

 TOMMY NOBIS CENTER®

2024

ANNUAL REPORT

A YEAR OF MONUMENTAL CHANGE



BOARD OF DIRECTORS

Tommy Balas
Retired Human Resources Officer

Betsi Barrett
Partner
Monetek

Sonja Brown
Judge
Cobb County Supreme Court

Todd Carter
Managing Director
EQT Exeter

Jerry Chang
Treasurer
Managing Director
Berkeley Research Group

Preston Hobson
Sales Manager
WSB-TV

Devon Jackoniski
Vice Chair
Vice President of Chronic Care Management
ResPro Health

Bobbie Knopf
Founder
President & CEO
Northside Enterprises

Gary Knopf
Secretary
Attorney at Law
Continuum Legal Group LLP

Stephanie Martin
CFO
Georgia Chamber of Commerce

Kevin Oswald
Chair
Executive Director
Theranica

Mitesh Patel
Principal
Blue Sky Law

Patricia J. Royak
CEO
Royak Consulting

Amie Willis
Shareholder
Ogletree, Deakins, Nash, Smoak & Stewart

HONORARY
Karen Slaughter

A LETTER FROM KEVIN AND DAVE

This year was an exciting year of growth and preparation for our new education and training center. The renovated facility will allow us to double our impact in half the space, setting the stage for future growth.

Our Early Youth Employment Services (EYES) exceeded our goal of serving 1,000 students with 1,211 students served across nine counties in 54 schools, school break programs in north and south Atlanta locations, and summer programs in Marietta, Cumming, Atlanta, Clayton County, and City of South Fulton. CONNECT provided social engagement and family education for hundreds of students and parents, providing monthly activities throughout the year. The Academy at Tommy Nobis Center, an accelerated vocational training program for young adults with disabilities that guarantees employment, completed its inaugural year serving three cohorts of students. Nobis Enterprises has continued to grow our 12 contracts in 23 states.

We were honored to be recognized as one of the Best & Brightest Companies to Work For in the Nation for the fifth consecutive year.

We are extremely grateful to our partners and supporters who have stepped up this year to help us raise funds for the renovation of our new facility. Together, we are paving the way to a more inclusive mindset that affords people with disabilities the opportunity to work. Tommy Nobis Center remains committed to our mission of empowering people through employment.

Sincerely,



Kevin Oswald
Board Chair



Dave Ward
President & CEO



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

DOUBLE THE IMPACT IN HALF THE SPACE

Tommy Nobis Center has moved to our new education and training center at 240 Interstate North Parkway across I-75 from Truist Park in the hub of surrounding businesses. The facility was purchased in 2022 and fully renovated to meet the needs of our flourishing educational programs.

A **\$5.86M** three-year capital campaign was launched in August of 2023, led by Devon Jacksonski, the daughter of Tommy Nobis. Our community rallied around us, and we quickly raised the majority of the funds needed.

We now have the capacity to serve twice as many participants in half the space.

EMPOWERING
PEOPLE
THROUGH EMPLOYMENT



THE ACADEMY
at Tommy Nobis Center

**An Accelerated Vocational
Training Program for Young
Adults with Disabilities**

A Successful Inaugural Year

57

Participants Served

100%

of 2024 Academy
graduates are employed



ADRIANNA SHARES HER THOUGHTS

Adrianna started at The Academy in March 2024. At the end of the education phase of the program, she wrote a thank you note to her instructor, expressing her thoughts and feelings about her experience.

“I want to thank you so very much for being on this journey with me. We have come so far. I can tell you that in the beginning I was so lost and beaten down from trying to do some things on my own with no real way of knowing how.

I think I had lost sight of my dream and almost forgotten. I'm glad to have been reminded. I'm less lost and more focused while a little more willing to try out things to come out of my shell. I'm also thinking more and using what I learned in class in my daily life. There are some challenges, but I'm sure with some more time and dedication these challenges won't be as challenging anymore.”

