



what if?

Tommy Nobis Center  
2010 Annual Report

## MISSION:

to develop and provide job training, employment and vocational support for youth and adults with disabilities and other barriers to employment.

The lives that Tommy Nobis Center (TNC) helps to change always inspire us. Since opening its doors in 1977, TNC has served more than 20,000 youth and adults with all types of disabilities. TNC offers “real work” solutions: job training and employment at the Center and at 18 community sites to help clients and employees *prepare themselves* for work.

Our hope is that you’ll see on these pages how TNC continues to make an impact. TNC works to influence not only the lives of the individuals we serve, but also the economy of the communities we serve. *What if community rehabilitation programs like the Tommy Nobis Center weren’t there for individuals with disabilities? We invite you to learn how the Tommy Nobis Center continues, even in these trying economic times, to make a difference.*

### Table of Contents

Message from the Chair and President/CEO .....	p. 1
Job Training & Employment Success.....	p. 2
Financial Highlights .....	p. 5
Board of Directors .....	p. 7
Our Donors .....	p. 10





*'What' and 'If' are two words as non-threatening as words can be.  
 But put them together side-by-side and they have power:  
 What if? What if? What if? It's never too late...  
 You need only the courage to follow your heart.  
 - V. Redgrave*

Dear Reader,

Noted actress Vanessa Redgrave read the quote above from a letter in the 2010 movie, *Letters to Juliet*. These words surely ring true for the Tommy Nobis Center (TNC), as they are the heart of what this year has been all about.

TNC began the year with tremendous challenges - and opportunities. The diminished economy brought State budget reductions. TNC had anticipated serving fewer clients, or trainees as a result, but our job training and employment services were in demand more than ever. *TNC served a record 1,137 youth and adults with disabilities during FY 2010.* Our Rehabilitation Services and Business Solutions teams were true partners in mission as they *placed 122 individuals in jobs* both at TNC and in the community.

TNC created many jobs through our social enterprise, Recycletronics ...at Tommy Nobis Center. In 2009 when the economy made it difficult to find jobs for clients, TNC launched this dynamic electronics recycling program. In FY 2010, the program's first year of operation, *TNC created 71 jobs and recycled 4 million pounds of e-waste* that had been destined for landfills.

Finally, the Tommy Nobis Foundation began an eRecycling Job Placement Initiative in 2010 to raise funds for:

- A separate Job Placement department that will focus on intense job placement for TNC clients
- Recycletronics' move to a 150,000-square-foot location
- Purchase of e-recycling equipment to complete the loop on the electronics recycling process

*Year One of this three-year initiative that focuses on job creation proved highly successful and today TNC is more than halfway toward the \$2 million goal.*

Our heartfelt thanks to you, our partners in mission. You are our business customers, employers and training partners, our communities and contributors. We thank you for your unwavering support and cooperation. We thank our board of directors for your dedication and leadership. And finally, thanks to our incredible employees, the heart and soul of the Tommy Nobis Center.

What if we had not crossed paths with each and every one of you?

Thank you!



*Mamie Ramsey Hodnett*

Mamie Ramsey Hodnett  
 Chair, Board of Directors



*Connie Kirk*

Connie Kirk  
 President & CEO



What if these individuals had not been served by this organization that helped them change their lives?



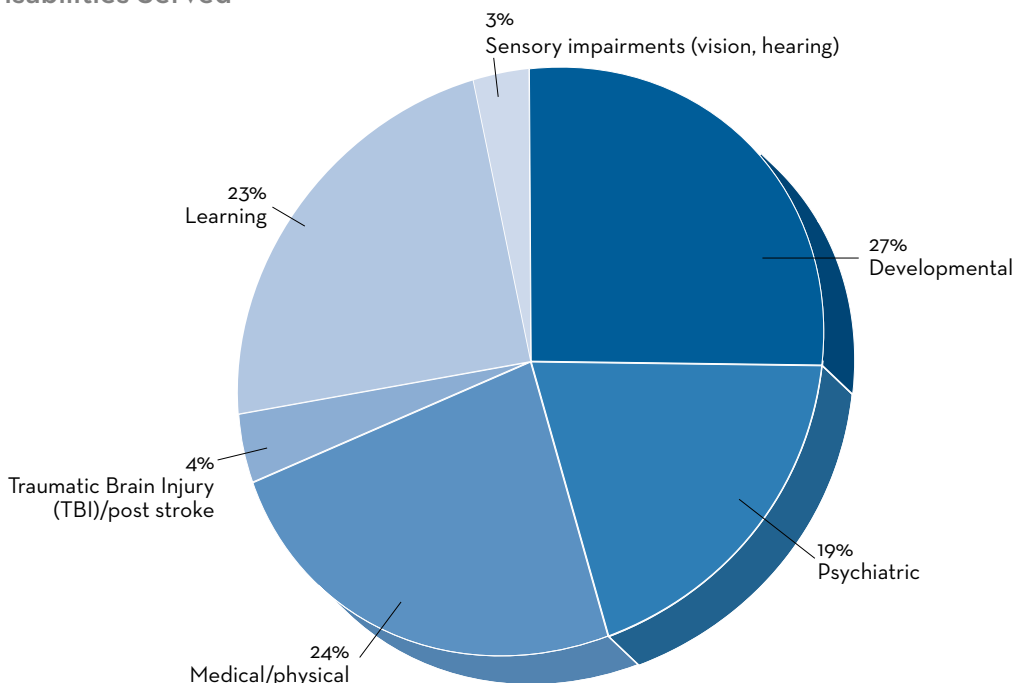
What if Recycletronics... at Tommy Nobis Center had not been created?



