

**20
17**

Annual
Report



**TOMMY NOBIS
CENTER**

Abilities at Work



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 and Integrity



BOARD OF DIRECTORS

Alan Moak, Chairman

Retired Business Owner/
Corporate Executive

Senator John Albers

Senator, Georgia State Senate

Jim Budzinski

Executive Vice President/CFO
WellStar

Lance Cornell

President & CEO
Cornerstone Financial Consulting

Tony Hagler

Director, Human Resources
Cobb County Government

Preston Hobson

Sales Manager, WSB-TV

Bobbie Knopf, Founder

President and CEO
Northside Enterprises

Hon. Robert Leonard

Superior Court Judge
Cobb County

Dick Lewis

Retired

Stewart Manley

Retired

Benjamin Miller, Ph.D.

Partner, Bennett Thrasher

Lynn Nobis

Community Advocate

Tommy Nobis, Founder

Retired

Matt Porter

Vice President, Service Line Strategy
Owens & Minor Distribution, Inc.

Walter Robinson

Retired

Bill Steinhaus

Shareholder
Ogletree, Deakins, Nash, Smoak,
& Stewart

Rob Swartwood

Counsel
James-Bates-Brannan-Groover-LLP

Chris Wasserman

Market Manager, Vitamin T

HONORARY

Johnny Isakson

United States Senator

Karen Slaughter

A LETTER FROM ALAN AND DAVE

As we reflect on Tommy Nobis Center's growth over the past year, it's also necessary we reflect on the bigger picture: In 2017, Tommy Nobis Center celebrated 40 years of empowering people through employment. That's 40 years of helping individuals with disabilities achieve workplace success. That's 40 years of helping individuals gain independence and confidence. That's over 25,000 lives changed. Tommy Nobis Center's impact over the past 40 years is almost immeasurable, and that is incredibly humbling.

Fiscal year 2017 itself was a year of tremendous growth. We made strides to strengthen our platform so that we could make the greatest impact possible. This was achieved in part by streamlining from four entities to two: Tommy Nobis Center and Nobis Enterprises. Because of Nobis Enterprises, our affiliated entity that fulfills government contracts, we're changing lives in 19 states. That's incredible.

We also became stronger by launching our three-year strategic plan. This plan is comprehensive and has not only served as a roadmap for where we're going, but has illuminated the progress that we couldn't have made without your support. In the last year alone, we experienced a \$1.2 million increase in financial health. We also increased our number of job placements by 110%, which means even more lives changed.

Given all that we've been able to accomplish together over the past year, we're excited to see what we'll be able to accomplish in the year ahead.

Sincerely,



Alan Moak
Board Chairman



Dave Ward
President & CEO



42%
INCREASE!
in services delivered



[Tommy Nobis Center]
helped me meet
my goals in life [and get]
a stable job.”



TOMMY NOBIS CENTER PROVIDES THE FOLLOWING SERVICES TO PROGRAM PARTICIPANTS:

Vocational and Work Evaluations

Testing process that determines an individual's capabilities, needs, strengths, and preferences to identify viable vocational options to help develop employment goals and objectives. An individual's physical and psycho-social functioning in a job setting is evaluated. Group mobile testing also available.

Job Readiness Training

Preparation for job seeking including skills training, resume development, dressing for success, interview preparation, and community-based training at one of our community partner sites including WellStar, Owens & Minor, Kroger, and Asbury Automotive.

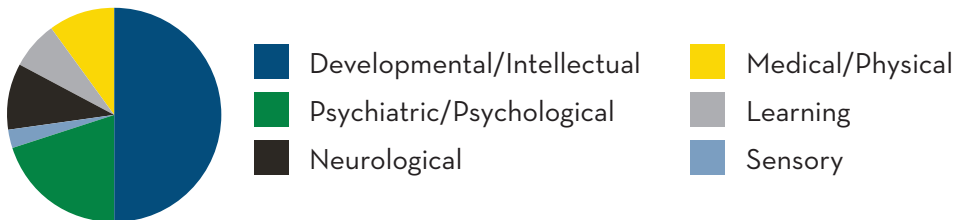
Job Development and Placement

Employment Specialists assist participants one-on-one in finding jobs that best match their unique interests and abilities.

Employment Support

Case Managers, Employment Specialists, and Job Coaches provide ongoing job support for 90 days once participants start their jobs.