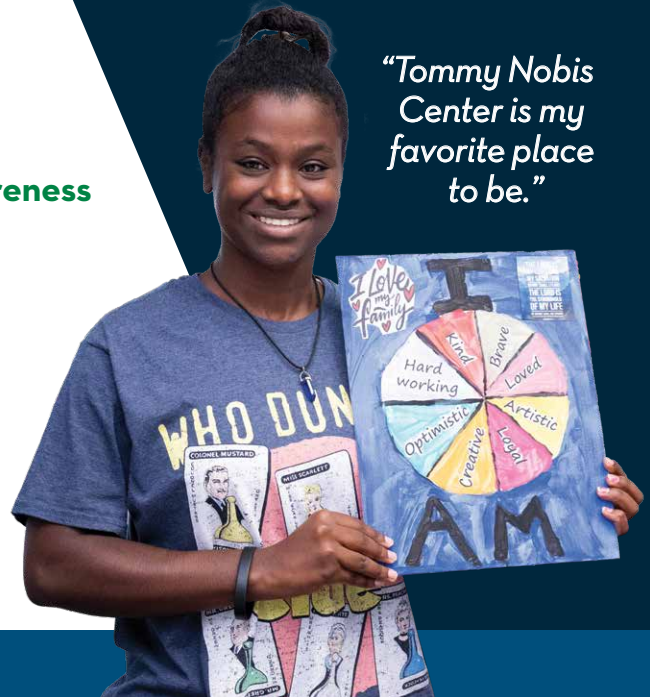
Now Adrianna is in the employment phase of The Academy and is excelling in her job as a warehouse associate at Gunold USA, an embroidery fabric distributor.

EYES Helps Students Develop Skills, Confidence & Awareness

SUMMER PROGRAM SUCCESS

Elsa has participated in EYES over the last three years. During that time, her confidence and leadership abilities have soared, and she has made many lasting friendships.

Elsa's mother said, "The Tommy Nobis EYES program has been a safe place for my daughter to learn about job responsibilities. The support she has received from the staff has been invaluable. We love the Tommy Nobis Program. It has been such a blessing in our lives."



"Tommy Nobis Center is my favorite place to be."

Expanding Our Reach and Impact

FY21

356

FY22

410

FY23

888

FY24

1,211

1,211

Students Served

↑ 36%

54

Schools Served

↑ 15%

113

Classrooms Served through EYES

↑ 26%

87

Students Served in EYES School Break Program

↑ 67%

200

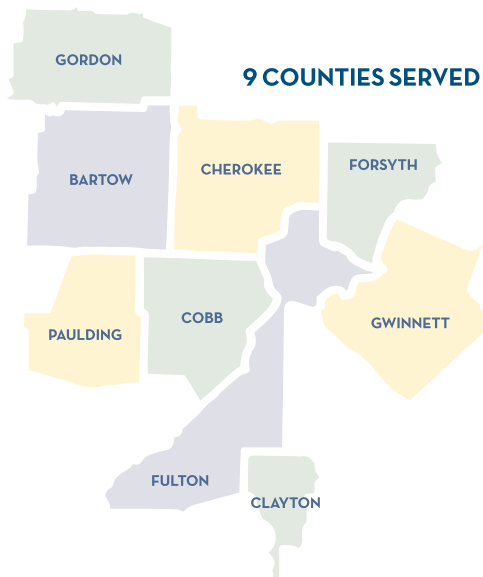
Students Served in EYES Summer Program

↑ 59%

334

Students Served in 17 schools in Underserved Communities

↑ 27%



Connecting Families of Youth with Disabilities

CONNECT offers social events, group outings/activities, parent support, and family education throughout the year to youth ages 14-21 and their families. Students develop their social skills, build friendships, and have fun in a safe environment.

386 students and family members participated in 11 events.

Employing people with disabilities across the country

More than **65** teammates provide administrative, mailroom, and custodial services supporting **12** federal contracts in **23** states

93% of Nobis Enterprises Teammates Have a Disability

New Contract: Mailroom operations at Columbus Air Force Base in Mississippi

10 New or Expanded Positions

New Partnership with Highlight Technologies provides growth potential through expansion to AbilityOne Contact Centers & IT Services.

