

20
18

Annual
Report



TOMMY NOBIS
CENTER

Abilities at Work

TOMMY NOBIS
1943-2017



IN MEMORY OF TOMMY NOBIS

Tommy Nobis was an extraordinarily talented football player, but he was also an extraordinarily good man whose service off the field had an immeasurable impact on the lives of so many individuals with disabilities. When he was approached in 1977 to support a new vocational training and placement program for students with disabilities, he not only lent the strength of his name, but also his passion, support, and personal involvement for more than 40 years. Although Tommy's personal presence is sorely missed, his legacy will live on through the countless lives that will be changed as a result of the ongoing impact of Tommy Nobis Center.

A LIFETIME OF ACHIEVEMENT

Bobbie Knopf is the co-founder of Tommy Nobis Center and the recipient of this year's Galaxy of Stars Lifetime Achievement Award. It was Bobbie's foresight, perspective, and determination that led to the founding of Tommy Nobis Center more than 40 years ago. As chair of the Department of Special Education at Northside High School in Atlanta, she and Joyce Slaughter, the parent of one of her students, became keenly aware of the limited options for employment for special needs students after completing high school. Because of Bobbie's dedication and her bold pursuit of enlisting support from Tommy Nobis, Tommy Nobis Center became a reality. Bobbie has always been an incredible advocate for individuals with disabilities and has been deeply involved as a lifetime member of Tommy Nobis Center's board of directors. Because of her commitment and service, Tommy Nobis Center continues to make a difference by empowering people through employment.



MISSION

Empowering People
Through Employment

VISION

Tommy Nobis Center envisions
supportive communities where
people with disabilities are afforded
the opportunity to work.

VALUES

Mission-Driven, Accountability,
Fun, Innovation, Integrity

NOBIS ENTERPRISES GOVERNMENT SOLUTIONS:

Our Expertise

With over 35 years of experience, Nobis Enterprises is uniquely qualified to provide high-quality services to our government customers. Nobis Enterprises employees are skilled in providing these types of services: Administrative, Custodial, Mail Center, Recycling, and Supply Room.

Who We Support

Department of Defense, Air Force | Department of Defense, Army
Environmental Protection Agency | Department of Housing and Urban Development
Department of Health and Human Services | Social Security Administration
Department of Justice | State of Georgia

A LETTER FROM ALAN AND DAVE

This annual report is dedicated to the legacy of Tommy Nobis and his lifelong dedication to helping people with disabilities reach their full potential. We strive to give the same personal, caring attention to our program participants that Tommy modeled for more than 40 years. Making a positive, life-changing impact on the lives of people with disabilities is the heart and soul of Tommy Nobis Center. Our program participants deserve the opportunity to find career success and many times just need extra support to find an open door. When people with disabilities are given an opportunity to work, they also begin to dominate in other areas of their lives. Their sense of pride, self-worth, and the level of independence they are able to achieve is incredible.

During fiscal year 2018, we made great strides as an organization. We were proud to be recognized as an Atlanta's Best and Brightest Companies to Work For winner and experienced 95% workforce stability. We were able to serve 70% more individuals than in 2017, largely due to increasing our business partners in the community and launching Early Youth Employment Services (EYES) in six local high schools.

As we look ahead, the future is bright as we seek to serve more individuals and make an even greater impact on our community and across the nation.

Sincerely,



Alan Moak

Board Chairman




Dave Ward

President & CEO



89%
OF NOBIS
ENTERPRISES
TEAMMATES
HAVE A
DISABILITY



OVER **\$5**
MILLION
IN TOTAL
CONTRACT
VALUE

"As an older woman with epilepsy, I can't tell you how much it helped me to have Tommy Nobis Center at my side while looking for work. Now I have a job that makes me happy and makes me able to support my family."

