



# ANNUAL REPORT

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# 2024

Our Focus Is Your Vision

# OUR MISSION

## Our Mission:


Create sustainable, person-centered programs, and employment that enhance independence for individuals with unique visual capabilities. We foster positive change, awareness, and advocacy while removing barriers.

## Our Vision:


Be the resource for people with visual challenges through prevention, rehabilitation, and meaningful employment to increase individual empowerment and equality.

## Our Values:

- Integrity • Person-centered Philosophy
- Highest Standards of Service Delivery
- Valued Partnerships & Collaboration • Strategic Agility

 Founded in 1957 as the Lycoming County Association for the Blind in Williamsport, PA.



 We are the only provider of support services to six counties in North Central Pennsylvania.



 We screened over 4,000 children and adults in 2024 for potential vision issues.



Since 1957 North Central Sight Services, Inc. has assisted individuals who are blind or visually impaired to maximize their quality of life. We have helped prevent vision loss through our education programs and screenings for children and adults. To accomplish our mission, we offer Transition Services for people losing their vision, Support Services, Employment opportunities for people who are blind, and a Prevention of Blindness Program.

We incorporate a business model to use excess revenue to help fund the mission. We manufacture, package, and distribute SKILCRAFT® products to the State of Pennsylvania and the Federal government. We also provide Business Services such as Document Shredding and our Sip for Sight Bottleless Water Coolers to the surrounding communities that create jobs for our Associates who are blind or visually impaired.

At North Central Sight Services there is a shared culture of camaraderie, resourcefulness, ingenuity, and commitment to mission. There is a remarkable standard of quality that every team member exhibits in the products and services they deliver.

We are deeply thankful for the generous sponsors and donors who impact for the better the lives of our clients – and whose contributions make our mission possible. We hope you will consider partnering with us in in 2025.

Thank you,



Kim Zimmer  
President/CEO



# 2024 HIGHLIGHTS

NCSS teamed up with Journey Bank, the Williamsport Crosscutters, and Journey Bank's Teen Star singers for the 18th Annual Williamsport Welcomes the World Grand Slam Parade. Fun was had by all welcoming Little Leaguers from around the world to our town.



## COMMUNITY TOURS GIVEN 18



NCSS held the 40<sup>th</sup> Annual Lions Appreciation Reception. This event recognizes the Lions Clubs' contributions to North Central Sight Services with representation from 9 clubs within the district, and \$12,000 pledged.



## 36% INCREASE IN MEDIA COVERAGE OVER 2023

Golf for Sight 2024 raised over \$54,000 towards our mission to create sustainable, person-centered programs and employment that enhance independence for individuals with unique visual capabilities.



## Educational Improvement Tax Credit (EITC) Program

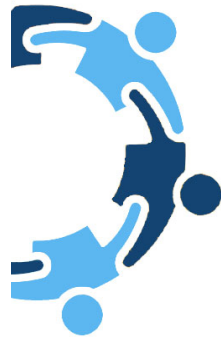


Our Journey Through Sight Program is an Interactive educational on eye health and safety for students ages 5 – 12 who are enrolled in a summer day camp or a school year latchkey program.

Donations from Susquehanna Community Bank, Fulton Bank, Susquehanna Community Bank, UPMC Health Plan, C&N Bank, and Weis Markets provided support.

**PRE-K AND KINDERGARTEN  
REGISTRATION SCREENINGS  
AT 93 SITES IN 6 COUNTIES**

**2,835**



NCSS' Quality Work Environment (QWE) Team initiated a "Pawmas in July" to give back to the community. NCSS staff collected various items for animals that was donated to the Lycoming County SPCA.



**8 COMMUNITY  
SHRED EVENTS**

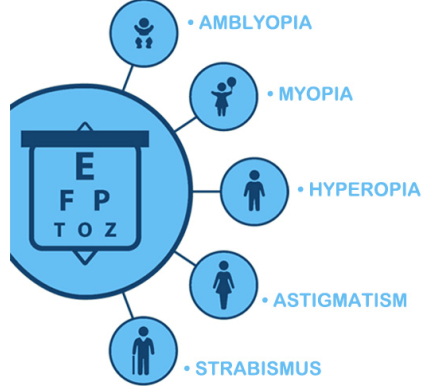


NCSS received a grant of \$21,280 from the *Lycoming Economic Development Foundation Fund IMO Joseph L. Rider at the First Community Foundation Partnership of Pennsylvania* to be used towards equipment upgrades. Shredding Blades & Card-board Perforators.