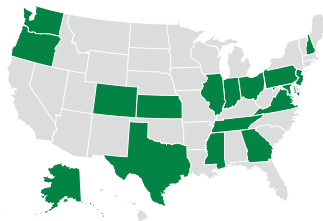
Range of People Served



TOMMY NOBIS CENTER OFFERS THE FOLLOWING BUSINESS SOLUTIONS:

Government Solutions: Nobis Enterprises

Nobis Enterprises provides employment through federal and state contracts with the Environmental Protection Agency, Centers for Disease Control and Prevention, Dobbins Air Reserve Base, Department of Housing and Urban Development, Social Security Administration, Army Corps of Engineers, Department of Justice, and the state of Georgia.



These contracts allow us to change lives in 19 states. Nobis Enterprises expanded positions in the Department of Housing and Urban Development contract to include Chicago and Baltimore.

Commercial Capabilities

Tommy Nobis Center offers commercial contracting services, including administrative, mailroom, recycling and custodial services, to local businesses. The Center houses a 40,000-square-foot warehouse, which is completely outfitted with the machinery and tools needed to complete production and logistics projects.

PROGRAMS AND SERVICES: OUR IMPACT

470 
PEOPLE SUPPORTED
OR **HIRED**

OVER **15,000**
HOURS TRAINING
 AT OUR
COMMUNITY SITES

\$11.15 
AVERAGE
HOURLY WAGE

110% 
INCREASE
IN JOB PLACEMENTS

 **26%**
INCREASE
IN JOB RETENTION

\$2,370,405
ECONOMIC
IMPACT 
IN WAGES EARNED

A LIFETIME OF ACHIEVEMENT, A DEMONSTRATION OF IMPACT: Mike Frost's Story

In 1982, Mike Frost suffered a spinal cord injury that left him a complete C5-6 quadriplegic. "I was out in the water body-surfing when they saw me floating face down," says Mike. He quickly realized that he survived his injury for a reason; he had a purpose to fulfill.

After undergoing extensive rehab at The Shepherd Center, Mike turned to Tommy Nobis Center to become job ready. He was hired by MCI Phone Company, and after a successful 15-year career, Mike founded his own company, TelPlus Communications.




Mike's accomplishments are admirable, but even more commendable are the ways in which he has continually given back and served others. Mike has hired other Tommy Nobis Center clients at his company. He also gives back as a Peer Supporter for The Shepherd Center, he was a past president of the Woodstock Jaycees, a volunteer leader at Camp Dream in Warm Springs, Georgia, and a former Chairman of the Board of Directors for Tommy Nobis Center.


Mike Frost is a shining example of the amazing changes that can take place when people are empowered through employment. Tommy Nobis Center is thankful for his support of achieving our vision of supportive communities where people with disabilities are afforded the opportunity to work and all he has done to help realize it.

YEAR END FINANCIALS	2017	2016
Total Assets	\$8,040,858	\$7,636,913
Total Revenue	\$8,532,838	\$9,377,250
Total Expenses	\$7,964,170	\$9,509,711
Excess	\$568,668	(\$132,461)

FINANCIAL HIGHLIGHTS AND ACCOMPLISHMENTS

\$1.2M 
INCREASE
IN FINANCIAL HEALTH

60%
INCREASE
 IN OPERATING
NET MARGIN

841 
VEHICLES
DONATED
GENERATING
\$590,598
TO FUEL LIFE-CHANGING
PROGRAMS

\$4,306,694 IN
FEDERAL
CONTRACTS
 SUCCESSFULLY
EXECUTED

OVER
\$131,578 
RAISED AT FY 17'S
GALAXY OF STARS

THANK YOU TO OUR 2017 DONORS

FOR YOUR CONTRIBUTIONS THAT ALLOW US TO CHANGE LIVES

In-Kind Donations

Alphagraphics
Amazon
Aquarama Pools, Spa
& Services
Brand Real Estate Services
Carithers Flowers
Chuy's # 83
Garrard Group
Samuel & Louisa Hale
Knights of Columbus
No. 4599
Tessa Marie Studios
Vehicle Donors

