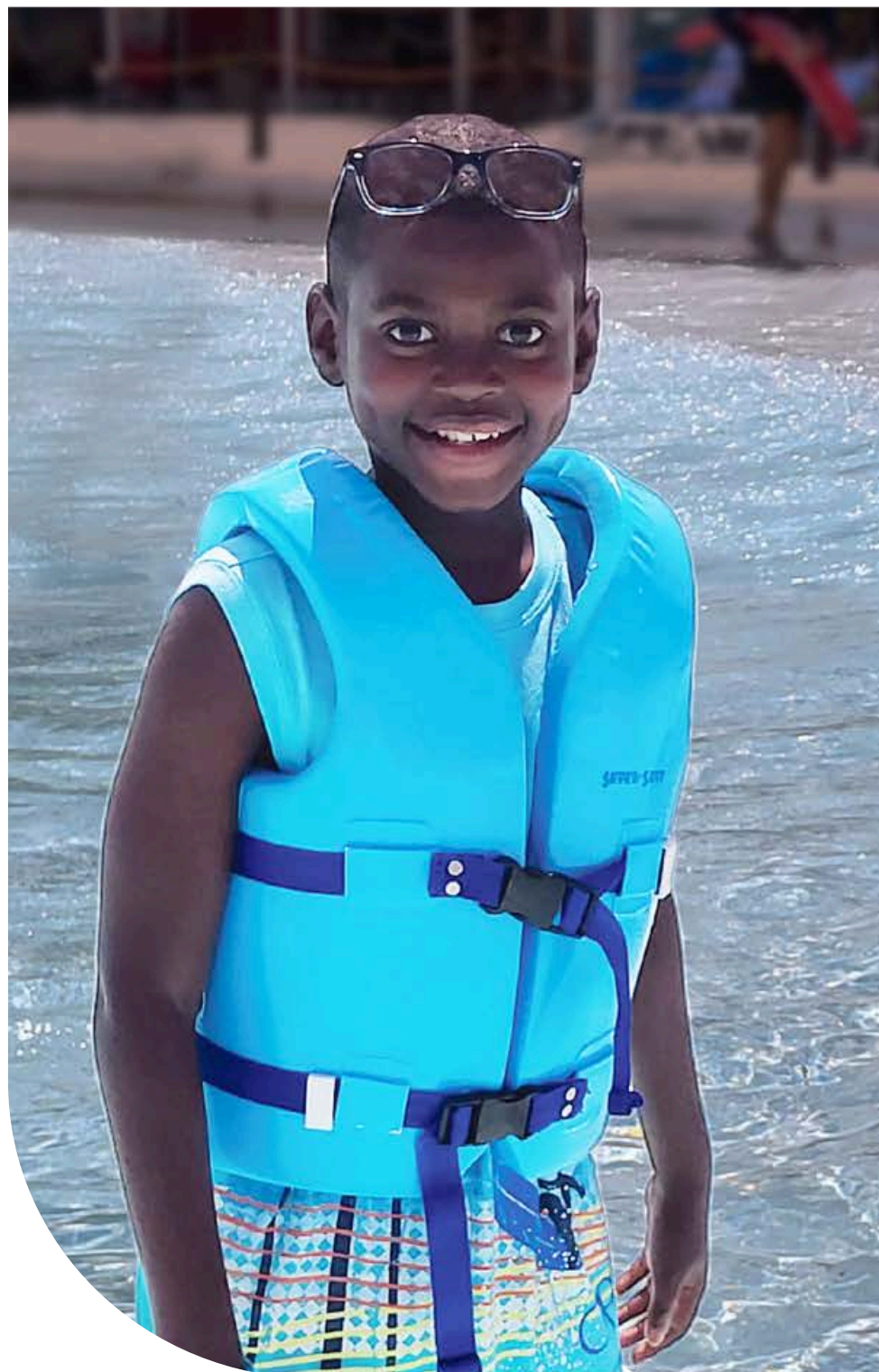
"I can't do it! What if I fall?" Jeremiah cried out, gripping the ropes course with shaky hands. At just seven years old, the thought of being suspended in the air without clear sight was overwhelming. "I'm scared! Someone come get me!" he shouted. That year, fear won — but it wouldn't win forever.