—Diane Cowan



*Pictured: Diane Cowan,
Nobis Enterprises
Teammate in
Anchorage, AK*

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TOMMY NOBIS CENTER PROVIDES
INDIVIDUALIZED SERVICES TO PROGRAM
PARTICIPANTS INCLUDING:

Vocational and Work Evaluation
Job Readiness Training
Job Development and Placement
Employment Support
Early Youth Employment Services (EYES)

65%
INCREASE IN
NUMBER OF
PEOPLE SUPPORTED
OR **HIRED**



OVER **21,000**
HOURS OF TRAINING
AT OUR
COMMUNITY SITES



70%
INCREASE
IN NUMBER OF
PEOPLE SERVED



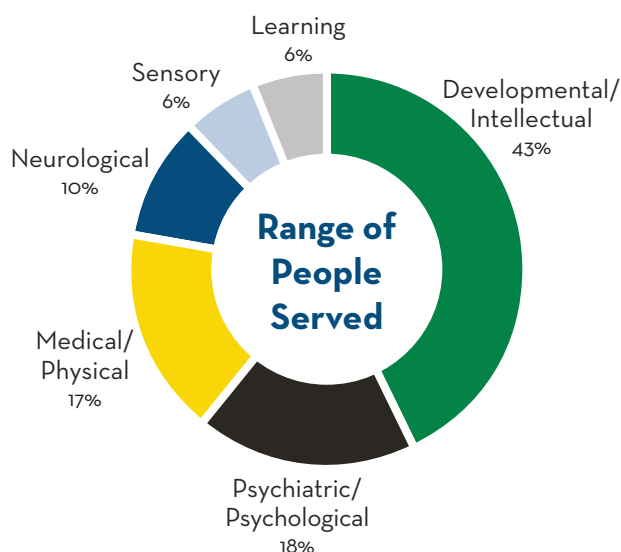
EYES
LAUNCHED
IN SIX SCHOOLS



\$10.38
AVERAGE
HOURLY WAGE



\$2,481,815
ECONOMIC
IMPACT
IN WAGES EARNED



NEW PROGRAM EARLY YOUTH EMPLOYMENT SERVICES (EYES)

At Tommy Nobis Center, we recognize the importance of providing services and training to our youth, to help them prepare for workplace success. As an intervention strategy, our **Early Youth Employment Services (EYES)** provides vocational training and education within school settings, supporting students with disabilities as they become empowered to pursue their career goals.

This year, EYES successfully launched in six high schools in Cobb, Paulding, and Hall Counties. This new and innovative program has been welcomed by school systems due to the extensive need for early youth services. In June, Tommy Nobis Center hosted students from Cobb and Cherokee County Schools for the EYES Summer Youth Program. Students were able to receive real work experience in the community and classes in personal and social adjustment and job readiness. In addition, the participants completed career exploration activities including field trips to businesses in the area and were exposed to live demonstrations by local experts including a welder, a childcare professional, and a celebrity chef father/daughter team. The participants, many of whom had never worked before, were able to return to high school with work experience, training, a resume, and additional work skills.

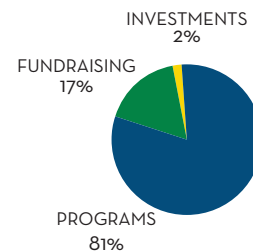
EYES received a 100% satisfaction rating from Cobb County Schools and the EYES Summer Program received a 100% participant satisfaction rating. This is only the beginning for this exciting, new venture that is growing and expanding at a rapid pace.



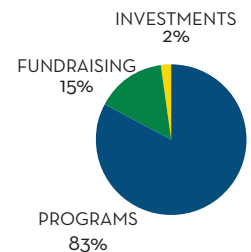
Financial Highlights

	2018	2017
Cash and Cash Equivalents	\$560,033	\$952,224
Accounts Receivable, Net	783,530	849,006
Other Current Assets	120,978	155,970
Property and Equipment	2,854,250	2,876,897
Investments	4,065,825	3,206,761
TOTAL ASSETS	\$8,384,616	\$8,040,858
Accounts Payable and Accrued Liabilities	\$441,876	\$451,348
Notes Payable	1,357,196	1,424,844
Net Assets	6,585,544	6,164,666
TOTAL LIABILITIES AND NET ASSETS	\$8,384,616	\$8,040,858
Revenue	\$7,994,087	\$8,725,949
Expenses	\$7,573,209	\$7,964,170
Net	\$420,878	\$761,779

