



1977-2022  
**45**

YEARS of  
EMPOWERMENT

 TOMMY NOBIS CENTER®



TOMMY NOBIS CENTER®

2022  
**ANNUAL  
REPORT**

# BOARD OF DIRECTORS

## Tommy Balas

Chief Human Resources Officer  
Omnimax International

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Bennett Thrasher

## Sonja Brown

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Cobb County Magistrate Court

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Senior Managing Director/Partner  
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WSB-TV

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ModusOne Health

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Northside Enterprises

## Gary Knopf, Treasurer

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Continuum Legal Group LLP

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Corporate Executive

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Amoena USA Corporation

## Patricia J. Royak

CEO  
Royak Consulting

## Amie Willis, Vice Chair

Shareholder  
Ogletree Deakins

## HONORARY

Karen Slaughter

# A LETTER FROM ALAN AND DAVE

As we reflect on the last 45 years, we are proud and humbled to be part of an organization that has had such a tremendous impact on the lives of thousands of people with disabilities and their families. Over the years, we have been agile and innovative to meet the needs of those we serve, and we continue to be the disability employment specialist our community needs and deserves.

Our focus this year has been to grow and expand our most effective programs that **prepare youth for their future and provide stable employment for people with disabilities** across the country. Our Early Youth Employment Services (EYES) program has expanded into 38 classrooms in 29 schools across six Metro Atlanta counties. Our EYES Summer Program added four new offsite locations to meet needs in underserved areas. A new EYES initiative, ConNect, provided social engagement for students and their families offering social events, group outings and activities, parent support, and family education throughout the year. We were thrilled to secure a \$2M grant that will allow for continued expansion to underserved communities and ensure students with disabilities receive the services they need. Nobis Enterprises is continuing to expand and grow our government contracts across the country. We added new positions in Portland, OR, New York, NY, Albuquerque, NM, and Charleston, WV.

We were honored to be named one of the **Best & Brightest Companies to Work For in the Nation for the third consecutive year**. We were once again recognized as one of the Atlanta Journal-Constitution's Top Workplaces, a distinction we have held since 2019.

We are extremely grateful to our partners and supporters who see the value our services bring to the community, knowing that when we work together to empower people through employment, everyone wins. We remain committed to listening to our community and finding solutions that make life better for people with disabilities, for those who employ them, and for our entire community. With passion and resiliency, we stand ready to meet the challenges of the next 45 years.

Sincerely,



*R. Alan Moak*

Alan Moak  
Board Chair



*Dave Ward*

Dave Ward  
President & CEO

**BEST AND  
BRIGHTEST  
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



# EARLY YOUTH EMPLOYMENT SERVICES (EYES)



**410**  
STUDENTS  
SERVED!



**38**  
CLASSROOMS  
SERVED



**9,125**  
HOURS of EYES  
INSTRUCTION



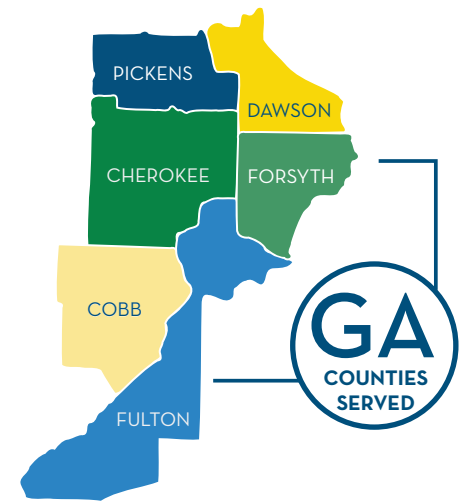
**4** OFF-SITE  
EYES  
SUMMER PROGRAM  
LOCATIONS



**1<sup>ST</sup>** EVER  
EYES  
SPRING BREAK  
CAMP



**32**  
COMMUNITY SITES  
VISITED by EYES  
STUDENTS



Connecting Families of Youth with Disabilities



## A NEW INITIATIVE

**ConNect** is a Student and Parent Socialization/Support Group for students with disabilities and their families offering social events, group outings, parent support, and family education throughout the year in the hopes that our youth will make lasting friendships.

**127** students and family members  
participated in **11** events.



When Amari started the EYES Summer Program, she was quite shy. Over the following weeks, it was exciting to watch her become more confident and comfortable engaging with the instructors and other students. Throughout the program, she was incredibly diligent in her work and always gave it her best.