**& COMMUNITY**

# PREVENTION

## COMMON CONDITIONS IDENTIFIED IN VISION SCREENINGS



**352**  
**CHILDREN**  
**& ADULTS**  
**RECEIVED EYE**  
**EXAMS AND**  
**GLASSES**

North Central Sight Services, Inc. is dedicated to preventing blindness and vision loss in your community. We provide vision screenings, educational programs, children's functional vision exams, and eye care assistance programs. Our vision screenings detect symptoms of vision loss and potential eye diseases.

### Functional Vision Exams for Children

Our Functional Vision Clinic provides income eligible children an opportunity to receive a complete eye examination with a pediatric optometrist who specializes in testing for visual-related learning problems.

### Remedial Eye Care Program

Our Remedial Eye Care Program assists low income individuals in obtaining eye exams and glasses. This program is designed to provide a complete eye exam and/or basic pair of glasses.



TURA, Inc. donated 113 pairs of children's glasses to the Remedial Eye Care Program.



Pediatric optometrists Dr. Michael Bonner & Dr. Anthony Campana donate their time to provide eye exams.

**56** Children Received Eye Exams  Children Received Eye Glasses **25**

# CLIENT COMMUNITY OUTINGS 12

North Central Sight Services, Inc. assists individuals with low vision achieve and maintain independence. Our Social Service Department provides opportunities and support designed to assist individuals with blindness or vision loss, including:

- Individualized treatment and goal planning to accomplish the most appropriate level of support.
- Sighted guide/transportation for essential appointments.
- Assistance with personal needs tasks including but not limited to reading mail, grocery shopping, and personal care.
- Peer Groups and Outings—Community outings provide an opportunity for our clients to engage with their peers and identify natural resources within the community.
- Support Advocacy through referrals for Orientation and Mobility Training, Vision Rehabilitation Training, and community resources.



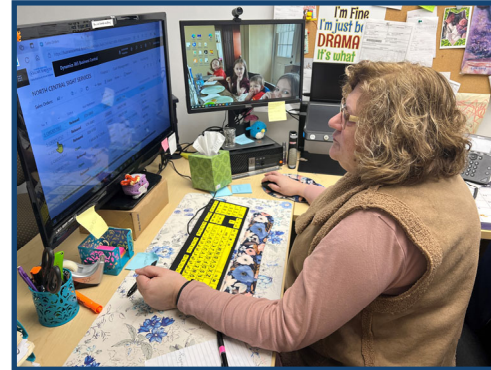
**184**  
**ASSISTIVE**  
**TECHNOLOGY**  
**EVALUATIONS**



**INDEPENDENCE**

# EMPLOYMENT

North Central Sight Services, Inc. offers employment opportunities in a variety of departments for people who are blind or visually impaired. 70% of working aged American's who are blind or visually impaired are unemployed or underemployed. Our goal is to reduce this statistic. We want each of our employees to reach their fullest potential and take a person-centered approach when setting goals to achieve in whatever career path they choose. NCSS also offers assistance to businesses to help them make their work stations accessible for anyone and solutions for their employees who may be experiencing vision loss.



**31%** of individuals employed at North Central Sight Services are Blind or Visually Impaired



NCSS provides a variety of business services:

- Assembly/ Packaging
- Distribution Services
- Vending Services
- Document Shredding/Storage
- Water Coolers

These services provide a diverse choice of career paths for people who are blind or visually impaired:

- Production
- Shipping/Receiving
- Customer Service
- Supervision
- Sales
- and more!

**20,748.25** Working Hours  
for individuals who are  
Blind or have Low Vision





Vince Matteo Leadership  
Terri Kio



Harry Plankenhorn Honors  
Karie Coffey



UniqueSource EOY  
Quinn McMahon



Milton J. Samuelson  
Suellen Porter



Peter J. Salmon  
Carlene Steinback



Steve Britton Memorial  
Rob Rudinski



Rudy VanEmon Memorial  
Josh Gracia

Not Pictured: True North EOY Matt Redka

Awards

# Social Enterprise

North Central Sight Services, Inc. has a unique business structure known as a social enterprise. The sales from our products help sustain the employment program. The extra funds from the sale helps sustain our social services.