A year later, Jeremiah was back, this time with more determination. With encouragement from his instructors at Lighthouse Central Florida, he stepped onto the course again. He listened, trusted, and pushed forward—this time, making it to the end. By his third year, he barely needed guidance. "Jeremiah doesn't let his visual impairment stop him," says Maria, one of his instructors. "He's always willing to try, no matter what."

Lighthouse's Children's Program teaches essential life skills, but it also fosters independence through real-world experiences. Monthly field trips, like the ropes course, help students build confidence, improve mobility, and prove to themselves that they are just as capable as their sighted peers.

### **Today, Jeremiah is a leader among his friends at Lighthouse.**

He's learning to type — already reaching 22 words per minute — and mastering skills like meal prep and packing a suitcase. His mother has seen his confidence soar. "For kids with vision loss, Lighthouse is their light," she says. "It helps them see their own potential."



# 2023–2024

## — Your Impact on Central Florida

Every service, every success story, and every step toward independence is made possible by you. Thanks to our dedicated supporters, Lighthouse continues to break barriers, empower individuals with vision loss, and create opportunities that change lives. Here's how your generosity is making an impact.

 1,128

Individuals and their families impacted by services provided by Lighthouse Central Florida



147

Total youth helped through our Early Intervention, Children's, and Transition Programs



20,598

Total hours of assessment and instruction activities provided



418

Total adults helped through our Adult, Senior Adult Services, and Vocational Rehabilitation Programs



11,293

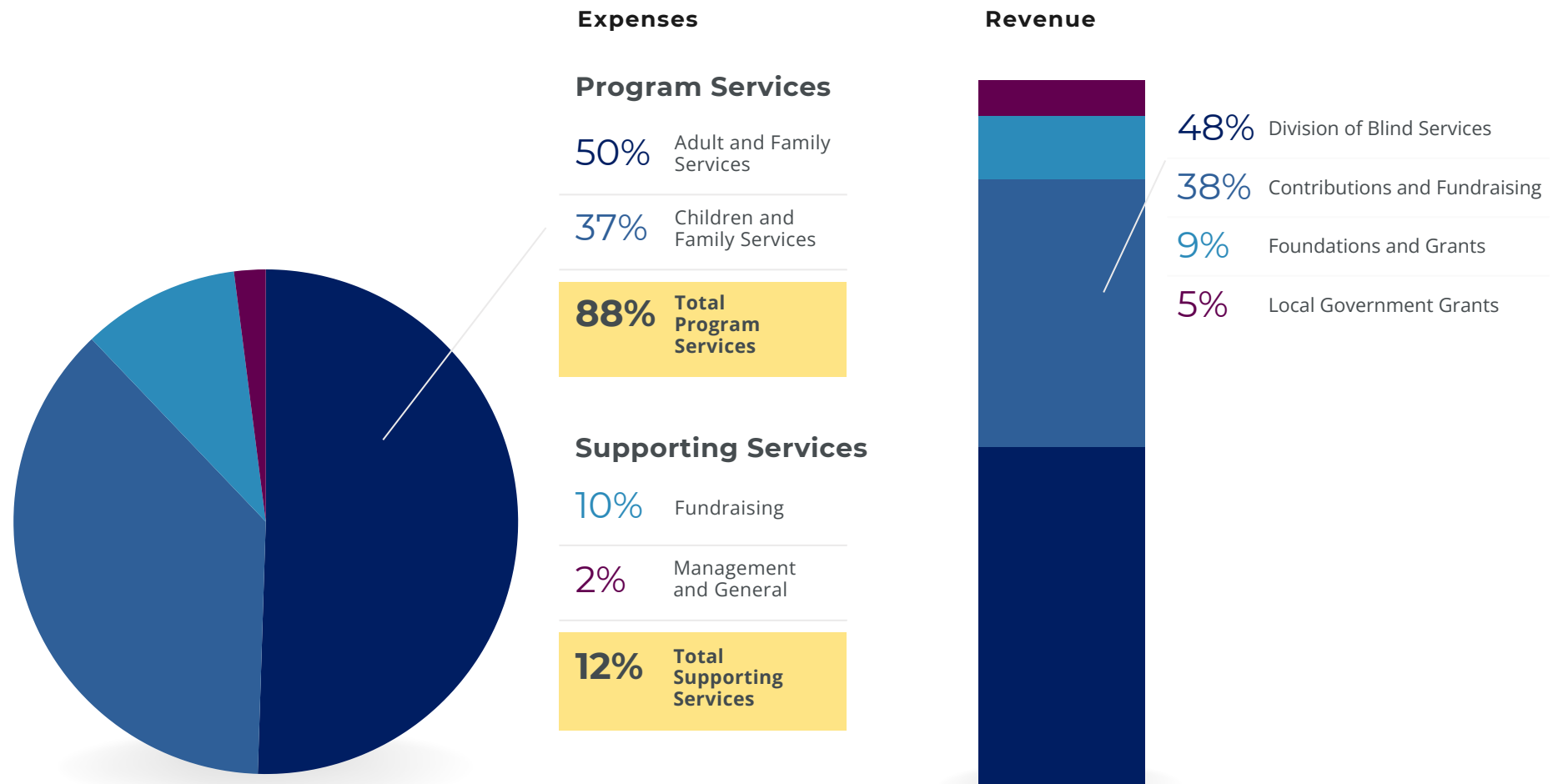
Total individual services provided through Lighthouse Central Florida programs