**By the end of the  
program, Amari had  
landed a job she  
LOVES.**

MORE THAN  
**75** NOBIS ENTERPRISES  
EMPLOYEES PROVIDE  
ADMINISTRATIVE,  
MAIL-ROOM, AND  
CUSTODIAL SERVICES

SUPPORTING  
**10** FEDERAL & STATE  
CONTRACTS

IN  
**23** STATES

**92%**  
of NOBIS ENTERPRISES  
TEAMMATES HAVE A DISABILITY.

### HUD CONTRACT EXPANSION

- **3 new jobs in:**
  - New York, NY
  - Albuquerque, NM
  - Charleston, WV
- **3 General Clerks promoted to** Administrative Assistants with significant salary increases.

## NEW CONTRACT

IRS Mailroom – Portland, OR | 3 new **AbilityOne** jobs



## Clarence Goes to Washington

Clarence Wine was selected to represent Tommy Nobis Center at SourceAmerica's 2022 Grassroots Advocacy Conference. He and his supervisor traveled to Washington, DC to hear from policy experts about the landscape on Capitol Hill that affects employment opportunities for people with disabilities. Clarence was able to share his personal experiences with staffers of 14 members of Congress to raise awareness about the importance of creating career opportunities through the AbilityOne Program.

**"I had no idea how impactful this experience would be on my life in terms of advocating for employment opportunities for not only myself and my Tommy Nobis teammates, but for every American with a disability wanting the opportunity for meaningful employment."**

– Clarence Wine,  
Nobis Enterprises IRS Mailroom Supervisor, San Diego, CA

## Generating Jobs for Georgians with Disabilities

We are proud to offer drug test kits, face masks, and flu prevention kits for sale to Georgia state agencies through the Georgia State Use Program. We actively pursue adding new products to the program to employ more people with disabilities.

**How it works:** Georgia Enterprises for Products and Services (GEPS) acts as the mandatory purchasing program called the State Use Program. Georgia non-profits submit new products with pricing to GEPS for consideration to be added to the State Use Program. Once a non-profit's proposal is accepted, those products are added to the program and state agencies can order from non-profits through GEPS, thus creating more jobs for Georgians with disabilities.

New Product this year:  
**Flu Prevention Kits**



# FUNDRAISING THAT FUELS OUR PROGRAMS AND CHANGES LIVES

**TOTAL RAISED**  
**\$3.7M**



**488 VEHICLES DONATED**  
**GENERATING \$769,825**



**SECURED \$2,435,618**  
**IN FUNDING THROUGH**  
**31 GRANTS**



**MORE THAN \$57,940**  
**RAISED FOR GA GIVES**  
**ON #GIVINGTUESDAY**



**EYES Students took the stage to recognize our sponsors**

**A RECORD-SETTING \$255,285 RAISED**  
**THROUGH OUR 2022 GALAXY OF STARS EVENT**

**Thank you to our donors for your contributions that allow us to change lives**

## **DONORS \$25,000 & ABOVE**

**CDBG Public Services**  
**CDBG-CV**  
**GA Department of**  
**Education - BOOST/**  
**GSAN**  
**John H. and Wilhelmina D.**  
**Harland Foundation**  
**Pat & Gill Clements**  
**Foundation**  
**The Marcus Foundation,**  
**Inc.**  
**The Rich Foundation**  
**Trust Foundation**  
**Waterfall Foundation, Inc.**

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

Advanced Orthopaedic  
Services  
Alan Moak  
Atlanta Falcons  
Bennett Thrasher  
Foundation  
Cobb EMC Foundation  
David & Monica Winters  
Fiserv  
Frances Hollis Brain  
Foundation Fund  
Frances Wood Wilson  
Foundation, Inc.  
Fulton County  
Community Services  
Program (CSP)  
Georgia Power Company

Jack and Anne Glenn  
Foundation  
Kroger Company  
Marc & Gingie Watson  
Miller Family Foundation  
Pam Reeves  
Peachtree Orthopedics  
Piedmont Church  
Porsche Club of America  
- Peachstate Region  
Publix Super Markets  
Charities, Inc.  
Richard Cox  
Robert & Dixie Bowden  
Sam and Labibie Azar  
Family Foundation, Inc.  
SourceAmerica  
The Chick-Fil-A, Inc.  
Giving Fund  
The John and Mary  
Franklin Foundation,  
Inc.  
The Wells Fargo  
Foundation  
Vaughan Foundation, Inc.  
Wellstar Health System

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

Amie Willis  
Arc & Angle Home  
Builders, LLC  
Atlanta Sparks  
Ben & Rachel Miller  
Bernie & Snookie Brown  
Bobbie Knopf