North Central Sight Services, Inc. assembles, packages and ships 182 different products through the AbilityOne Program. The products range from labels, CD's, DVD's, powerpacks, flash drives, hard drives and military targets. The products can be purchased at [shop.ncsight.com](http://shop.ncsight.com)

As an AbilityOne Distributor, NCSS packages and ships 552 different products to the Federal Government and Commercial customers. The products are manufactured by people who are blind or visually impaired from agencies around the coun-





**1,066,530 LBS**  
**PAPER SHREDDED**

### Document Shredding and Storage

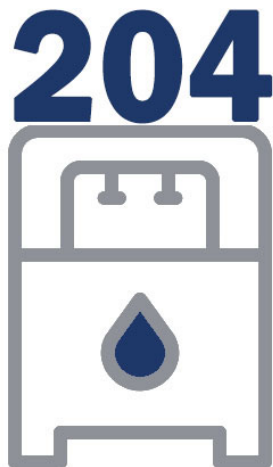
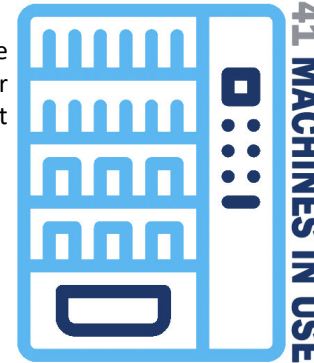
North Central Sight Services, Inc. offers commercial and residential document shredding as part of its mission to provide employment to individuals who are blind or visually impaired. The cost per pound is low and proceeds from our document shredding operation are put back into the community through prevention of blindness education, rehabilitation and social services.

North Central Sight Services, Inc. provides a secure, flexible service in Central Pennsylvania that includes HIPAA compliant locked document containers, box pick-up and drop-offs to our facility on Reach Road.

### Vending Services

North Central Sight Services, Inc. provides a dependable vending service to area businesses and organizations. Our staff works closely with customers to offer a service that will work for them and their employees.

- Variety of snack and beverage options.
- Popular brands such as Tastykake and Middleswarth.
- Dependable service catered to the customers' needs.
- Stocking and inventory based on your usage schedule.
- Installation and maintenance on all machines included.



**204** **TANKLESS COOLERS**  
in  
**71** **BUSINESSES**  
in  
**15** **COUNTIES**  
keeping  
**43,200** **WATER JUGS**  
**OUT OF**  
**LANDFILLS**

### Sip for Sight®

Sip for Sight® originally began as a cause-marketing effort to educate people about the non-profit agencies that are dedicated to preventing blindness and assisting individuals with vision loss. Sip for Sight® is a registered trademark of North Central Sight Services, that provides valuable community services to the residents of 13 counties in Pennsylvania.

Our Water Service features a filtrated water system that eliminates bottles and provides high quality drinking water. This water cooler will deliver years of performance with maintenance and filter changes included.

# LEADERSHIP 2024

## Board of Directors

### Officers

#### Board Chair

Aron Carter

#### Secretary

Brian McClintock

#### Treasurer

Eric Schoonover

#### President/CEO

Kim Zimmer

#### Immediate Past Board Chair

Michael Bridgham

### Directors

Dr. Michael Bonner, M.D.

Dr. James Kasenchak, M.D.

Nancy J. Perkins, FIDSA

Dennis Gilbert

Adam Dincher

Tina Helm-Bittenbender

## Executive Staff

#### President/CEO

Kim Zimmer

#### VP of Operations

Terri Kio

#### VP of Technology

Brandon DeArment

#### Director of Accounting & Finance

Nichole Page

#### Programs & Services Director

Noah Mantione

#### Director of Development

Corinne Stammel-Demmien

#### Marketing Manager

Katie Coffey

## Milestone Anniversaries

5 YEARS  
*Steven Floyd  
Brandy Moon  
Brandon DeArment*

10 YEARS  
*Suellen Porter*

15 YEARS  
*John 'JD' Denmark*

20 YEARS  
*Tommy Burget*

## Support and Revenue

Sales of Products & Services Through Industrial Operation.....	\$8,905,911
Sustaining Membership, UW, Fees for Service & Public Support .....	\$283,626
State Government Funding .....	\$296,635
Grants .....	\$28,813
Interest/Purchase Discount Income .....	\$56,917
Investment Income.....	\$1,147,839
Restricted Income.....	\$193,032
Lions Clubs Support .....	\$12,650
 Total Revenue for 2024 .....	 \$10,925,423