Donors up to \$499

Sandra & Davis Abrams
Accounting Consultants
of Cobb
Phillip Adams
Jack D. Aiken
John Albers
Claudia Alsina
Matthew Alston
Amazon Smile
Richard Anders
Sheryl Anton
Anonymous Donor
Artifact Uprising
Arylessence
Courtney Askew
Jeff Atcheson
Scott Attwood
Reginald Avery
Betty Ayers
Diane Baker-King
Dorothea Banks
Alex Bardi
Katerrell Barnes- Keenan
Michael A. Bartlett
John M. Bearden, Jr.
Don Becker
John Beckum
John R. Bennett
Janet Bennett
Robert Berto
Jan D. Biggerstaff
Karen Blakey
Amanda Blanton
Jennifer Blanton
Mary Bowen
Tad & Michelle Breeden
Ted Brooke
LaTonya Brown
Freddie Brown
Maria Brown
Mary Bruns
Jennifer Buch
Buckhead 50 Club
John & Melissa Butts
Michael Caldarello
Karen Carlisle
Jennifer Carroll
Barbara Carson
Brandon Carter
Karen Carter
Ann Castle
Char Chavarria
Candice Childers
Laura M. Chollet
Amy Christian
Sharon Cmar
Pebble Cole
Charles T. Connor
Nicholas Constantino
Iris H. Cook
Pam Cooper
April Costa
Diane Cowan
Laura Cowart
Angela Croce
Nancy & David Dailer
Christina Dan
Joseph Darin
Heidi Dasinger

Angela Daugherty
Allen & Cindy David
Meagan Davis
Travis Deaver
April Decker
Damon & Lucy Denzin
DoTopia/ Wells Fargo
Community Donors
Kimberly Douglas
Dyer Brown Architects
Eagle Vending
Tedrick Echols
John Economos
Sharyn L. Edmisten
James Eggleston
Dominique Ellis
Sharon Exton
Clara J. Ferguson
Judy Finkel
Chris Fulford
Michael G. Gaines
GEICO Marietta
Patricia Gentry
David & Judy Glauner
Dale & Jimmy Glenn
William Goss
Greg Griggs
Anthony Hagler
Patrick Haight
Andrew Hall
Anne Hancock
Jacob Hancock
Joshua Hancock
Dennett R. Hansell
Gwen Hardy
Harris Family Children
Joe B. Harrison
Judy Pressley Hauck
Preston Hobson
Yvonne Hodges
Sarah Holcombe
Jacob Holcombe
Veronica Holder
Haley Hook
Donna Hook
Houze & Associates
Lisa Hughes
Judy Humphries
Sherri Scyphers Hungate
Vicki Hunt
Mary Hurlbut
Jack Hyland, Jr.
Futren Corporation
Integrated Building
Management Group
J. Lynn Rainey
Tracy Jackson
Michael Johnson
Otis Johnson
Andrew Johnson
Charles R. Jones
Frank Kennebrew
Charles H. Kersh
Becky Ketts
Key Risk Management
Services
Nancy Klenberg
Knights of Columbus No. 4599
Lisa Kolster
Brownland Pictures
Kroger Community Rewards
Susan & Charlie Lamsback
David Laplace
Ben Leathers
Michael Lennon
Robert Leonard
Christian Lewis
Cathy Lewis
Stanley Lewis
Andrea Littlejohn
Lori Luster
Carneal Lytle
Elaine Mack
Mita S. Mackey
Laura Marcy

M.J. Marshall
Kathryn F. Martin
Robert Matthews
Dalia D. Matthias
Mauldin & Jenkins
Maury River
Investment Company
Carol McBride
Michael McCauley
Bernice McClain
Darian McDowell
Betty McKeon
William McKinley
Cathy McNamara
Judith A. McWhorter
MetLife
Victoria Miller
Gary Miller
Ben Miller
Charles & Melissa Montero
Martha Moore
Michael L. Moore
Felisa Morgan
Kathy Morgan
Lawrence Moriarty
Linda Mosher
David Moss
Mary Ann Mullaney
Jack & Barbara Murphy
Ray Myers
Narwhal Capital Management
Ronnesia Neal
William & Beth Neidlinger
Gladys Nelson
Myron Newman
Paul & Lucy O'Neill
Amy Owens
Gary Pace
Denitra Parker
Johnny A. Parrott
Cecelia Patellis
Patterson Services
Paul Payne
Jonas Pearson
Lakeshia Pendleton
Molly Phillips
Heidy Pizarro
Carrie Owen Plietz
John Poole
Nancy Puffe
Raquel Pugh
Susan J. Quenzer
Vanessa Quiros
Alicia Ramjohn
Mamie Ramsey-Hodnett
Maya Ransom
Dorothy Raper
Lorraine Rapin
Susan Rees
Michael Regan
Tana Register
Jaquie Resnick
Donald & Norma Rewis
Marianna Reynolds
Jerry Rhea
Ronald E. Rice
Gregory Richards
Sheryl Rife
Larry Robinson
Carliss L. Robinson
Walter Robinson
Art Rogers
Patrick Roper
Douglas E. Ross
Bruce Roy
Sariece Rubin
Larry Rutherford
Shearean Salimi
Christopher Sanchez
Schlampp Turf Management
Lori Schroeder
Lee Schroeder
Mary Ellen Seres
Sevenfold Associates
Sherman & Phalen