What if the charitable foundations, individuals and corporations we approached hadn't opened their arms to this dynamic initiative?

## Job Training & Employment Success

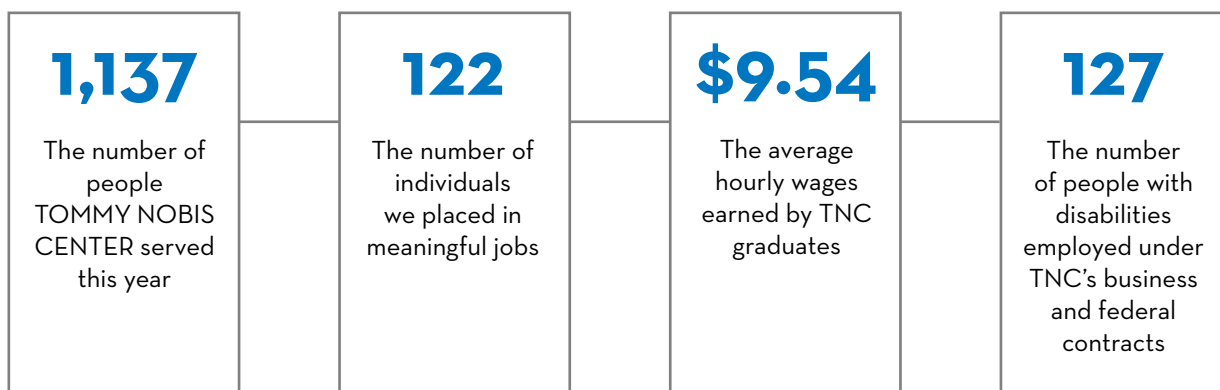
### Types of Disabilities Served



### How We Serve

TOMMY NOBIS CENTER provides **on-the-job training** at community worksites such as plant nurseries, grocery stores, warehouses and at our own facility in Marietta, Ga. We create a plan for each individual. And we use various training models to help clients improve their skills and prepare for work.

TOMMY NOBIS ENTERPRISES provides **employment** in the community at 13 federal worksites in five Southern states: Georgia, Mississippi, Texas, Louisiana and Tennessee.





*TNC President & CEO Connie Kirk and London Wilburg, VR counselor of the Georgia Department of Labor's Vocational Rehab Program give Frank the keys to the Ford he won in the TNC Graduate Car Giveaway.*

## **STORIES OF SUCCESS: Frank**

Twice each year, TNC gives one of its donated vehicles to a recent graduate who is job ready or already employed. Just a month after Frank graduated from the Center's job training program and secured a job in the Recycletronics division, he won the Graduate Car Giveaway.

"I couldn't believe it," said Frank. "I'd just gotten my very first job at age 42, and then I won my very first car, a great Ford Taurus wagon. The Georgia Department of Labor's Vocational Rehabilitation Program paid for my driving lessons, and now I'm a step closer to achieving one of my lifelong goals of being able to live on my own."

What if I hadn't found the  
Tommy Nobis Center?



*Tracy, a mail clerk at EPA, says, "Finding a job through Tommy Nobis Center has changed my life."*

### **STORIES OF SUCCESS: Tracy**

With a dad and two brothers in the military, I continued the tradition, serving from 1989 to 1993 in the U.S. Marine Corps. My military career took me all over the world. After leaving the Marine Corps in '93, I returned to civilian life but soon began struggling with physical and mental issues.