# 2023–2024

## — Financial Snapshot

In fiscal year 2024, Lighthouse Central Florida received **\$3,739,249** in public support and fundraising revenue. **97%** of this revenue came from public support.



# 2023–2024

## — Supporters

### Major Donors

Thank you to our donors who have given \$5,000 and above:

Bainum Family Foundation  
Chatlos Foundation, Inc.  
Chesley G. Magruder Foundation, Inc.  
City of Orlando  
Devine Family Foundation Inc.  
Dr. Harry J. Heeb Foundation  
Dustin Owen  
FAIRWINDS Foundation  
Florida Retina Institute  
Genesys Cloud Services  
Grace Covenant Presbyterian Church  
Greater Washington Community Foundation  
Harper Family Charitable Foundation  
Harry P. Leu Foundation  
Hitchcock Health Institute  
Janet E. Donahue  
Jerome P McCauley  
Joe and Sarah Galloway Foundation  
JoEllen and Tom Ross  
John R. and Ruth W. Gurtler Foundation  
Joseph G. Markoly Foundation  
JP Beaulieu  
Law Offices of Matthews R. Bark P.A.  
Margaret McCartney and R. Parks Williams Foundation  
Martin Andersen-Gracia Andersen Foundation  
Meg S. Prewitt  
Orange County Government  
Orlando Magic Youth Foundation  
Osceola County  
Osteopathic Foundation of East Orlando  
Phillips A. Easterling  
Publix Super Markets Charities, Inc.  
Raymond H. Weston Jr.  
Regions Bank  
Seminole County  
Stephen Salley  
TD Charitable Foundation  
Truist Foundation  
Universal Orlando Foundation  
William M. Dillard





