



TOMMY NOBIS CENTER®

2020 ANNUAL REPORT
THRIVING THROUGH A PANDEMIC



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A LETTER FROM BEN AND DAVE

This year was undeniably a year of change, resiliency, evolution, and innovation. During the uncertainty of a pandemic, we were able to successfully pivot and continue to thrive through providing our services remotely and virtually, transitioning our organizational activities from in-person to digital, enriching and strengthening our culture by increasing employee engagement, and developing new business opportunities to further expand TNC's contributions to the community. Despite the circumstances, we were able to serve and place more participants than any year prior. EYES (Early Youth Employment Services) continued to be a major area of focus as we maximize the tremendous impact of investing in our youth.

Although the situation dictated that some of our operations be temporarily closed, many of our teammates remained on the front lines as essential personnel showing the true value of people with disabilities in the workplace. Our Business Solutions division had a strong year due to new partnerships and projects that produced 71 new jobs and more than \$350,000 in revenue to fuel our mission.

We were especially honored to be awarded the Atlanta Business Chronicle's 2019 Diversity & Inclusion Award for Outstanding Diversity in an Organization. This recognition was very meaningful, as it aligns perfectly with our organizational vision.

It has been an unprecedented year of change, but we are proud to have been able to thrive through a pandemic and impact the lives of many people with disabilities. Through strong commitment to our core values, we continue to accomplish our mission to empower people through employment and change lives forever.

Sincerely,



Benjamin Miller

Benjamin Miller, Ph.D.
Board Chairman



Dave Ward

Dave Ward
President & CEO

**"Tommy Nobis Center matters
because it gives people
with disabilities hope."**

- Destiny



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

OUR TEAMMATES ARE ESSENTIAL PERSONNEL

Our teammates provided janitorial and mailroom services during the COVID-19 pandemic. Our janitorial contract at Dobbins Air Reserve Base was expanded based on the heightened need, and our mailrooms continued to process mail. Our teammates have remained on the front lines and have shown how valuable they are to the workplace.

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 execute contracts with a focus on 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
- Internal Revenue Service

More than **75** Nobis Enterprises employees supporting **10** federal contracts in **23** states

NEW NATIONAL PARTNERSHIP

We secured a new national partnership with **Veritiv** and **SourceAmerica** which will engage nonprofits who support people with disabilities across the country and **help put thousands of people with disabilities to work.**

CIMS-GB CERTIFICATION

Tommy Nobis Center achieved **CIMS-GB Certification with Honors**, setting a new standard of high-quality commercial cleaning services.

INVESTING IN THE FUTURE OF OUR YOUTH

EARLY YOUTH EMPLOYMENT SERVICES (EYES)

EYES provides vocational training and education to students with disabilities as they become empowered to pursue their career goals.

Amid COVID-19, virtual learning became a new, innovative approach to providing services. The EYES Summer Program was adapted to provide both in-person and virtual learning.



John participated in the EYES Summer Youth Program where he gained practical knowledge and skills to prepare him for employment. Now John works as a kitchen assistant at Life University. **John says having a job makes him feel POWERFUL.**

- INTERVIEW SKILLS
- VIRTUAL LEARNING
- FINANCIAL LITERACY
- JOB READINESS
- COMMUNICATION
- GOAL SETTING
- CAREER EXPLORATION
- JOB SEARCH



255

students served in 28 schools across metro Atlanta



100%

of students showed job readiness skills gained



98%

average student satisfaction rate

PROGRAMS, TRAINING & SERVICES

BUSINESS SOLUTIONS

We provide companies the opportunity to change the lives of people with disabilities while receiving top-quality services to meet their business needs utilizing our 39,000 square-foot warehouse equipped with a full range of production and logistics capabilities.

173%



increase in Business Solutions revenue



OUR BUSINESS PARTNERS

Absorbest
Aramark
Artifact Uprising
BeMatrix USA
Bull Sluice Outfitters
Cable Depot
Chemlink Concentrated
Claire Burke
CribMaster

Dell Fastener
D-MAC Industries, Inc.
Elanders
Fiserv
Flashpoint Artist Initiative
Forest Drapery Hardware
Freund Containers Supply
Fry Reglet Corporation
Georgia Imaginators

Georgia Enterprises for Products and Services
IBC Worldwide Inc./TeamSafe Gear
Ideoto
Ingenico
Levas Imports/Pomona
Miller Direct Advertising
National Association of Convenience Stores

OxBlue Corporation
Quipment, Inc.
Regal Lager, Inc.
RPI
Stable Kernel
Stewart R. Browne Mfg. Co.
Thermo Fisher Scientific
US Flag Maker
Wellstar

OUR PROGRAMS

We provide training and employment for the people we serve and talent to employers.