Bret & Catherine Tanner  
Bristol-Myers Squibb  
Company  
Bryan & Debi Miller  
CAS Group  
Charmel & Ricky  
Frazier, Jr.  
Cobb County CDBG  
Program Office  
Cobb County Friendship  
Club  
Connie & Dempsey Kirk  
CTJ Construction  
CyberGate IT  
Dana Brian  
Daniel Carmody  
Dave Ward  
Devon & Jason Jacksonski  
Digital Shake LLC  
Gary & Amy Knopf  
Gas South  
Gayle Lee  
George Register  
Georgia Center for  
Nonprofits  
Gregg Shimanski  
IBC Worldwide  
InDepth Environmental,  
Inc.  
James & Denese Hudgins  
Jay Wolf  
Jeffrey & Catherine  
McClellan  
Jerry Chang  
Jerry Rhea  
Jim Budzinski  
Jim & Molly Hay

Jimmy Sudderth  
Jonathan Mattera  
Julie Valdez  
Kevin Ostwald  
Laura Gray  
Liberty Furniture  
Industries, Inc.  
Lois & Lucy Lampkin  
Foundation  
Louise Cate  
Lynn Nobis  
Manheim Atlanta  
Marietta Power and  
Water  
McGriff, Seibels &  
Williams  
Metro Atlanta Payroll  
Association  
Michelle Smith  
Ogletree, Deakins, Nash,  
Smoak & Stewart, PC  
Peter & Laurie Tosto  
Phil Whatley  
Philip Kelley  
Pursuant Health  
Renasant Bank  
Reynold & Patsy Jennings  
Richard Restagno  
Robert Murphy  
Robert & Beth Malte  
Roger, Angela &  
Amy Christian  
Ron & Annette Harlow  
Ronald & Judy Goldstein  
Rotary Club of Marietta  
Rufus Chambers  
Ryan Burke

Sarifun Amin  
Shouky Shaheen  
Steve & Suzanne  
Blievernicht  
Steven & Mary Kelley  
TDCR Group, LLC  
TelPlus Communications  
Terry & Margaret  
Mathews  
The Hoenes Foundation  
Inc.  
The Kirby Smart Family  
Foundation Inc.  
Thomas Asher  
Thomas H. Pitts Trust  
Tommy Balas  
Tootie & Jim Jacksonski  
UnitedHealthcare  
Weatherington, LLC

## **DONORS** **\$500 - \$999**

Adam Green  
AlphaGraphics  
Arthur J. Gallagher & Co.  
Brian Boyd  
Brooks Morris  
Carl Black Chevrolet  
Kennesaw  
Central Fire Protection  
Chris & Beth Anders  
CleanNet USA  
David Suddreth  
Deborah Dance  
Dermody Properties  
Foundation

Dianne McCullough  
Dick & Carol Lewis  
East Cobb Civitan  
Foundation  
First Nonprofit Group  
Frost Holdings  
Gaston Street Eats Co.  
Food Truck  
Guillermo & Lisbelle  
Crespo  
Hanover Insurance  
Jabian Cares  
Jamie Stockman  
Jeff Plowman  
Jenny Pittman Cantrell  
Jeremy Chwat  
John Loud  
Karen Dernavich  
Kenneth Turner  
Len Van Popering  
MJ Patel  
Nicholson, Silverbach,  
and Watson  
Parker, Hudson, Rainer &  
Dobbs LLP  
Patrick NeSmith  
Phillip Galbreath  
Piedmont Injury Law  
Randy Willis  
Residential Funding  
Consultants  
Robert Colacicco  
Skip & Sheri Charlton  
Smith & Howard, PC  
Sonja Brown  
Stephen Goldman  
Tammy Fulmer

Tammy Shearer  
Thomas B. Tindall  
Thompson Hine  
Tom & Diane Dunn  
Yamaha Motor  
Corporation

## **IN-KIND**

Active Production  
& Design, Inc.  
Adaliz Vicens  
Alan Moak  
American Axes  
Andrew Coughlan  
ASW Distillery  
Atlanta Braves  
Foundation  
Board & Brush Creative  
Studio  
Booth Western Art  
Museum  
Broadway in Atlanta  
Carithers Flowers  
Center for Puppetry Arts  
CentraArchy  
Charmel & Ricky  
Frazier, Jr.  
Chick-fil-A Marietta Trade  
Center  
City Winery  
Claude Pinner  
Devon Jacksonski  
Duluth Car Wash  
& Quick Lube  
Fred Randolph  
Gate City Brewing

