



TOMMY NOBIS CENTER®



EDUCATE. TRAIN. EMPLOY. EDUCATE. TRAIN. EMPLOY. EDUCATE. TRAIN. EMPLOY.

EDUCATE.

TRAIN.

EMPLOY.

2021

ANNUAL REPORT

**Employment** Support **HIRED** Job Placement Training **Uplifting** Best & Brightest Independence **EARNED OPPORTUNITY** Experience Community **Job Readiness** **JOY** Confidence Work Goal-Setting Job **Development** Performance Working **Employment** Support **Hired** Placement Training **Uplifting** **BEST & BRIGHTEST** Independence Earned Opportunity Experience Community **Job Readiness** **JOY** Confidence **WORK** Goal-Setting Job Development Performance Hard Working Employment Support Hired **JOB** Placement Training Uplifting Best

## A LETTER FROM BEN AND DAVE

The past year created challenges for all of us like we have never faced before – challenges including political divisiveness, social injustice, and the unprecedented effects of the pandemic. It has been trying, stressful, and extremely difficult for individuals and organizations alike. And yet, we have faced the challenges with innovation, perseverance, and a determination to continue to meet the needs of the community we serve.

Our focus to **educate, train, and employ people with disabilities** is stronger than ever and we have pivoted to find new ways to achieve our mission. Providing services virtually and safely in-person, we have continued to expand and enhance our Early Youth Employment Services to students with disabilities. We have implemented new ways to provide temporary staffing solutions for companies while helping people in crisis find employment quickly. We have been agile to meet the needs of our current customers while developing new partnership opportunities to fuel our programs. Nobis Enterprises is continuing to expand and grow our government contracts.

We were especially honored to be recognized as one of the **2020 Best & Brightest Companies to Work For in the Nation**. This is our first national recognition for our robust and healthy culture. It reflects our focus on our core values of Mission-Driven, Accountability, Fun, Innovation, and Integrity.

We are grateful to our friends who believe in our mission. The gifts and grants we receive from individuals, foundations, corporations, and other supporters enable us to maintain our unwavering commitment to enhance the lives of those we serve. We are facing the future with optimism and resilience, knowing there is much more to be done.

Sincerely,



**Benjamin Miller, Ph.D.**  
Board Chairman



**Dave Ward**  
President & CEO

# BEST AND BRIGHTEST<sup>®</sup> COMPANIES TO WORK FOR IN THE NATION

## 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

## BOARD OF DIRECTORS



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Corporate Executive

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Operations Manager  
Intuitive Surgical

## HONORARY

**Johnny Isakson**  
**Karen Slaughter**

# 356

STUDENTS SERVED

176

IN-PERSON



180

VIRTUALLY



EDUCATE. TRAIN. EMPLOY.

## Inspiring Hope, Confidence, and Courage

When Crystal came to Tommy Nobis Center in September 2019, she was at the lowest point in her life. Having been diagnosed with anxiety and bipolar disorder, she was overwhelmed in her role as a single mother to a young child. One of her biggest stressors was her concern about how she was going to provide for her son.

At TNC, she was immediately given the opportunity to work and earn income as part of her training program. By being matched with a job that fit her needs, she began to have hope for her future. She no longer dreaded going to work and her fear that she wouldn't be able to measure up began to fade.