In 2004, my world turned upside down. I began having short-term memory loss and post traumatic stress disorder. A year later, my mom passed away from a brain aneurism. During that time I'd moved from Virginia to Georgia to be near my two children, who were living with my parents. When Mom passed, Dad sent my children back to Virginia. I found myself without family, a home or a job. Seeking help, I went to the Veterans Administration and was placed in one of their programs.

Though I had work and housing provided by the VA, I still struggled. I was a great worker but memory loss caused me to miss meetings and forget instructions. Eventually I was deemed unemployable. Then someone referred me to the Tommy Nobis Center. After one interview, I was hired.

That was pretty much the greatest day in my life. I had just lost my mother, lost my children, had no memory and had been told I was unemployable. I had no idea what I was going to do. Today I'm a mail clerk in the Environmental Protection Agency's mail room. My memory has returned, I'm pursuing attending college again and hoping to buy my own home very soon.

*What if I hadn't found the Tommy Nobis Center? Finding a job through TNC has changed my life.*

## Our Results

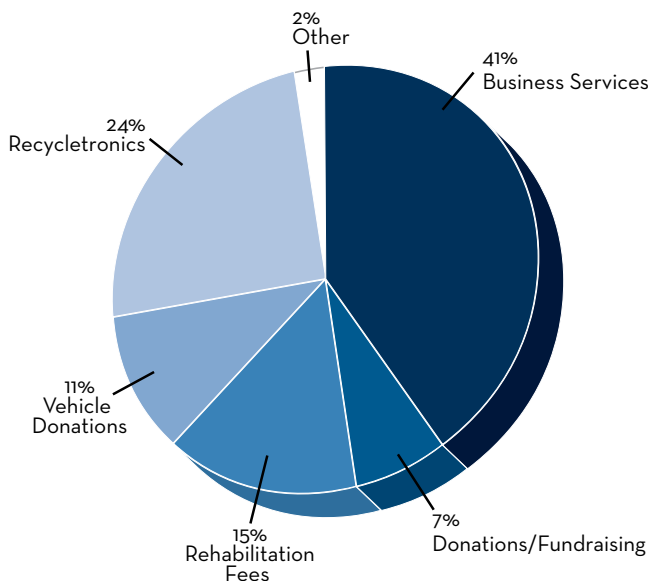
### Economic Impact:

In FY 2010 alone, the economic impact of putting our people to work totaled \$2.65 million in taxes paid and reductions in public assistance such as Social Security, disability and more. TOMMY NOBIS CENTER'S ultimate goal is to turn tax consumers into tax payers and full participants in the community.

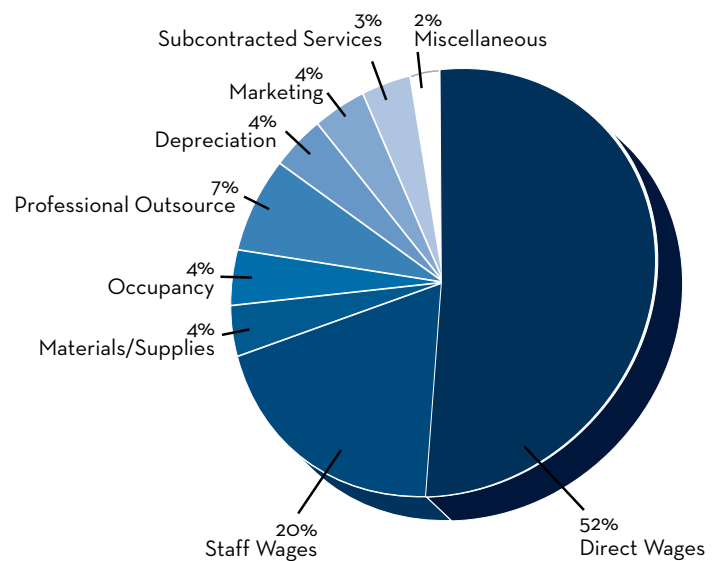
### Financial Highlights

Cash and Cash Equivalents	\$552,729	Revenues	
Accounts Receivable, Net	\$892,082	Unrestricted	\$8,032,977
Other Current Assets	\$153,101	Restricted	0
Property and Equipment, Net	\$3,661,268	Unrealized Gain on McMath Endowment	\$188,194
Other Assets	\$170,311	<b>TOTAL REVENUE</b>	<b>\$8,221,171</b>
Goodwill	\$496,700	<b>TOTAL EXPENSES</b>	<b>\$7,619,277</b>
Investments	\$3,561,937	<b>EXCESS</b>	<b>\$601,894</b>
<b>TOTAL ASSETS</b>	<b>\$9,488,128</b>	Net Assets, Beginning of Year	\$7,750,422
Accounts Payable and Accrued Liabilities	\$571,145	Net Assets, End of Year	\$8,352,316
Notes Payable	\$564,667		
Net Assets	\$8,352,316		
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$9,488,128</b>		