Federal Contracts

Dobbins Air Reserve Base (DARB)

Travis Air Force Base (AFB)

Columbus Air Force Base (AFB)

Environmental Protection Agency (EPA)

Department of Defense, Army, Corps of Engineers (COE)

Department of Housing and Urban Development (HUD)

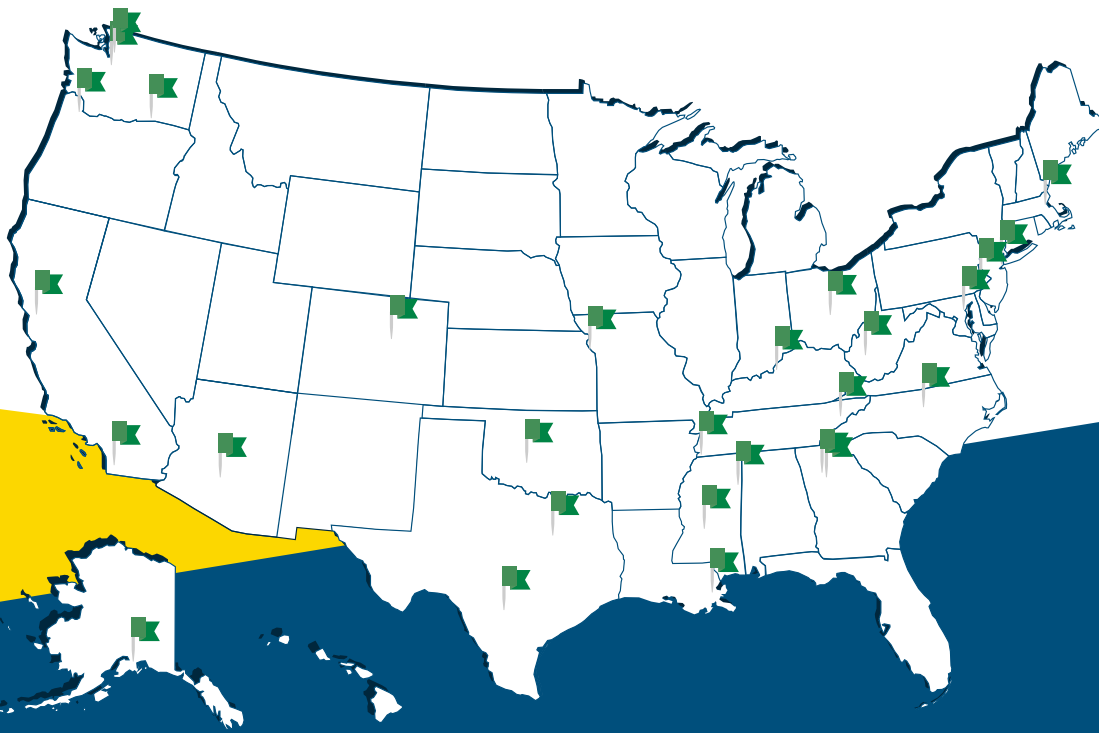
Department of Health and Human Services,
Centers for Disease Control & Prevention (CDC)

Social Security Administration (SSA)

Internal Revenue Service (IRS)

Department of Energy (DOE)

General Services Administration (GSA)



BUSINESS SOLUTIONS

Providing employment opportunities and funds for programs

Business Solutions generated over **\$2M** in revenue from the sale of COVID-19 test kits and drug test kits through Georgia Enterprises for Products and Services (GEPS).

Niarchos Wright, 2024 Tommy Nobis Rising Star Award Winner pictured with Board Chair Kevin Ostwald, Co-founder Bobbie Knopf, and CEO Dave Ward



FUNDRAISING THAT FUELS PROGRAMS THAT CHANGE LIVES

Capital Campaign secured

\$5.3M

\$1.8M

raised in addition to capital funds

474

Vehicles Donated
Generating

\$613,350

\$428,204

In Funding
Secured Through

22 GRANTS

\$217,231

Raised through our
2024 Galaxy of Stars event
attended by more than
400 SUPPORTERS

\$114,953

Raised for GA Gives on
#GivingTuesday Through
950 DONORS



2023 STUDENT ADVISORY BOARD RAISES FUNDS AND AWARENESS FOR AT-RISK YOUTH WITH DISABILITIES

The 2nd Annual Student Advisory Board, made up of 40 Metro Atlanta Juniors and Seniors, raised an impressive **\$30K** for our GA Gives initiative to support students with disabilities—a 100% increase over last year. **These emerging leaders are becoming strong advocates for people with disabilities.**

FINANCIAL HIGHLIGHTS 2024 2023

Cash and Cash Equivalents	\$4,079,353	\$2,046,262
Accounts Receivable, Net	1,474,918	898,623
Accounts Receivable, Capital	265,034	0
Other Current Assets	291,521	204,252
Property and Equipment	10,287,999	6,731,708
Investments	3,899,160	4,273,746