**Today, Crystal works as a Shipt shopper, a job she enjoys that provides good pay and a flexible schedule.**

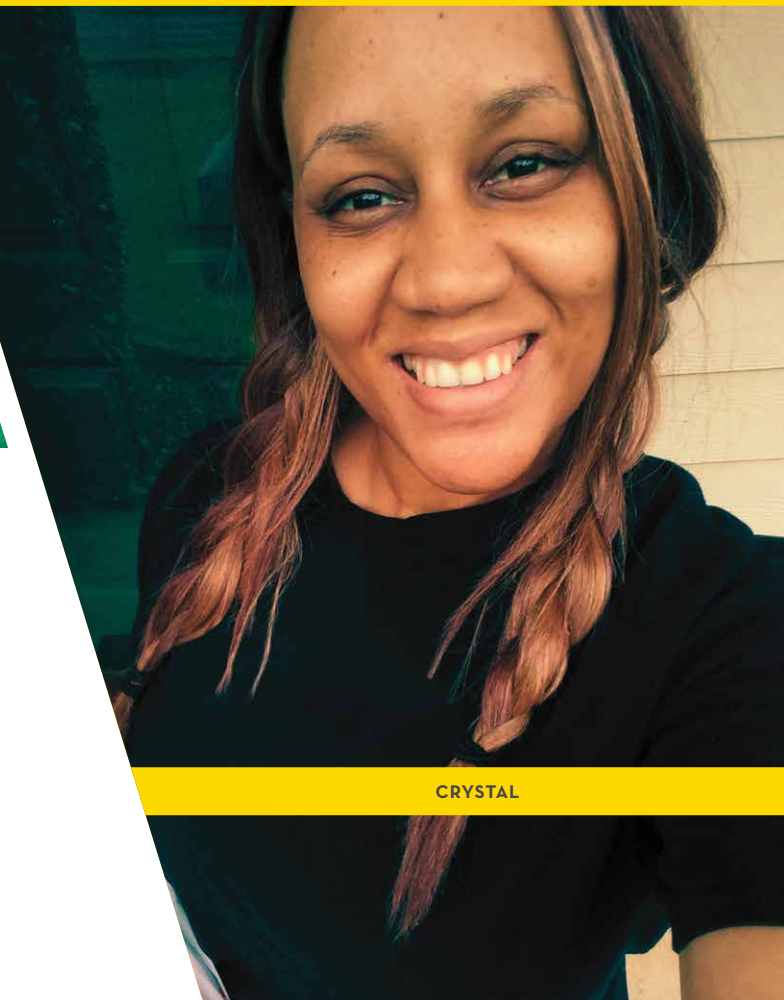
“Tommy Nobis Center made me feel like I can do it, even if I do it a little differently.”



CHRISTOPHER & ALEKS

## Early Youth Employment Services (EYES)

Christopher and Aleks were already good friends when they came to EYES Camp this summer. They were an inseparable team and their friendship set the tone for a very fun and engaging classroom. They both led class discussions and inspired their peers to participate. They shared that making new friends and improving their social skills was their favorite part of camp.



CRYSTAL



## EDUCATE. TRAIN. EMPLOY.

### Nobis Enterprises

Nobis Enterprises is an AbilityOne nonprofit agency that services government contracts by training and employing people with disabilities. Our areas of expertise include administrative, custodial, mail center, and supply room services.

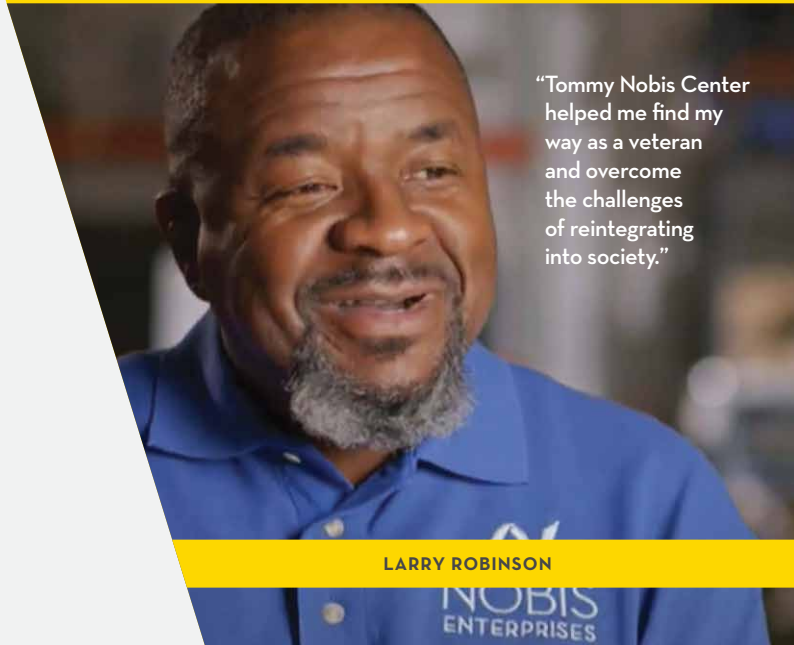
**89%** of Nobis Enterprises teammates have a disability.