Ray Simms
Barbara Simpson
Bert Smith
Allen Sonstein
Paul & Lara Sopher
Virginia G. Soto
Donna Spann
Frank Spence
Billi Jo Spencer
Quentin Steele
William Steinhaus
Shirley Stevens
Karen Stewart
Josephine Stewart
SunTrust - United Way
Campaign
Robert Swartwood
Anna Swenson
Judith Tatro
Terry Reid Automotive Group
Charles Thompson
Douglas Tindle
Hazel Tom
Sara Towe
Trust/COSTCO Donors
William T. Underwood
UnitedHealthcare
Patricia Van Es
Keisha Vaughn
Donavan Wade
Richard Walker
Stacy Walls
Morgan Ward
Dave Ward
Chris Wasserman
Ronald Watson
Chris Watson
Marc Watson
Kuwanane Watts
John & Diane Webb
Lory Weber
Paul Weinberg
Max & Samantha Weinberg
Michelle Westerberg
Karen White
Sharon Wilhelm
Hirk Williams
Paul Williams
Tina Wilson
Odie Wilson
Peggy Withrow
James Wood
Jacob Ybarra

Donors \$500 - \$999

Broadmart
Arthur J. Gallagher & Co.
Christopher & Beth Anders
Bruce Bramlett
Bernie & Annette Brown
Cole Chase
Roger & Angela Christian
COPART
Lance Cornell
Hanover Insurance
Julia & Mike Holcombe
James P. Jones
Connie & Dempsey Kirk
Richard Lewis
Stewart Manley
Kristen McGuffey
Gary D. McIntosh
Sally Meaders
Cheryl H. Moore
Matthew Porter
Southern Association
of Colleges and Schools
Peter & Laurie Tosto
Walmart Store #1181
Greg Weigle

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

Anonymous Donor
Sherrie Anderson
Bardi Heating & Air

Dale Carlson
CAS Group
CDH Partners
Central Fire Protection
Cigna
Cobb County
Friendship Club
Cornerstone Solutions
Ed Voyles Automotive Group
Enterprise Holdings
in Atlanta
Eversheds Sutherland
Gas South
Georgia Center
for Nonprofits
Georgia Vocational
Rehabilitation Agency
Mike & Joni Hancock
Healthstat
Duane Hoover
Reynold & Patsy Jennings
Kaiser Permanente
Bobbie Knopf
The Kroger Company
R. Malte
Manheim
Marietta Power & Water
Mary Allen Lindsey
Branan Foundation
McGriff, Seibels & Williams
Millennium Investment &
Retirement Advisors
R. Alan Moak
Tommy & Lynn Nobis
Ogletree, Deakins, Nash,
Smoak & Stewart, PC
Porsche Club of
America-Peachstate Region
Register Financial
Sikes Paper Company
Meme Smith
Sharman Riley Southall
Bret & Catherine Tanner
TDCR Group
TechBridge
TelPlus Communications
The Dewberry Foundation
The Roderick Seward, Flossie
Radcliffe and Helen M.
Galloway Foundation
The Sam and Labibie
Azar Family Foundation
United Way of Greater
Atlanta

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

Jim Budzinski
Cobb EMC Community
Foundation
Genuine Parts Company
Georgia Power
Pursuant Health
Ronald & Judy Goldstein
John and Mary Franklin
Foundation
Tom Phillips
Publix Super Markets
Charities
Redwood Toxicology
Laboratory
SourceAmerica
SunTrust Banks
Atlanta Falcons
Wells Fargo Foundation

Donors \$25,000+

Pat & Gill Clements
Foundation
Cobb County CDBG
The Holly Lane Foundation
McMath Trust
WellStar Health System

OUR STORY

Tommy Nobis Center was founded in 1977. At that time, Bobbie Knopf, a special education teacher, and Joyce Slaughter, a concerned parent, developed an innovative project to fill the vocational training and placement service needs for students with disabilities as they transitioned from high school. They approached Tommy Nobis with their ideas, and he not only lent his name but also his support and personal involvement for 40 years to further the mission of empowering people through employment.

Tommy was an extraordinarily talented football player, but he was also an extraordinarily good man whose service off the field has had an immeasurable impact on the lives of so many individuals with disabilities. Because of Tommy's, Bobbie's, and Joyce's service, Tommy Nobis Center has been able to help over 25,000 individuals with disabilities gain confidence, independence, and career success.



**TOMMY NOBIS
CENTER**
Abilities at Work