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## Expenses

Salaries and Wages .....	\$2,106,793
Employee Benefits .....	\$629,030
Costs of Goods Sold & Obsolete Inventory .....	\$6,193,905
Commissions & Professional Fees .....	\$224,649
Occupancy, Property Maintenance, Service.....	\$215,061
Contract & Equipment Maintenance.....	\$8,635
Specific Assistance to Individuals .....	\$3,170
Remedial Eye Care .....	\$3,583
Training, Conferences, Travel.....	\$36,327
Vehicle Expenses .....	\$102,563
Depreciation .....	\$223,313
Supplies, Postage, Freight, Equipment & Organizational Dues.....	\$573,133
Investment Fees .....	\$53,389
Misc. Expenses, Interest on Line of Credit & Non-Collectable Loss .....	\$410,940
 Total Expenses for 2024 .....	 \$10,777,739

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Net Assets at Beginning of Year.....	\$9,606,532
Net Assets at the End of Year .....	\$9,458,969
 Change in Net Assets .....	 \$(147,563)



# 2024 DONOR LIST

## \$100,000+

First Community Foundation Partnership Of PA  
Plankenhorn Foundation

## \$50,000 - \$99,999

Centre Foundation

## \$10,000 - \$49,999

AllOne Charities  
Glenn O. Hawbaker, Inc.  
Margaret Kane Trust  
Pennsylvania Skill Charitable Giving  
Tioga Downs Regional Community Foundation  
UniqueSource Products & Services

## \$5,000 - \$9,999

Abram M & Dorothy M Snyder Foundation  
Appalachian Regional Commission  
Benevity Community Impact Fund  
Bruno and Lena DeGol Family Foundation  
Clinton County United Way  
Jersey Shore Lions Club  
Pennsylvania Association for the Blind  
United Way of Bradford County  
West Pharmaceutical Services

## \$1,000 - \$4,999

Connie Dewald  
Creative Benefits, Inc.  
CSSI Technologies, LLC  
Delta Gamma - Epsilon Beta at Bucknell University  
Eagles Mere-Laporte Lions  
Fulton Bank  
High Steel  
International Development Company  
Jersey Shore Area Lioness Club  
John & Karen Blaschak  
Journey Bank  
Linette's Tax Service  
Little League International  
Marguerite Carl Smith Foundation  
Matt & Lisa Cramer  
Mid-State Beverage Co.  
Montgomery Lions Club  
National Industries for the Blind  
Natural Waterscapes, LLC  
Newberry Independent Club  
PALCO FCU  
Picture Rocks Lions Club  
Rauchtown/Nippenose Valley Lions Club  
Real IT Care  
South Williamsport Lions Club

Susquehanna Community Bank  
The Hartman Group  
Troy Lions Club  
UPMC  
UPMC Health Plan  
Weis Markets, Inc  
William Herbert Poff, III  
Young Industries  
\$500 - \$999  
Andritz, Inc  
Barry & Brenda Rake  
Blaise Alexander Family Dealerships  
C&N Bank  
Charlotte Pipe & Foundry  
Craig Fought  
Frances Doherty  
Highmark Blue Cross Blue Shield  
Horizon Federal Credit Union  
Jean Moore  
Junior League of Williamsport  
Keystone Building Products, Inc  
Keystone Leather  
Loyal Order of Moose Lodge #145  
Michael Fingerhut  
Milesburg Lions Club  
Schoonover Plumbing & Heating, Inc  
Staiman Recycling Corporation  
Sylvania Lions Club #6036  
Systematic Filing Products, Inc  
Troy Vets Club Home Association  
Warrensville Area Lions Clun  
Williamsport Newberry Lions Club  
\$499 & Below  
AC Cruz—State Farm Insurance  
Alakananda Chakrabarty  
Alan Wilcox  
Albert Gorg  
Allen & Patricia Kreger  
American Legion Post 104 Eugene Grafius Post  
American Legion Post 35  
Amy Lochiavo  
Anonymous Donor (7)  
APC International, Inc  
Arrow Appraisal Affiliates  
Barbara George  
Benjamin & Andrea Skrobacs Family Fund  
Benton Lions Club  
Bernadette Brewer