Georgia Aquarium  
Green Bay Packers  
High Museum of Art  
Jonah Salas  
Kendra Scott Perimeter  
Mall  
Lakepoint Station  
Larry Scheinplug  
Le Meridien Atlanta  
Perimeter  
Meagan Davis  
Michael Frost  
Mileshko Creative  
Imaging  
Mitsubishi Electric Classic  
Monica Oliveira  
New York Giants  
Patricia Royak  
Peach & The Porkchop  
Reformation Brewery  
Shake Shack  
SourceAmerica  
Spring Restaurant  
Tellus Museum  
The Alliance Theatre  
The City Cellar and Loft  
The Kirby Smart Family  
Foundation Inc.  
Thirteenth Colony  
Distillery  
Topgolf Alpharetta  
Topgolf Midtown Atlanta  
Variant Brewing  
WSB-TV  
Zoo Atlanta

**The gifts listed were**  
**received from July 1, 2021**  
**to June 30, 2022**



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YEARS of  
EMPOWERMENT



**BOBBIE KNOPF / CO-FOUNDER**

When Bobbie Knopf was a special education teacher at Northside High School, she was a passionate advocate for people with disabilities. It was her foresight, perspective, and determination that led to the founding of Tommy Nobis Center 45 years ago. She and Joyce Slaughter, the parent of one of Bobbie's students, became keenly aware of the great need for employment training and support for students with disabilities after completing high school. She boldly approached Tommy Nobis to partner with them to make Tommy Nobis Center a reality. Through the years, she has been deeply involved as a lifetime member of the Tommy Nobis Center Board of Directors. Her influence and commitment has helped thousands of people with disabilities find success in life. It is inspiring to hear her tell the story of 45 years of empowerment.

Watch the video



**BEST AND  
BRIGHTEST<sup>®</sup>**  
**COMPANIES  
TO WORK FOR  
IN THE NATION  
WINNER 2022**

## NATIONAL RECOGNITION

For the 3rd Consecutive Year

**TOP  
WORK  
PLACES  
2022**

The Atlanta  
Journal-Constitution

**CoxNext**  
ANALYTICS FROM THE ATLANTA JOURNAL-CONSTITUTION

## TOP WORKPLACES

4th Year Straight: 2019, 2020, 2021, 2022



**CARF ACCREDITED**

Since 1979

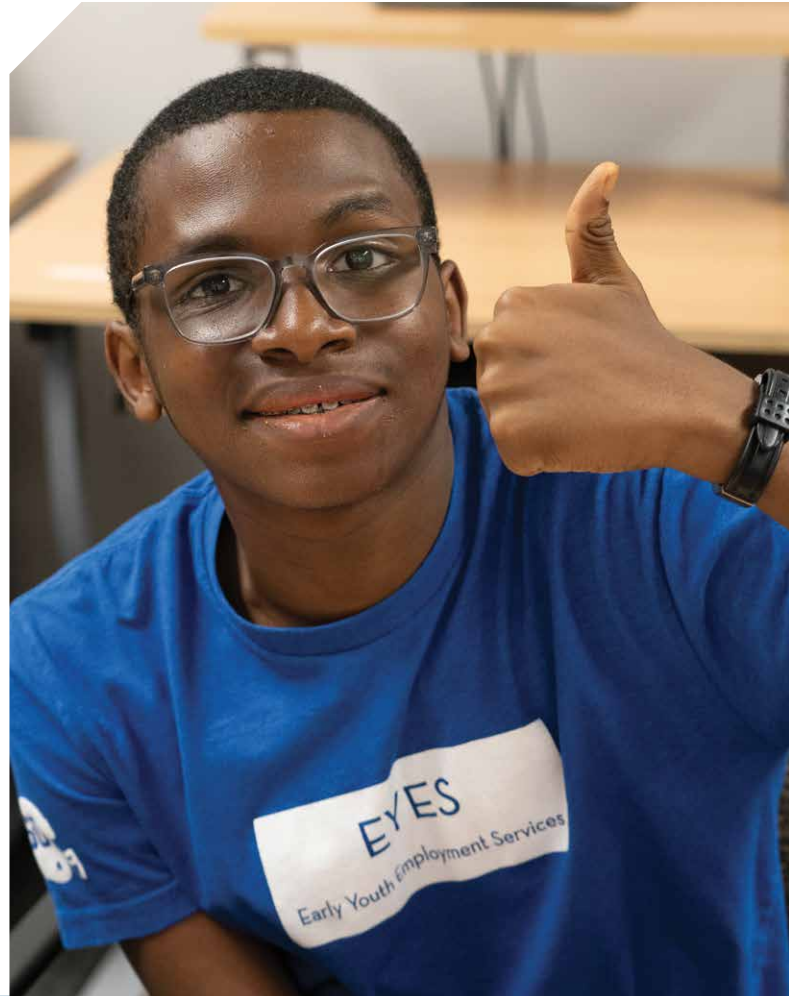
# ADDITIONAL FUNDING & FINANCIAL BREAKDOWN

