

EMPLOYMENT  
support  
JOB hired  
Placement  
TRAINING  
love UPLIFTING  
Self- BEST &  
Sufficiency BRIGHTEST  
earned

OPPORTUNITY  
EXPERIENCE  
COMMUNITY  
job readiness  
JOY  
Confidence  
goal- WORK  
SETTING  
JOB DEVELOPMENT  
PERFORMANCE  
WORKING

2019

ANNUAL  
REPORT

  
TOMMY NOBIS  
CENTER  
Abilities at Work

TOMMY NOBIS CENTER

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## A LETTER FROM ROB AND DAVE

This year was a phenomenal year of growth and expansion. Enhanced focus was placed on securing business contracts to increase job opportunity for people with disabilities, provide real work with pay for our training participants, and secure funds for our vocational programs and services. Our warehouse is humming with activity from new Business Solutions projects. Nobis Enterprises expanded to 24 states and Washington, DC and secured a new contract supporting the IRS in California. EYES (Early Youth Employment Services) expanded from 5 to 24 schools and added a second summer session. We served and placed more participants than any year prior. Many community partners stepped up to provide generous gifts and grants to help us continue this amazing trend.

Our 21st Annual Galaxy of Stars luncheon was one of the most memorable yet and set a record, raising more than \$210,000. On Giving Tuesday, GAives also set a record by raising more than \$40,000 to fuel our programs and services.

We can accomplish amazing results with the support of community champions who understand the great impact that employment has on the lives of people with disabilities and their families. Together we continue to accomplish our mission to empower people through employment and change lives forever.

Sincerely,



*Rob Leonard*  
**Rob Leonard**  
Board Chairman



*Dave Ward*  
**Dave Ward**  
President & CEO

## MISSION

Empowering People  
Through Employment

## VISION

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

## VALUES

Mission-Driven,  
Accountability,  
Fun, Innovation,  
Integrity

**TOP  
WORK  
PLACES  
2019**

**The Atlanta  
Journal-Constitution**

**TOP 5%  
OF ATLANTA WORKPLACES**



**3 YEARS  
STRAIGHT  
2017 / 2018 / 2019**





# TOMMY NOBIS CENTER'S INDIVIDUALIZED SERVICES

Early Youth Employment Services (EYES)  
Vocational Assessments  
Employment Training  
Job Development & Placement

Ticket To Work  
Veteran Services  
Medicaid Waiver Services

## EARLY YOUTH EMPLOYMENT SERVICES (EYES)

Early Youth Employment Services (EYES) provides **vocational training and education** to students with disabilities as they become **empowered to pursue their career goals.**

Primary services provided include:



Comprehensive Vocational Evaluations



Job Readiness Training



Personal Social Adjustment



**98%**

OF STUDENTS SHOWED SKILLS GAINED



**97%**

AVERAGE STUDENT SATISFACTION RATE



EXPANDED FROM 5 TO **24** SCHOOLS

**30%**

INCREASE IN NUMBER OF PEOPLE PLACED IN JOBS

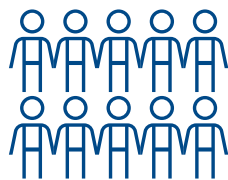
**\$10.97**

AVERAGE HOURLY WAGE



**\$2,824,488**

ECONOMIC IMPACT IN WAGES EARNED



**2,493**

PEOPLE SERVED

Developmental/  
Intellectual  
68%

Sensory  
3%

Psychiatric/  
Psychological  
9%

Neurological  
7%

Medical/  
Physical  
3%

Learning  
10%

**WHO WE SERVED**

"Before I entered Tommy Nobis Center's program, my anxiety prevented me from working. I learned so many things at Tommy Nobis Center, such as how to speak to a potential employer during an interview, job performance expectations, financial skills, financial goal-setting, and planning for all stages of life. **It was tough, but it was exactly what I needed.**"

- Megan, Tommy Nobis Center Participant



# NOBIS ENTERPRISES

Nobis Enterprises is an AbilityOne Agency dedicated to leveraging the power of government contracting in providing meaningful training and employment opportunities to people with disabilities. Nobis Enterprises employees are skilled in providing administrative, custodial, mail center, recycling, and supply room services.

## 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

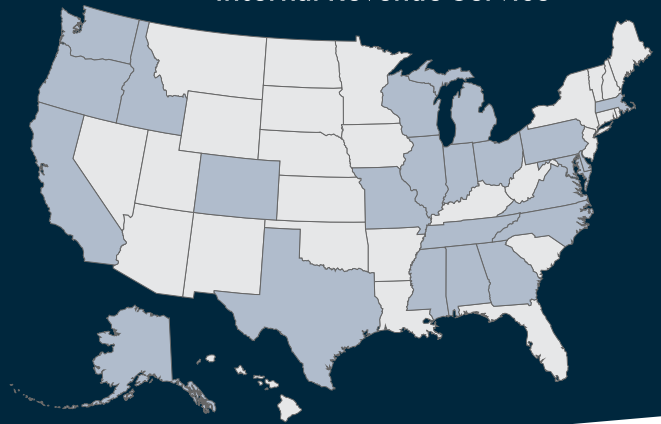
Department of Justice

State of Georgia

Internal Revenue Service

**77** JOBS IN **24** STATES AND WASHINGTON, DC

**88%** OF NOBIS ENTERPRISES TEAMMATES  
HAVE A DISABILITY



“As a hard of hearing person, it’s so hard to get a job. Tommy Nobis Center helped me become employed and more financially secure. **Now that I’m working, it feels like I get to start my life all over again.**”

- Cassandra, Nobis Enterprises Teammate

## BUSINESS SOLUTIONS

Our business solutions present companies with the opportunity to change the lives of people with disabilities while receiving top-quality services for their businesses utilizing our 39,000 square-foot warehouse.