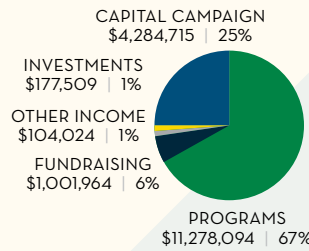
TOTAL ASSETS \$20,297,985 \$14,154,591

Accounts Payable and Accrued Liabilities	\$ 1,945,884	\$1,277,361
Notes Payable/Operating Lease	30,410	351,759
Net Assets	18,321,691	12,525,471

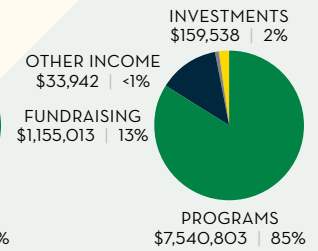
TOTAL LIABILITIES AND NET ASSETS \$20,297,985 \$14,154,591

Revenue	\$16,846,306	\$8,889,296
Expenses	\$11,232,911	\$8,967,755
Gain from Disposal of Property	\$0	\$5,628,705
Net	\$5,613,395	\$5,550,246

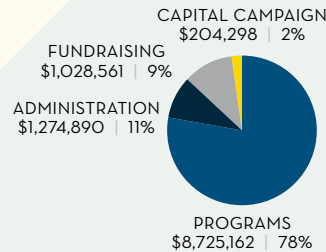
2024 Revenue



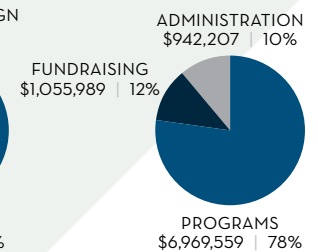
2023 Revenue



2024 Expenses



2023 Expenses



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

DONORS \$25,000 & ABOVE

Alan Moak
 Arthur M. Blank Family Foundation
 Carolyn Nobis
 CIG Consulting
 David, Helen and Marian Woodward Fund
 Fraser-Parker Foundation
 Georgia Governor's Office of Planning and Budget
 Marc & Gingie Watson
 McMath Trust
 SourceAmerica
 The Imlay Foundation
 The Marcus Foundation, Inc.
 The Rich's Foundation
 Truist Trusteed Foundations
 Tull Charitable Foundation
 Yield Giving

Mariner Foundation
 Mike & Sherrie Anderson
 Mitesh & Wendy Patel
 Peachtree Orthopedics
 Piedmont Church
 Porsche Club of America - Peachstate Region
 Publix Super Markets Charities, Inc.
 Robert & Dixie Bowden
 The Robert & Polly Dunn Foundation
 Ronald & Judy Goldstein
 Royal Society of Rabbits
 Sam and Labibie Azar Family Foundation, Inc.
 Sharman & John Southall
 Crane Elder Law
 Steve & Tootie Kelley
 The Miller Family Foundation
 The Scott Hudgens Family Foundation
 The Vaughan Foundation, Inc.
 Tommy & Lauren Balas
 Watson Injury Law
 Wellstar Health System

David & Mosky Suddreth
 Deborah Latham
 Devon & Jason Jackoniski
 EarthLink
 Enterprise Holdings Foundation
 F & S Mechanical & Plumbing
 Frank Carcioppolo
 George & Phyllis Gaiser
 Georgia Center for Nonprofits
 Highlight Technologies
 Jabian Cares
 Andrew & Denese Hudgins
 Jeff Symes
 Jeffrey Plowman
 Jeremy Chwat
 Jerry Chang
 Jim & Tootie Jackoniski
 John Otto
 Judy Finkel
 Justin Gary
 Kaiser Permanente
 Jeff & Karen Dernavich
 Karen Wilbanks
 Kennesaw Business Association
 Kevin & Mariellen Ostwald
 Kristen & Ben McGuffey
 Kroger Company
 Laura & Garry Hill
 Laura Gray
 Laurie & Peter Tosto
 LGE Community Credit Union
 Lois & Lucy Lampkin Foundation
 Louise Manget Cate
 Memorial Fund
 Manheim Atlanta
 Marietta Power & Water
 Mark & Amanda Torre
 Mark & Ilene Anders
 Mauldin & Jenkins
 McGriff
 Meagan Davis
 Michael McCullough
 Michael Tucker
 National Christian Foundation
 Ogletree Deakins
 Patricia & Jack Royak
 Phil & Susan Whatley
 Piedmont Injury Law
 Reynold & Patsy Jennings
 Renasant Bank
 Richard Cox