Big Pond Lions Club  
Bill & Constance Foresman  
Billy O. Brandt Post 5859  
Bostley's Pre-School Learning Center  
Brad & Amy Kehrer  
**Brandon DeArment**  
**Brandy Moon**  
Brian McClintock  
Bruce & Angie Boncal  
Canda Fogarty  
Canton Lions Club  
Carl Armstrong  
Carol Converse  
Carolyn Swartz  
Central Mountains ATV Association, Inc.  
Centre County Mutual Fire Ins. Co.  
Charity Gift Certificates  
Charmaine Shockloss  
Chris Christides  
**Christine March**  
Christine Sleboda  
Cindy Cendoma  
**Corinne Stammel-Demmien**  
Cruise Planners  
Cynthia Evcic - State Farm Insurance  
Dale & Kimberly Yale  
Dale Jameson  
Daniel & Judy Campion  
Daniel & Stephanie Corbett  
Daniel Wurster  
Data Memory Marketing  
David & Helen Keister  
David Desmond  
David P Snyder & Associates, Inc  
Deborah Dibble  
**Denyse & Barbara Miele**  
Dietrick Lamade Lodge #755  
Donald Leathers  
**Donaven Scott-Mann**  
Donna Crago  
Donna Oney  
Doris Person  
Duane & Janet Lewis  
Edward & Erin Pawlak  
Eleanor Benner  
Elery Nau Hardware & Electric  
Enterprise Fleet Management  
Erdean White

Eric & Bonnie McDowell  
Evelyn Best  
Ferguson Township Lions  
First Church of Christ Disciples  
Fort Ricketts VFW Post 8317  
Francis Grimes  
Fraternal Order of Eagles #970  
Gafford Rutkoski Eyecare  
Gary & Barbara Schwenk  
George & Barbara Rizzo  
George Hetrick  
George Lomax  
Giant Food Market  
Glantz Johnson & Associates  
Harris Township Lions Club  
**Heather Bausinger**  
Helen Yoas  
Herbert Rieders Foundation  
Hurwitz Batteries  
Icon Legacy Custom Modular Homes  
International Association of Lions Club  
Intrada Technologies  
J.L. Winters Jewelers  
James Atwood  
James & Donna Maule  
James Doyle  
James Huffman - Huffman's Office Equipment Co  
James Pryor - Quality Air Mechanical  
Jane Dincher  
Janice Rader  
Jay & Gail Jean Fetterman  
Jeffrey Crossland, Attorney at Law  
Jeffrey Marshall  
Jerry Blanchard  
Jersey Shore Moose Family Center #214  
Jesse Getz - Getz Mortgage  
Jill Lamade  
Jim & Susan Dinsmore  
John & Wendy Reber  
John Beauge  
**John Denmark**  
Josenna Horn  
Joseph & Sheila Guillaume  
Joseph Rider  
Judith DeGregorio  
Judith Prince  
Judy Hakes  
**Julia Barger**

# 2024 DONOR LIST

Julie Ritts  
Karl Baldys  
Kathy Huling  
**Katie Coffey**  
Kenneth & Kathleen Caster  
**Kimberly Zimmer**  
Kris Ohlinger  
Landy & Kilmer Insurance Group  
Larry & Sherry Losch  
Law Office of Mary Ann Kresen  
Leatha Anne Kieser  
Linda Desmond  
Little Lambs Preschool  
Loyal Order of Moose #1147  
Loyalsock Animal Hospital  
Lycoming County United Way  
M. Jane Reiner  
Margaret Foulkrod  
Margaret Newton  
Margie Shaw  
Marianne Beane  
Mary Jo Cillo  
Mary Webster  
Matthew Baer  
Michael A Dorman  
**Mike & Suellen Porter**  
Michael Bridgham  
Millheim Lions Club  
Minda Fogarty  
Montoursville Garden Club  
Montoursville Lions Club  
Muncy Homes, Inc  
Muncy Valley Moose Family Center 866  
Nancy Perkins, FIDSA  
Northern Tioga Centennial Lions  
Nuweld, Inc  
Partners in Progress, Inc  
Patricia Mulfinger  
Paul & Diane Mahoney  
Paul & Linda Eisner  
Paul Plowcha  
Perry & Cindy Reed  
Petro's Jewelers, Inc  
Pleasant Gap Area Lioness  
Pleasant Gap Area Lions Club  
Rachel Luikart  
Reba Fry  
Rebecca Ferguson