## Supporting Partners



# Coming Full Circle

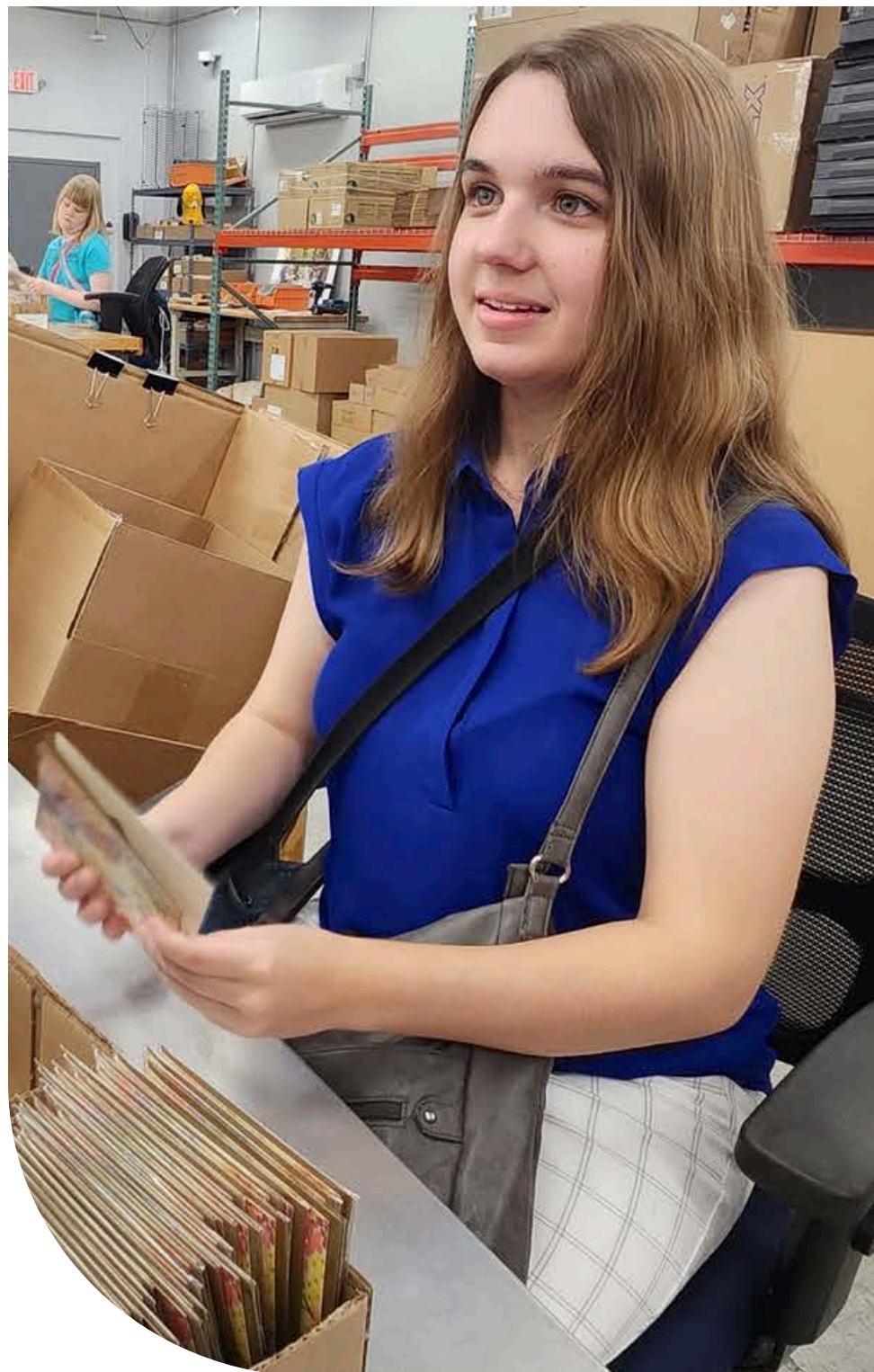
## — Addison's Journey

Addison's journey with Lighthouse began when she was just a toddler. Every Wednesday, Miss Erin would visit her home, guiding her through fun, hands-on activities that felt like play but were actually building critical skills for her future. "We'd go on ball hunts in macaroni, pick tiny objects out of pockets, and feel different textures," Addison recalls. "It was fun, but it was also preparing me for life."

After "graduating" from the Early Intervention Program in kindergarten, Addison reconnected with Lighthouse at age eight through the Children's Program. In a small but growing group, she learned life skills, teamwork, and even some meal prep — lessons that would serve her well in the years ahead.

As a teen, she joined the Transition Program, where the focus shifted to real-world independence. Though the pandemic disrupted her planned work experience, she still attended the Life On My Own virtual camp, gaining knowledge on budgeting, job exploration, and navigating public spaces with confidence.

Now, Addison is taking her next big step — **working at Lighthouse Works while pursuing her dream of becoming a mental health counselor**. From a young child learning through play to a working professional, Addison's journey has come full circle. "Lighthouse showed me how to find my way and believe in myself," she says — now, she's helping others do the same.





Lighthouse Works provides job training, employment, and career opportunities for the advancement of people who are blind or visually impaired.

# Building a Future

## — Grayson's Journey

For Grayson Peddie, technology isn't just a career — it's a lifelong passion. From an early age, he was drawn to Information Technology (IT), always eager to solve problems and build systems that worked seamlessly. After completing the National Industries for the Blind's Cisco Network Academy and earning his Cisco Certified Network Associate (CCNA) certification in 2024, he set his sights on a role that would combine his technical skills with his drive to make a difference. That's when he discovered Lighthouse Works.