### FY 2010 Revenue



### FY 2010 Expenses





Recycletronics ...at Tommy Nobis Center  
7000 Cobb International Blvd., Kennesaw, GA, 30152  
770-426-1700

When TNC launched its new electronics recycling business, *Recycletronics ...at Tommy Nobis Center* in June 2009, we couldn't have imagined the success this program would bring. *During its first year, this social enterprise created 71 jobs and processed 4 million pounds of e-waste.* More than half of those employed at Recycletronics ...at Tommy Nobis Center are individuals with disabilities or other barriers to employment.

### About Recycletronics ...at Tommy Nobis Center

TNC's closed loop process boasts *the only equipment of its kind in the Southeast* that specializes in the destruction of Cathode Ray Tube (CRT) televisions and computer monitors for recycling. Recyclable items include TVs, computers and monitors, cell phones, copiers, stereos, microwaves, cameras, MP3 players, printers and more. Customers include Georgia Power, State of Georgia, BB&T, WellStar Health System, U.S. Micro and many more.



What if Recycletronics... at Tommy Nobis Center had not been created? These 71 individuals may have had no hope of employment.



### eRecycling Job Placement Fundraising Initiative

TNC developed a dedicated Job Placement Services team in 2010, to place individuals with disabilities and other barriers to employment in permanent community jobs, and to create jobs in this diminished market through businesses and social enterprises.

The Job Placement team provides specialized training consisting of job readiness, job sampling, case management, marketing, job carving, coaching and placement. Team members help to transition TNC trainees (clients) by matching graduates' skills with employers' needs, and creating community jobs managed by TNC.

#### 2010 - Year 1 Results

TNC began this first year of the three-year initiative with a gradual start-up, making some duty reassignments as funds came in. As we launched Year 2 of the program (FY 2011 began July 1, 2010), we hired a full-time job developer and two job coaches dedicated to Job Placement Services.

The Center used a TechBridge/Accenture technology grant (TNC was the 2009 Technology Innovation Award winner among 80 Georgia nonprofits) to create a client tracking software system that was completed in February 2010. The result: TNC has been able to serve 10% more clients using the same staff. This new system has provided enhanced job placement, matching and tracking.

### Program Expanded to include "Recycletronics ...at Tommy Nobis Center" Social Enterprise

In April 2010, following recommendations from several charitable foundations, TNC expanded the scope of the \$600,000 Job Placement Services Program Initiative to a \$2 million "e-Recycling Job Placement Initiative." Funds requested include the original \$600,000 for Job Placement Services plus \$1.4 million to expand the "Recycletronics ...at Tommy Nobis Center" electronics recycling program.

The reason for combining: both the Job Placement Services division and Recycletronics are all about *developing and creating jobs* for people with disabilities and other barriers to employment. Recycletronics ...at Tommy Nobis Center will use funds raised from additional grants as seed money to move from three small warehouses to one 150,000-square-foot facility, greatly improving efficiency. We will also purchase an additional line of recycling equipment, and expand jobs and funds to support future unfunded Rehabilitation services.

Year one pledges for this three-year initiative came to \$988,860 (49% of goal).

**Please join us in this exciting initiative as we continue to live out the Tommy Nobis Center mission.**

## 2009-2010 Board of Directors

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**Kevin Richards, Ph.D.**

Forensic Psychologist

**Walter Robinson**

Retired

What if we  
had not  
crossed  
paths with  
each and  
every one  
of you?



## Galaxy of Stars & “Tommy Awards” Luncheon

The 12<sup>th</sup> Annual Galaxy of Stars & Tommy Awards Luncheon recognized 31 honorees for outstanding achievements as individuals with disabilities or as employers and organizations that advocate on their behalf. This year’s event raised \$76,358 for the Center’s programs, thanks to Presenting Sponsor WellStar Health System, Constellation Sponsors ProCore Solutions and Publix Super Markets Charities, Comet Sponsor Southern Company, Media Sponsor FOX5 Atlanta and many other sponsoring companies and individuals.