### 10 CONTRACTS IN 23 STATES

Department of Defense U.S.  
Department of the Air Force  
U.S. DEPARTMENT OF THE ARMY  
Social Security Administration  
**Environmental Protection Agency**  
Centers for Disease Control and  
Prevention U.S. Department of  
Housing and Urban Development  
**INTERNAL REVENUE SERVICE**  
U.S. Department of Energy General  
Services Administration

### Larry Robinson Wins National Award SourceAmerica's 2021 Honor Roll for Veterans

Larry served in the military for 21 years and was awarded the Purple Heart for wounds he received in action. When he returned from duty, he was diagnosed with PTSD and had difficulty reacclimating to civilian life. Five years ago, the Veteran's Administration referred him for a position at the Nobis Enterprises CDC mailroom. Larry was soon thriving in his new role. Now he is an excellent teammate and a morale builder for his team.



"Tommy Nobis Center helped me find my way as a veteran and overcome the challenges of reintegrating into society."

LARRY ROBINSON

NOBIS  
ENTERPRISES

## SECURED 2 NEW CONTRACTS AND CREATED 11 NEW JOBS

### Business Solutions

We provide companies with solutions for their production and fulfillment needs and assistance with their staffing needs. This creates employment opportunities for the people we serve.



Proudly Packaged by  
TOMMY NOBIS CENTER

### COVID Kit Project

Our teammates in Business Solutions produced 10,000 COVID Prevention Kits which were distributed to local nonprofits serving the most vulnerable among us who were significantly impacted by the pandemic.



This was a meaningful project for TNC that allowed us to help our community stay safe.

### Our Impact

**398**



People placed or supported in jobs

**\$11.20**



Average Hourly Wage

**\$3,906,000**



Economic Impact in Wages Earned

# FUNDRAISING THAT FUELS OUR PROGRAMS AND CHANGES LIVES



SECURED  
**26 GRANTS**



MORE THAN **\$49,000**  
RAISED FOR GA GIVES ON #GIVINGTUESDAY



**734** VEHICLES DONATED  
GENERATING **\$947,941**  
VEHICLE DONATION PROGRAM

A RECORD-SETTING **\$240,000** RAISED  
2021 VIRTUAL GALAXY OF STARS



DESTINY ADAMSON  
- 2021 TOMMY NOBIS RISING STAR AWARD WINNER -

## ORGANIZATIONAL RECOGNITION



Top Workplaces  
3<sup>rd</sup> Straight Year

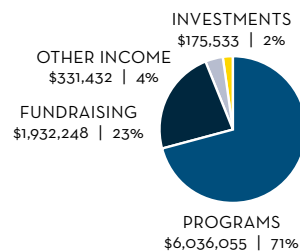
**BEST AND  
BRIGHTEST**  
COMPANIES  
TO WORK FOR  
IN THE NATION  
WINNER 2020