Starting as an accessibility tester in the Digital Accessibility Services department (now Technology Solutions), Grayson quickly made an impact. He not only mastered the fundamentals of accessibility audits but also went above and beyond, studying Web Content Accessibility Guidelines (WCAG) in depth and even surpassing some of his more experienced colleagues in certain areas.

But Grayson didn't stop there. His passion for efficiency and automation led him to develop the Tech Solutions Audit Machine (TSAM), a tool designed to streamline testing and improve workflow for auditors. Though a side project, he built TSAM with scalability in mind, envisioning a future where it could serve an entire team.

Outside of work, Grayson continues his IT journey — earning certifications, refining his home lab, and exploring Linux, Windows Server, and 3D modeling. **At Lighthouse, he's not just shaping his career — he's shaping the future of tech accessibility.**



# 2023–2024

## — Impact on Central Florida

By creating meaningful employment opportunities for professionals who are blind or visually impaired, we're not just changing lives — we're proving inclusion fuels innovation. Our impact goes beyond numbers; it's about the people, the careers, and the independence made possible through purposeful work.



# 323

Total individuals who are blind or visually impaired were employed through Lighthouse Works



# 336,359

Total hours worked by employees with visual impairments.



# \$4,274,361

In wages were paid to employees with visual impairments.





Supporting Lighthouse Works earns a **double bottom line** — one that works for companies and the community.



Contact Center  
Solutions

---

1.5 million

Total calls answered

13 million

Minutes handled



Supply Chain  
Solutions

---

471

Orders fulfilled

1.5 million

Total units shipped



Contract Management  
Solutions

---

477

Total contracts closed

\$5 million

Revenue recovered



Technology Solutions

---

3,200+

Web pages audited

64

Total number of audits performed

# 2023–2024

## — Business Partners

### Supply Chain Solutions



### Technology Solutions



### Contact Center Solutions



### Contract Management



### Strategic Partnerships



# Finding Purpose

## — Junior's Journey

When Junior Beureuse lost his vision due to severe kidney issues, his world was thrown into uncertainty. He had once thrived in contact centers, but now, with his health failing and no clear path forward, he struggled to see a future for himself. That changed the day a nurse introduced him to Lighthouse Central Florida.

Determined to rebuild his life, Junior enrolled in rehabilitation programs, relearning essential skills. He started with typing courses, working tirelessly to regain independence. When he discovered Lighthouse Works' contact center training program, everything clicked. The industry was familiar, and for the first time in years, he felt a renewed sense of purpose.

Despite financial hurdles, Junior refused to give up. He paid out of pocket to attend training, showing up every day with unwavering commitment. His dedication paid off — after six months of perseverance, he landed a job at Lighthouse Works. But this was just the beginning.

Junior quickly rose through the ranks, from agent to instructor and now a Quality Analyst. He mentors new hires, fosters a supportive work environment, and even assists with Creole language assessments to improve recruitment. His journey is one of resilience and determination. **Today, Junior stands as a leader, proving that with hard work and belief in oneself, any obstacle can be overcome.**



## — Audited Consolidated Financials

### Consolidated Statement of Activities

Revenue and Other Support	2023-2024	2022-2023
Florida Department of Education	\$1,961,239	\$1,661,162
Local Government Grants	\$237,386	\$218,250
Other Grants	\$290,542	\$199,800
Foundations	\$438,964	\$289,500
United Way Designations	\$2,643	\$4,228
Contributions	\$662,269	\$627,431
Fundraising	\$192,276	\$45,591
CDBG Loan Forgiveness	\$900,000	
Client Fees and Contracts	\$33,072	
Lighthouse Works Product and Service Sales	\$13,413,516	\$21,416,363
Investment Income	\$357,386	\$204,820
<b>Total Revenue</b>	<b>\$18,489,293</b>	<b>\$24,673,801</b>
Program Services	2023-2024	2022-2023
Adult and Family Services	\$1,795,528	\$1,426,229
Children and Family Services	\$1,329,653	\$1,297,137
Lighthouse Works Services	\$12,152,335	\$17,883,872
Lighthouse Works Products	\$1,375,055	\$2,023,232
<b>Total</b>	<b>\$16,652,571</b>	<b>\$22,630,470</b>
Supporting Services	2023-2024	2022-2023
Management and General	\$578,517	\$664,606
Fundraising	\$354,820	\$244,849
<b>Total</b>	<b>\$933,337</b>	<b>\$909,455</b>
<b>Total Expenses</b>	<b>\$17,585,908</b>	<b>\$23,539,925</b>

Financials provided reflect operations of Lighthouse Central Florida and Lighthouse Works for fiscal year October 1, 2023 through September 30, 2024 as reported in our combined audit.