NEW CUSTOMERS

Stewart Browne

Thermo Fisher  
Scientific

Absorbest

Claire Burke

Georgia Imaginators

JIT Packaging

beMatrix

Forest Drapery

Fry Reglet

MedSupply

OxBlue

## OUR PRODUCTION & FULFILLMENT CAPABILITIES



ASSEMBLY



LIGHT  
MANUFACTURING



EQUIPMENT CLEANING/  
REFURBISHMENT



KIT PACKING



DOCUMENT  
ASSEMBLY



COMPLETE WAREHOUSING  
& DISTRIBUTION

# 2019 GALAXY OF STARS LUNCHEON AT THE GEORGIA AQUARIUM

We were honored to showcase the powerful stories from our award winners and Tommy Nobis Center participants as well as to receive the support of over 400 community partners and guests, including our 2019 Atlanta Falcons Legends.



## TOGETHER WE RISE

INSPIRING  
SUCCESS  
STORIES

MORE THAN  
**\$210,000**  
RAISED

*The Nobis family presented Kevin Burke with the 2019 Tommy Nobis Rising Star Award.*

### GA gives ON #GIVINGTUESDAY

MORE THAN

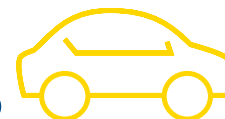
**\$40,000**

RAISED



### VEHICLE DONATION PROGRAM

**865** VEHICLES  
DONATED



GENERATING OVER

**\$688,000**

**FUNDRAISING SUPPORT THAT FUELS PROGRAMS AND CHANGES LIVES.**

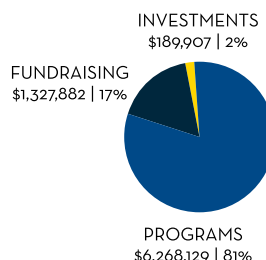
## FINANCIAL HIGHLIGHTS 2019 2018

Cash and Cash Equivalents	\$470,329	\$560,033
Accounts Receivable, Net	712,070	783,530
Other Current Assets	1,128,615	120,978
Property and Equipment	2,642,840	2,854,250
Investments	3,295,260	4,065,825
<b>TOTAL ASSETS</b>	<b>\$8,249,114</b>	<b>\$8,384,616</b>

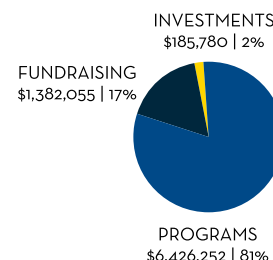
Accounts Payable and Accrued Liabilities	\$287,191	\$441,876
Notes Payable	1,287,041	1,357,196
Net Assets	6,674,882	6,585,544
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$8,249,114</b>	<b>\$8,384,616</b>

Revenue	\$7,785,918	\$7,994,087
Expenses	\$7,696,580	\$7,573,209
Net	\$89,338	\$420,878

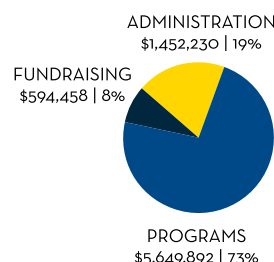
### 2019 Revenue



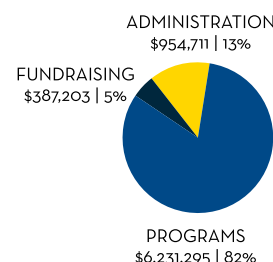
### 2018 Revenue



### 2019 Expenses



### 2018 Expenses



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

THE GIFTS LISTED BELOW WERE RECEIVED FROM JULY 1, 2018 TO JUNE 30, 2019

## Donors \$25,000 and Above

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Cobb Collaborative  
Cobb County CDBG  
Cobb EMC Community Foundation  
McMath Trust  
Pat & Gill Clements Foundation  
The Marcus Foundation, Inc.  
The Robert and Polly Dunn Foundation

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## SIGNING DAY



It was SIGNING DAY for Erin when she was hired as a barista at Café Blends. She was very excited about landing her first job. TNC teammates gathered to congratulate her on this great achievement. Signing Day is a new initiative driven by our core values of **FUN** and **MISSION-DRIVEN** to enthusiastically celebrate a program participant reaching their goal of employment. It has become one of our favorite cultural moments, while also inspiring our teammates and heightening our commitment to our mission.



Café Blends is a partnership between Nalley Automotive Group and Tommy Nobis Center that provides job training and employment for people on the autism spectrum in Nalley dealerships. This year Café Blends expanded to two new locations for a total of 24 barista positions in 5 locations.



“When I learned how to make the coffee, it was confusing at first, but someone was there to train me and help me learn how to grind the coffee and use the machines.

**Now I’m an expert!”**

- Erin, Café Blends Barista



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