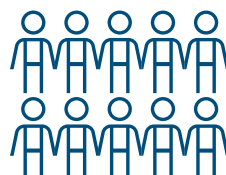
18%

increase in the number of people placed in jobs



\$9.75

average hourly wage



2,755

people served



\$3,059,433

economic impact in wages earned

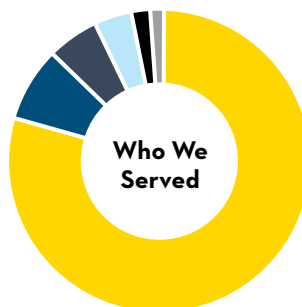
TNC IN THE COMMUNITY









- Developmental/Intellectual - 70%
- Learning - 11%
- Psychiatric - 8%
- Neurological - 5%
- Physical/Medical - 3%
- Sensory - 3%

INVESTING IN PEOPLE & CULTURE



RECEIVED THE ATLANTA BUSINESS CHRONICLE'S
2019 DIVERSITY & INCLUSION AWARD
 FOR OUTSTANDING DIVERSITY IN AN ORGANIZATION



TOP WORKPLACES
2 YEARS STRAIGHT
 2019 / 2020
 HONORED BY THE ATLANTA JOURNAL-CONSTITUTION



ATLANTA'S BEST & BRIGHTEST
4 YEARS STRAIGHT
 2017 / 2018 / 2019 / 2020



FUNDRAISING THAT FUELS OUR PROGRAMS & CHANGES LIVES

864 VEHICLES DONATED
 GENERATING OVER
\$697,000



VEHICLE DONATION PROGRAM

SECURED
28 GRANTS
 THAT SUPPORTED

- EYES
- Employment Training and Placement
- Facility Improvements
- COVID-19 Relief
- Medicaid Waiver Services
- Emergency Services

MORE THAN
\$154,000 RAISED

2020 GALAXY OF STARS

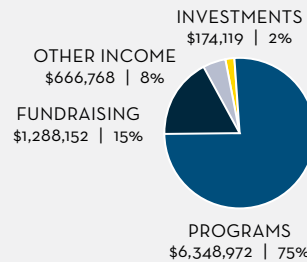
Many of our sponsors and donors stepped up and allowed us to leverage their contributions to provide emergency support during the pandemic.

MORE THAN **\$72,000**
 RAISED FOR GAGIVES ON #GIVINGTUESDAY

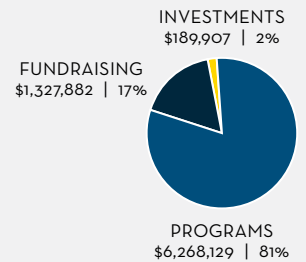
FINANCIAL HIGHLIGHTS

	2020	2019
Cash and Cash Equivalents	\$1,524,354	\$470,329
Accounts Receivable, Net	643,344	712,070
Other Current Assets	1,081,070	1,068,197
Property and Equipment	2,454,907	2,642,840
Investments	3,336,076	3,355,678
TOTAL ASSETS	\$9,039,751	\$8,249,114
Accounts Payable and Accrued Liabilities	\$522,954	\$287,191
Refundable Advance (PPP Funding)	331,432	
Notes Payable	1,239,210	1,287,041
Net Assets	6,946,155	6,674,882
TOTAL LIABILITIES AND NET ASSETS	\$9,039,751	\$8,249,114
Revenue	\$8,478,011	\$7,769,289
Expenses	\$8,258,696	\$7,696,580
Net	\$219,315	\$72,709

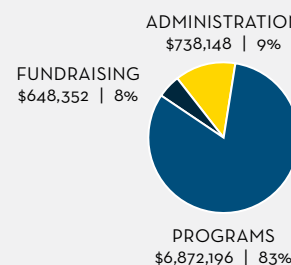
2020 Revenue



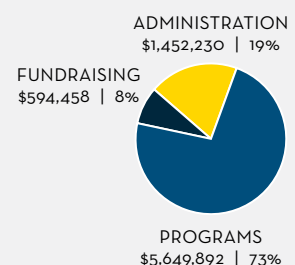
2019 Revenue



2020 Expenses



2019 Expenses



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

DONORS \$25,000 & ABOVE

Cobb County CDBG
McMath Trust
Pat & Gill Clements
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The Marcus
Foundation, Inc.
The Rich Foundation
The Robert and Polly
Dunn Foundation
The Wells Fargo
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DONORS \$5,000-\$25,000

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Community Giving

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IN-KIND

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Chocolate
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Max Shaffer
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THE GIFTS LISTED WERE RECEIVED FROM JULY 1, 2019 TO JUNE 30, 2020

IN HONOR OF

Amy Christian
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Tim Hawks
Donna Hook
Gary & Roberta Knopf
Benjamin Miller
Peggy Rogers

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QUINTAVIOUS HAS A SMILE THAT BRIGHTENS THE ENTIRE ROOM.

Born an only child on the autism spectrum, Quintavious has faced his share of challenges. When he reached his senior year in high school, he and his family were confronted with the reality that many students with disabilities face—after graduation, then what? That’s when Tommy Nobis Center (TNC) was able to help. During his final semester, Quintavious had the opportunity to enroll in EYES at South Cobb High School. This proved to be a great first step on his journey to employment. He participated in classes on job readiness skills, effective communication, goal setting and decision making, time management, self-advocacy, and proper work behaviors. After completing the program and graduating from high school, it was a smooth transition to TNC for additional services and an individualized plan was created to meet his specific needs.

Quintavious and his Program Manager worked together to find the perfect job opportunity at Whitfield Academy as a Steward. He was able to experience the job firsthand to ensure it was a good fit for him, and after being hired, he received job coaching to overcome any initial challenges. Quintavious takes his job very seriously and everyone at the academy loves and supports him.

“Thank you, Tommy Nobis Center, for helping me find a nice and safe place to work.”
- Quintavious



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