## EYES Summer Program Gets a BOOST

We were awarded multi-year funding (\$43,200 per year for three years) through the Building Opportunities in Out-of-School Time (BOOST) grants program, made available through the American Rescue Plan. Administered through the Georgia Department of Education and the Georgia Statewide Afterschool Network, these funds exclusively support our EYES Summer Program offered to students with disabilities in Metro Atlanta. This will enable us to provide services to students with disabilities during the summer break including educational field trips, guest speakers, and opportunities to gain hands-on experience in real work environments. In 2022, this grant also supported the expansion of the EYES Summer Program into underserved communities, resulting in a total of 123 students with disabilities served during the months of June and July.

## \$2M Grant Secured to Serve Students in Underserved Communities

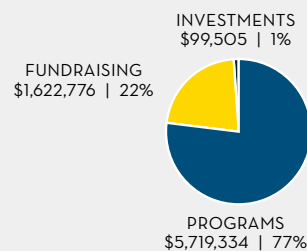
Through the Georgia Governor's Office of Planning and Budget and State Fiscal Recovery Funds, we were awarded a \$2M grant to be expended over the next three years. This grant award will serve students with disabilities across a multi-county area, focusing on programming within underserved communities across the Atlanta metro region. As a result of this strategic program expansion, an increased number of students with disabilities will be prepared for workplace success and gain greater access to equitable work opportunities, creating a pathway for economic mobility and self-sufficiency.



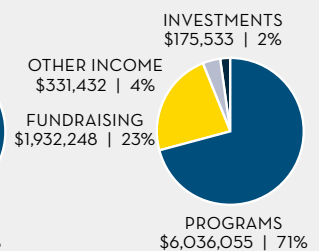
## FINANCIAL HIGHLIGHTS

	2022	2021
Cash and Cash Equivalents	\$1,869,015	\$2,179,312
Accounts Receivable, Net	616,195	716,732
Other Current Assets	443,610	513,313
Property and Equipment	2,350,920	2,465,014
Investments	3,334,784	3,921,225
<b>TOTAL ASSETS</b>	<b>\$8,614,524</b>	<b>\$9,795,596</b>
Accounts Payable and Accrued Liabilities	\$592,678	\$595,185
Notes Payable	1,129,853	1,206,031
Net Assets	6,891,993	7,994,380
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$8,614,524</b>	<b>\$9,795,596</b>
Revenue	\$7,441,615	\$8,475,268
Expenses	\$7,851,549	\$7,940,937
Net	(\$409,934)	\$534,331