### Consolidated Statement of Financial Position

Current Assets	2023-2024	2022-2023
Cash and Cash Equivalents	\$2,621,257	\$1,196,207
Investments	\$2,219,459	\$1,815,066
Accounts Receivable	\$1,224,268	\$3,998,515
Grant and Other Receivables	\$493,467	\$182,440
Pledges Receivable	\$11,170	\$166
Prepaid Expenses	\$246,513	\$330,947
Inventory	\$74,945	\$214,639
<b>Total</b>	<b>\$6,891,079</b>	<b>\$7,737,980</b>
Other Assets	2023-2024	2022-2023
Land, Buildings and Equipment (Net)	\$3,818,137	\$4,033,064
Assets Held By Central Florida Foundation	\$17,678	\$14,808
Deposits	\$7,194	\$7,194
<b>Total</b>	<b>\$3,843,009</b>	<b>\$4,055,066</b>
Current Liabilities	2023-2024	2022-2023
Accounts Payable	\$117,986	\$602,120
Accrued Expenses	\$555,379	\$930,834
Deferred Revenue	\$30,038	\$15,786
Current Maturities of Long-Term Debt	\$426,735	\$1,161,832
<b>Total</b>	<b>\$1,130,138</b>	<b>\$2,710,572</b>
Long Term Liabilities	\$1,120,356	\$1,502,265
<b>Total Liabilities</b>	<b>\$2,250,494</b>	<b>\$4,212,837</b>
Net Assets	2023-2024	2022-2023
Total Net Assets	\$8,483,594	\$7,580,209
<b>Total Liabilities and Net Assets</b>	<b>\$10,734,088</b>	<b>\$11,793,046</b>
<b>Change in Net Assets</b>	<b>\$903,385</b>	<b>\$1,133,876</b>