Ron & Annette Harlow
 Ryan Burke
 Serviam Partners, Inc.
 Stephanie Peoples
 Susan Schine
 Swinerton Builders
 TDCR Group, LLC
 TelPlus Communications
 The Hoenes Foundation, Inc.
 The Kirby Smart Family Foundation, a donor advised fund administered by the Athens Area Community Foundation
 The Zerden Family Fund
 Thomas H. Pitts Trust
 Todd & Maria Carter
 UnitedHealthcare
 Volle Family Giving Fund
 Wasserman Talent Solutions
 Zach Galifianakis

Madhav Mathur
 Mark & Sharon Salsberry
 Maury River Investment Company
 Mindy Selig
 Mission for Life Community Church, Inc.
 Parker Industrial Grinding Atlanta, Inc.
 PM Technologies
 Preston & Nikkole Hobson
 RDH Mechanical & Electrical
 RJ & Asha Patel
 Robert Mulkey
 Ruthie & Craig Emrick
 Shelley & Steve Simmons
 Sonja Brown
 Stephen Goldman

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

Advanced Orthopaedic Services
 Alice Brown
 Autism Speaks
 Benjamin & Rachel Miller
 Bennett Thrasher Foundation
 Chick-fil-A, Inc.
 Cobb County CDBG Program Office
 Cobb EMC Foundation
 Colin & Anne-Ross Edwards
 Dave & Priscilla Ward
 David & Monika Winters
 Debbie Pike
 Frances Hollis Brain Foundation Fund
 Fulton County Community Services Program (CSP)
 GA Department of Education - BOOST/GSAN
 Gary & Amy Knopf
 Gary Dennis
 George & Susan Register
 Georgia Power Company
 Jay & Katherine Wolf
 Jermain Pettis Charity Golf Classic
 Jimmy Suddreth
 John & Becky Jinks

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

Amie & Michael Willis
 Andrea Howells
 Angela, Roger & Amy Christian
 Angie Monroe
 Arc & Angle Home Builders, LLC
 Arthur J. Gallagher & Co.
 Atlanta Foundation
 Bernie & Snookie Brown
 Betsi & Bryan Barrett
 Bobbie Knopf
 Bret & Catherine Tanner
 Brian & Savannah Boyd
 Carol & Kevin Cleveland
 Charlie Jordan
 Charmel & Ricky Frazier, Jr.
 Chris Blackerby
 Chris Wasserman & Family
 Cobb County Friendship Club
 Cornerstone Parking Group, Inc.
 CyberGate IT
 Dan Baumann
 Dan Gordon
 David & Linda Clark

DONORS \$500-\$999

AERO Bridgeworks
 Anousone Chiaokhiao
 Ashley & Olay Hansana
 Ava Pulley
 Bernie & Jill Colacicco
 Beth & Chris Anders
 Bob & Barbara Colacicco
 Cecilia Shea
 David Persson
 Deirdre McAuley
 Dennis & Jill Kirr
 Dick & Bonnie Anders
 Dick & Carol Lewis
 Elle Rivers
 Emerson Unitarian
 Universalist Congregation
 Frost Holdings
 Heidi & Brian Arroyave
 Holly Thompson
 James Holmes
 Jay Fulmer
 Julie Merendino
 Julie Smith
 Karen & Benjie Stillwell
 Kathy Donohue
 Kynan & Alicia Forney
 Larry & Ann Gerdes
 LifeStance Health Foundation

IN-KIND

1885 Grill - Acworth
 AlphaGraphics
 Bear Claw Vineyards & Winery, Inc.
 Broadway in Atlanta
 CentraArchy
 Charmel & Ricky Frazier, Jr.
 Chick-fil-A Barrett Parkway
 City Winery
 Contour Pilates
 Fox Theatre
 Gaston Street Eats Co. Food Truck
 Gregory, Doyle, Calhoun, and Rogers, LLC
 JW Marriott Atlanta Buckhead
 Larry Scheinplufg
 LGE Community Credit Union
 Mammoth Holdings, LLC
 Mileshko
 Patricia & Jack Royak
 Rogue Catering
 Superior Plumbing
 The Escapery
 Total Wine & More
 W Atlanta - Downtown

The gifts listed were received from July 1, 2023 to June 30, 2024

EMPOWERING PEOPLE WITH DISABILITIES FOR 47 YEARS



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