Restore Eye Care, P.C.  
Richard & Elaine Scott  
Richard & Joan Kamansky  
Richard Tignor  
Roche Financial, Inc.  
Rudinski, Orso & Associates, PC  
Russell Gombosi  
Saint John's - Newberry  
Sarah Grieco  
Shannon & **Nikki Page**  
Shirley Brown  
Skip & Barbara Hall  
Smith & Associates  
Stephanie M. Budman, CPA  
Stephanie Oakes  
Steve & Martha Huddy  
Steve Dewar  
Steven Bobb  
Sue Matteo  
Terri Fry  
**Terri Kio**  
Thermal Product Solutions  
Timothy Garman Jr.  
Timothy Hughes  
Tina Helm-Bittenbender  
Tracy & Susan Stroup  
Travis & Jaime Fitch  
United Way of Southwestern PA  
United Way of the Greater Lehigh Valley  
Wegmans  
Wells-Jackson Lions Club  
William Bubb  
William Forse  
William Mattiace  
Wyalusing Lions Club #29205  
Young Men's Democratic Club  
Young Men's Republican Club  
Yvonne Hughes, CPA  
[EITC](#)  
First National Bank  
Fulton Bank  
Susquehanna Community Bank  
UPMC  
UPMC Health Plan  
Weis Markets

***Bold listing = NCSS employee***

### In-Kind Donations

Advanced Auto Parts #1263  
Bucknell Golf Course  
Community Arts Center  
Corey Creek Golf Club  
Dorney Park & Wildwater Kingdom  
Eagles Mere Country Club  
Economy Locker  
Faxon Lanes  
Frito-Lay  
Genetti Hotel  
Gustonian Gifts  
Hiawatha Paddlewheel Riverboat  
It's My Party Store  
Junior League of Williamsport  
Le Jeune Chef Restaurant  
Middleswarth & Son, Inc

Penn State Golf Courses  
Pepsi  
Philadelphia Flyers  
Pittsburgh Steelers  
Puff's Discount #11  
Rick Mahonski Goldsmith  
Dr.'s Scott & Judy Hartzell  
ShopVac Corporation  
State College Spikes  
Steve Shannon Tire & Auto Centers  
Stroehmann Bakeries  
Towanda Golf Club  
Tyoga Golf Course Pro Shop  
Ultimate Express Car Wash  
UV Skinz  
Williamsport Crosscutters

### How You Can Help

You can help secure valuable programs and services that prevent blindness and improve the quality of life for individuals who are blind or visually impaired in your community.

Your gift will help:

- \$25** Provide valuable transportation and sighted-guide assistance for essential medical appointments to an individual who is blind.
- \$50** Offer preventative vision screenings for five children.
- \$75** Provide four hours of training for a newly blinded individual from our Vision Rehabilitation Therapist to foster independence.
- \$100** Create new and exciting employment opportunities for people who are blind or visually impaired.

A larger gift will have an even greater impact on the vision of your community. Help us make a difference today!

*North Central Sight Services, Inc. is a registered Charitable Organization with the Commonwealth of Pennsylvania. To obtain a copy of the registration and financial information, call 866-320-2580. Registration does not imply endorsement. Gifts are tax deductible in accordance with IRS regulations.*

### Leave A Legacy

If you, a friend or a loved one would like to remember North Central Sight Services, Inc. in your will, you can do so by employing the following language:

"I give, devise, and bequeath unto North Central Sight Services, Inc, 2121 Reach Road, Williamsport, PA 17701, a Pennsylvania non-profit organization, the sum of \$ \_\_\_\_\_ or \_\_\_\_\_ percent of my net estate: or the following stocks and bonds \_\_\_\_\_  
To be used for its worthy purposes on behalf of blind and/or visually impaired persons."

### Gift Annuities

Donations of stocks and bonds are gratefully accepted. Learn about the new changes to the tax code that may save you Federal income taxes by gifting your Required Minimum Distribution from your IRA or highly appreciated assets such as stocks, bonds, or property. Please contact us for details.





2121 Reach Road | Williamsport, PA 17701  
570-323-9401 | [www.ncsight.org](http://www.ncsight.org)