# 2023–2024

## — Board of Directors

### Lighthouse Central Florida

**Douglas Weiner, *Chair***

SVP / Commercial Real Estate Team Lead,  
SouthState Bank

**Andrew “Crane” Holland, *Treasurer***

Senior Vice President, United Community Bank

**Emily Reardon, Esq., *Secretary***

Of Counsel, The Law Office of Julie Lewis Hauf

**Joey Down**

Founder/CEO, Polaris Technology Group

**Glenn Hitchcock**

Retired, Software Engineer

**Samantha Lombardi**

Operations Manager, HCA Healthcare

**Cathy Matthews**

Director, Matthews Systems Engineering

**Stephen G. Salley**

Retired, Attorney

**Thomas D. Spoone**

Retired, Siemens

**Nancy Urbach**

Tax Director, Rehmann

### Lighthouse Works

**Dan Devine, *Chair***

Social Entrepreneur

**Kathy Nguyen, *Vice Chair***

Director, WilliamsMarston LLC

**Brian M. Levine, MBA, *Treasurer***

Director of Business Development, Capture,  
and Proposals, Robbins-Gioia LLC

**Sharon Foley, *Secretary***

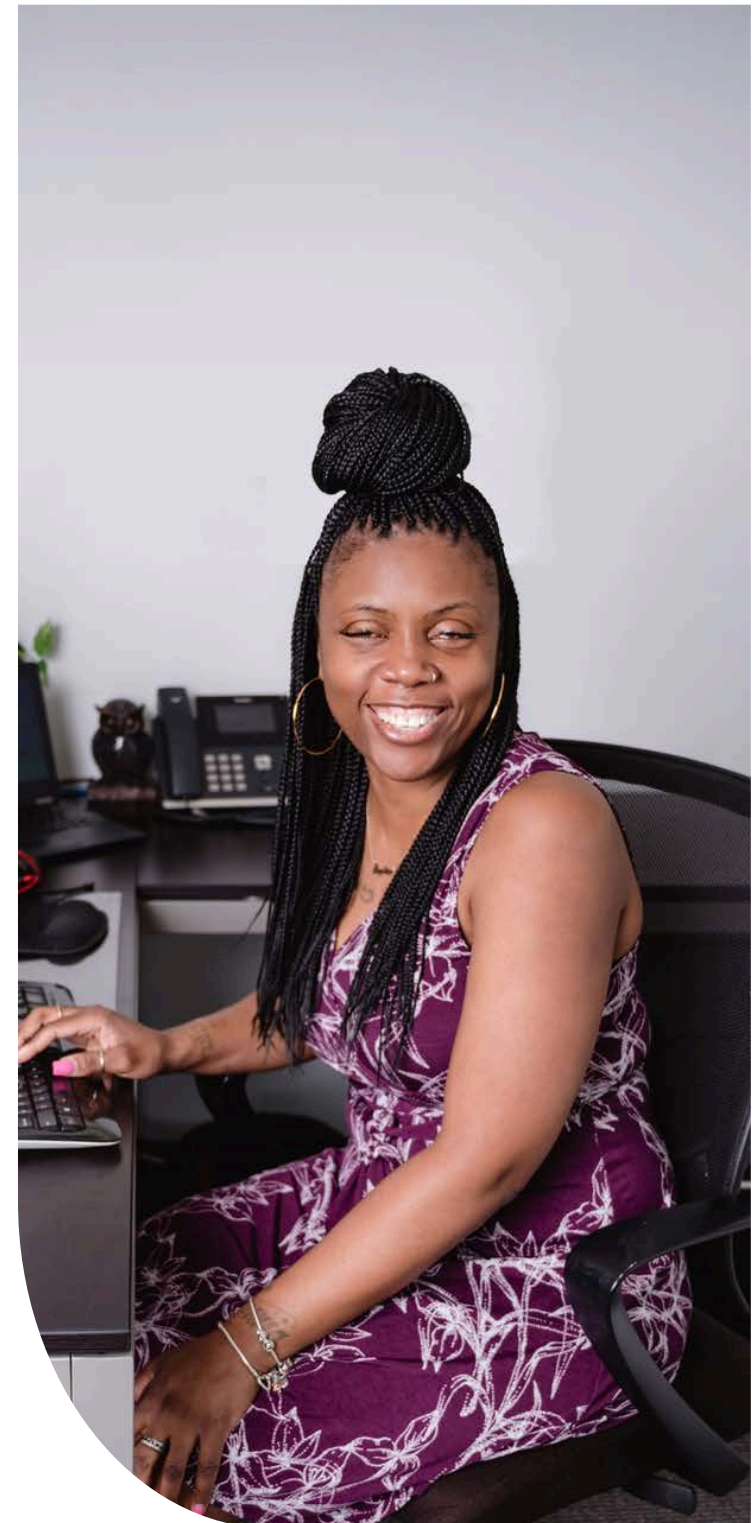
Retired, Human Resources Executive

**Ike Ahmed**

SVP Strategic Account Management, Qualfon

**Dave Ballesteros**

Founder, Flowstone





## With Gratitude

Looking back on the last year, you were behind every moment of impact and every reason to celebrate. Your generosity, partnership, and belief in our mission make everything we do possible. For nearly 50 years, you — alongside our incredible community — have helped empower thousands of children, teens, and adults across Central Florida to live beyond the limits of vision loss.

Thank you for standing with us, for making this impact real, and for helping us finish the year strong. Because of you, the future is brighter than ever.

## The Story Continues

From the start, our mission has been clear: to empower people with vision loss to live independently and fully. When Lighthouse first began, resources for those who are blind or visually impaired were limited. Today, thanks to dedicated supporters like you, thousands of children, teens, and adults across Central Florida have gained the skills, confidence, and opportunities to thrive.

Since our founding, the Lighthouse community has transformed lives through comprehensive vision rehabilitation, education, and employment services. It's a tremendous achievement — but there's still more work to be done. Too many individuals continue to face barriers to independence, and we're committed to breaking them down.

This mission is too important to give anything less than our all — and we can't do it alone. As we move forward, we invite you to continue this journey with us. Together, we'll create greater impact, reach more people, and prove that vision loss is not a limitation — it's just the beginning of a new path forward.

**Donate. Volunteer. Partner.**