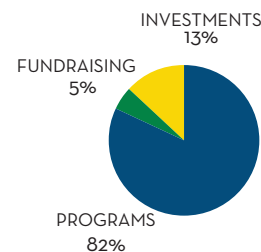
2018 Revenue



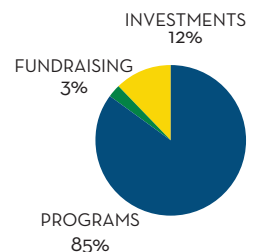
2017 Revenue



2018 Expenses



2017 Expenses

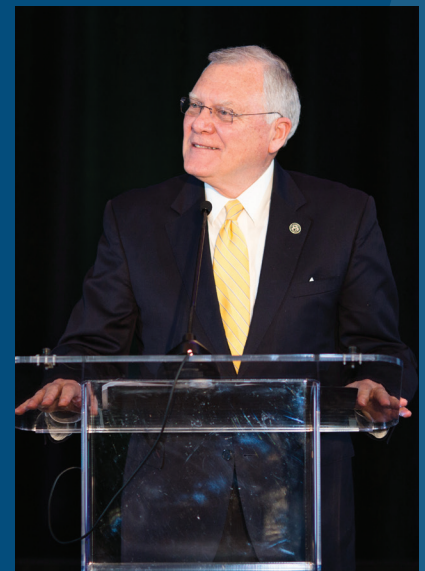


2018 GALAXY OF STARS LUNCHEON

The 20th Annual Galaxy of Stars Luncheon proved to be an uplifting celebration of our participants' remarkable abilities and a powerful reminder of why empowering people through employment matters. A special tribute to the legacy of Tommy Nobis highlighted his accomplishments, both on and off the field. With nearly 400 seats purchased, the event raised more than **\$190,000** in funding for our programs and services for individuals with disabilities.

This year's theme was "It Can Be Done!" and the program highlighted the workplace successes of people with disabilities and the community champions who open their hearts and businesses to support them.

We were especially honored by the attendance of Governor Nathan Deal, who gave a compelling and emotional address as he expressed the state's support for individuals with disabilities and presented the Visionary Award for Outstanding Employer.



Pictured above right: Governor Nathan Deal; Pictured below (l-r): Alan Moak, Regenia Tuggle, Bobbie Knopf, Steven Weiss, Ron Watson, Amy Christian, Angela Christian, Roger Christian (Not pictured: Peggy Comin)



THANK YOU TO OUR 2018 DONORS FOR YOUR CONTRIBUTIONS THAT ALLOW US TO CHANGE LIVES

The gifts listed below were received from July 1, 2017 to June 30, 2018

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STEVEN'S STORY

Steven's co-workers at Red Lobster coined the phrase "Steven is believing" to describe his positive attitude and incredible journey to employment. When Steven came to Tommy Nobis Center in 2015, he had faced so many obstacles, he had lost all hope of finding a job. He had very little support and no means of transportation. Steven's training at Tommy Nobis Center gave him the skills, encouragement, and confidence to pursue his desire to be employed. Through determination and dedication, Steven landed a utility position at Red Lobster. He was so committed to his job that one day, when he did not have the money to take a taxi to work, he walked over

five miles in the pouring rain. Before long, his duties were expanded to include using the fryers and making salads and Red Lobster's famous Cheddar Bay Biscuits. After a year of working, Steven was able to save up enough money to buy a moped, and he considers obtaining his license one of his greatest accomplishments.

Steven finds pride in working because he feels it allows him to contribute and give back to society. He wants everyone to know that with hard work, anything is possible. Providing someone like Steven with the tools and opportunity to succeed can be the difference between a life of uncertainty and one of purpose.



In April, Steven was the recipient of the Tommy Nobis Center Rising Star Award at the Galaxy of Stars luncheon. He was also named the Red Lobster Team Member of the Year for the mid-south region and recognized at their General Manager Conference in Las Vegas.

"Most people would not give me a chance. They would think - he can't do this... but Tommy Nobis Center gave me a chance to prove myself, prove to them I can do this... I am capable."

- Steven



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