Our First  
National Award

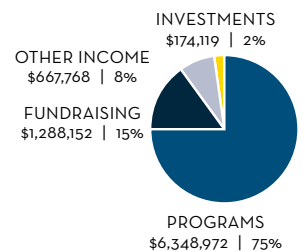
## FINANCIAL HIGHLIGHTS

	2021	2020
Cash and Cash Equivalents	\$2,179,312	\$1,524,354
Accounts Receivable, Net	716,732	643,344
Other Current Assets	513,313	1,081,070
Property and Equipment	2,465,014	2,454,907
Investments	3,921,225	3,336,076
<b>TOTAL ASSETS</b>	<b>\$9,795,596</b>	<b>\$9,039,751</b>
Accounts Payable and Accrued Liabilities	\$595,185	\$522,954
Refundable Advance (PPP Funding)	\$0	\$331,432
Notes Payable	1,206,031	1,239,210
Net Assets	7,994,380	6,946,155
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$9,795,596</b>	<b>\$9,039,751</b>
Revenue	\$8,475,268	\$8,478,011
Expenses	\$7,940,937	\$8,258,696
Net	\$534,331	\$219,315

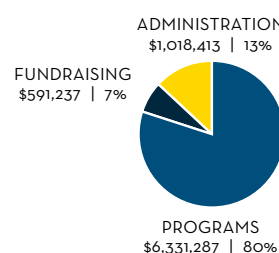
### 2021 Revenue



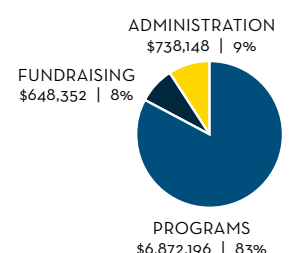
### 2020 Revenue



### 2021 Expenses



### 2020 Expenses



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

## DONORS \$25,000 & ABOVE

Cobb County Community Development Block Grant (CDBG) Office  
Cobb EMC Foundation  
McMath Trust  
Pat & Gill Clements Foundation  
SelectCobb  
The Community Foundation for Greater Atlanta  
The Inlay Foundation  
The Marcus Foundation, Inc.

## DONORS \$5,000-\$24,999

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Mike Kunstmann  
Kaisim Kushkituah  
Yoshua Kushkituah  
Mary Lakeru  
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## IN HONOR OF

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Ben Miller  
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Milani Tolbert  
Dave Ward  
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THE GIFTS LISTED WERE RECEIVED FROM JULY 1, 2020 TO JUNE 30, 2021

**IN MEMORIAM**

Layla Ahmed  
Edward Blazer  
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Jamie Hale  
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Mike Oakes  
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**IN-KIND**

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“I am so appreciative of the opportunity and support I have received from Nobis. My mentors and supervisors have identified my potential for professional growth and have been committed in partnering with me to achieving a successful career both now and in the future. **I couldn't be happier to be part of the Nobis family.**”

– CLARENCE



CLARENCE

## Clarence Shines in San Diego

Clarence is a man on many missions, and he doesn't allow his disability to get in his way! Born with a mild form of Cerebral Palsy, his parents told him early on that he had to learn quickly to adapt to the best of his ability, and he has taken those words to heart.

Clarence was accepted into the engineering programs at six colleges – Michigan, Notre Dame, Texas A&M, Auburn, Florida, and Missouri. Soon after enrolling at University of Missouri-Columbia, he changed his major and earned a degree in Business and Finance.

Clarence found it difficult to find a job in the private sector due to his disability. He recounts that there were several occasions where he would submit his resume for a position, but once they heard his voice over the phone, the position was suddenly unavailable. He found himself not only having to overcome his individual limitations, but the limitations in the perception of others.

Clarence was hired through the AbilityOne program as a mail clerk at the IRS mailroom in San Diego. When Nobis Enterprises acquired the contract, Clarence was the sole full-time clerk. When the mailroom supervisor resigned, Clarence was the clear choice to step into the role. Nobis Enterprises staff worked with Clarence to prepare him for his promotion, providing additional support to equip him with the tools he needed to succeed. Today, Clarence provides an environment that is rich in mentorship, supplying his teammates with positive reinforcement, training, and top-notch customer service. As a result, Clarence consistently receives an “Excellent” IRS customer satisfaction rating.



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