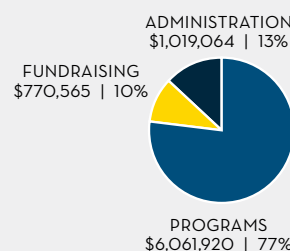
### 2022 Revenue



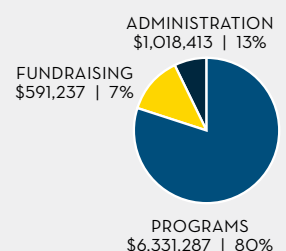
### 2021 Revenue



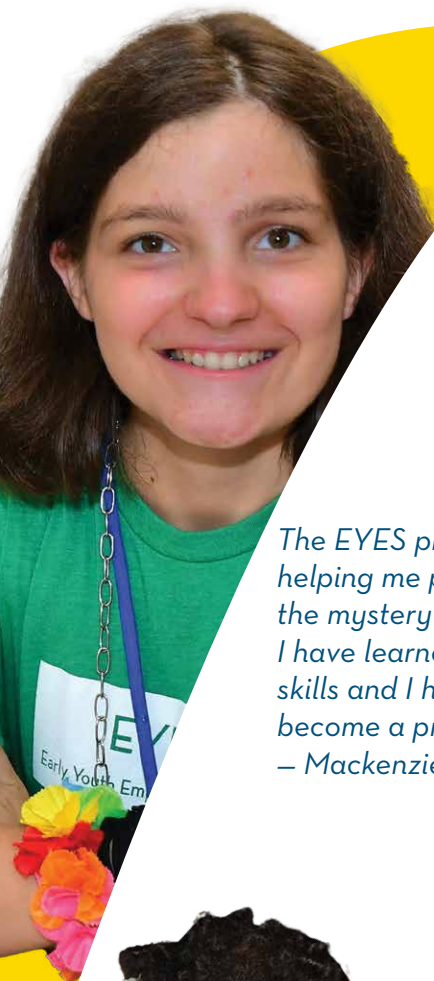
### 2022 Expenses



### 2021 Expenses





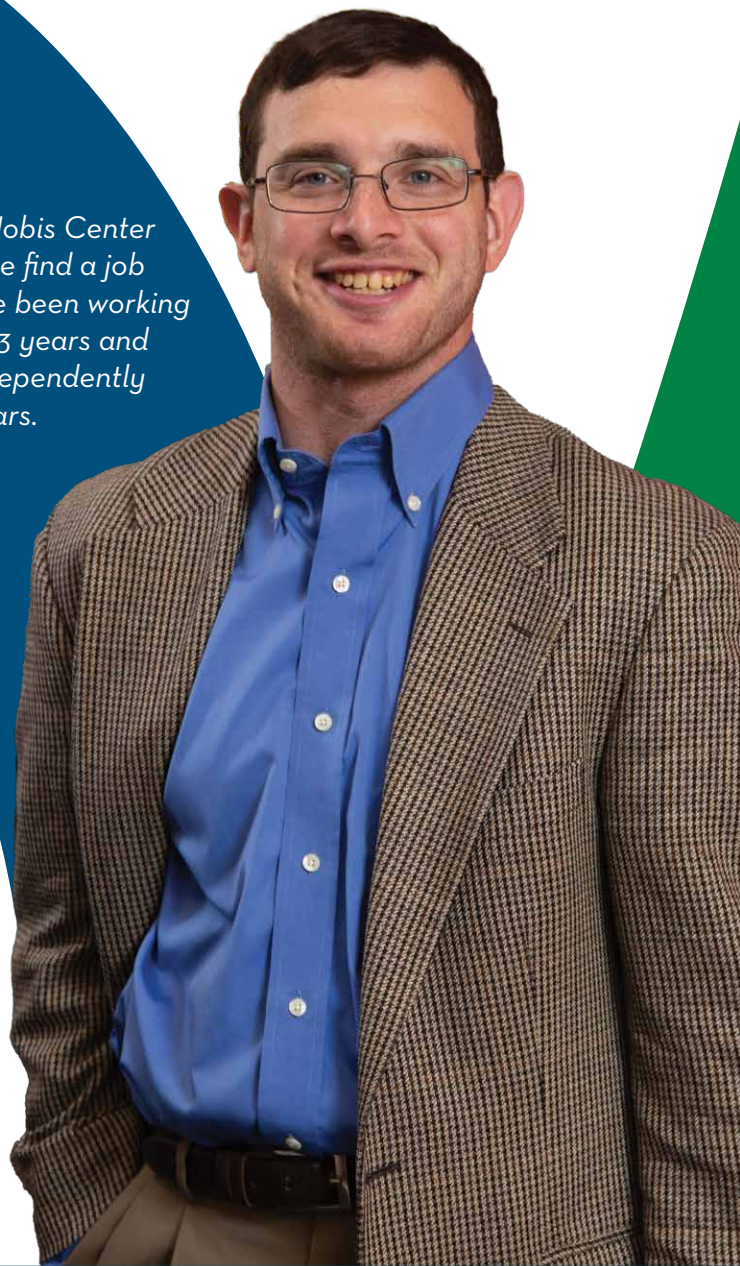


*The EYES program is helping me prepare for the mystery of the future. I have learned valuable skills and I hope to one day become a preschool teacher.*  
 – Mackenzie



*I've had my job at the EPA for 15 years. Tommy Nobis Center gave me the tools I needed to advance from an entry-level position to a supervisor.*  
 – Yvonne

*Tommy Nobis Center helped me find a job I love. I've been working for over 13 years and living independently for 10 years.*  
 – Steve



Commission on Accreditation  
of Rehabilitation Facilities



Highest Level of Recognition  
Offered by Candid



Nobis Enterprises is an  
AbilityOne Nonprofit Agency



CIMS-Green Building Certified by ISSA,  
the worldwide cleaning industry association