**All-Star Employee:** Leonard Ellis, Publix Super Market

**Barrier Breaker for Innovation:** Georgia Tech’s GT Bionics Lab: Maysam Ghovanloo, Xueliang Huo, Behnaz Yousefi and Jeonghee Kim

**Outstanding Program:** Horizon League in Acworth: Mayor Tommy Allegood, City Manager Brian Bulthuis and Director of Parks & Recreation James Albright

**Professional Advocacy:** Jack Gilson, Georgia Department of Labor’s Vocational Rehabilitation Services Program

**Volunteer Advocacy:** Barbara and Jim Kirk

**Tommy Nobis Center Rising Star Graduate:** Steven Kelley, Jr., employee of The Kroger Company

**Outstanding Employer:** Northeast Georgia Medical Center, Gainesville, Ga.



## 25th Anniversary Tommy Nobis Center Celebrity Golf Classic

Marietta Country Club was the site of the Center’s 25th Anniversary Tommy Nobis Center Celebrity Golf Classic. Ten Atlanta celebrity sports legends joined the 131 golfers, raising \$84,530 to support the Center’s job training and employment programs.

Corporate support came from Most Valuable Title Sponsor ProCore Solutions, Club Level Sponsor WellStar Health System, All-Pro Sponsors Atlanta Falcons and Seefried Properties, and numerous Celebrity Team sponsors.

*Celebrity golf participants (l-r): Fulton Kuykendall, Greg Brezina, Ken Rodriguez, Mike Haynes, Tommy Nobis, Clark Howard, Terance Mathis, Steve Bartkowski, Dan Reeves, Roger Kaiser, Buddy Curry and Jerry Rhea gather to celebrate the 25th Anniversary Celebrity Golf Classic.*

## Vehicle Donation Program

TNC offers a program in which individuals can donate their used vehicles to benefit our mission. Call 1-866-NOBIS AUTO (662-4728) to donate your car, truck, van, RV, or boat with a trailer.

**2003**

The Tommy Nobis Center Vehicle Donation program began in 2003.

**11,000**

More than 11,000 vehicles have been donated since the program’s inception.

**\$1 million**

More than \$1 million in profits have been raised to help clients achieve independence and workplace success.



*Tommy Nobis Center co-founders Bobbie Knopf and Tommy Nobis, Former Atlanta Falcons linebacker join Lt. Governor Casey Cagle in congratulating Governor's Award winner Steven Kelley, TNC Rising Star Graduate and Kroger employee.*

### **STORIES OF SUCCESS: Steven**

Steven is an accomplished individual who happens to have autism. He won the prestigious Governor's Award and the TNC Rising Star Graduate Award at the 2010 Galaxy of Stars event.

A graduate of Pope High School in Marietta, Steven held a 3.75 GPA, participated as a peer coach and scorekeeper for football and baseball, and volunteers as a student leader of 5th and 6th graders in his church's youth program. His commitment to school spirit, academics, and friendship led his peers to select him as Mr. Pope High School in 2008.

Steven completed the Tommy Nobis Center training program at the Johnson Ferry Kroger Store where he is now employed. He attends Chattahoochee Technical College with the goal of earning an associate degree in Early Childhood Care & Education. Steven's can-do attitude and his desire to give back to the community as a teacher of students with disabilities ensure a bright future for this rising star.



*Ronnie (right), Recycletronics supervisor, says, “My favorite thing about this job is the fact that I am employable again.”*

## **STORIES OF SUCCESS: Ronnie**

Ronnie’s mom had a tough time raising him and his five siblings after his dad died. But he’ll tell you he was a typical kid, spending his time hunting and fishing, and doing “OK” in school.

His barrier to success was drug abuse. In 2009, Ronnie checked into a men’s recovery center and it was there he learned about the Tommy Nobis Center. He was hired to disassemble electronics in TNC’s Recycletronics business. Soon he was promoted to lead worker, and today Ronnie supervises around 60 employees.

“I can’t say what I would be doing today if I hadn’t found employment at TNC,” explains Ronnie, “but I can say that, since I’ve been at Recycletronics, I have had the opportunity to restore my life and build great friendships with my coworkers. My favorite thing about this job is the fact that I am employable again. I have the opportunity to build on this foundation, to improve myself and my future.”

What are Ronnie’s plans for the future? “To continue to try and do the next right thing, and enjoy sober living to the fullest.”

## Donors

In a year when we have been nearly overwhelmed with requests for our services, your generous gifts have helped us invest in the workplace successes of our clients. Our ability to continue providing top-quality vocational services to individuals with disabilities surely is linked to the philanthropic support we receive from our Tommy Nobis Center friends. We are touched by your generosity, and as Tommy Nobis likes to say, "Thank you, from the bottom of our hearts."

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### Donor \$250,000

Anonymous

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### Donors \$50,000 +

Cobb County Board of Commissioners  
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McMath Trust

### Donors \$25,000 - \$49,999

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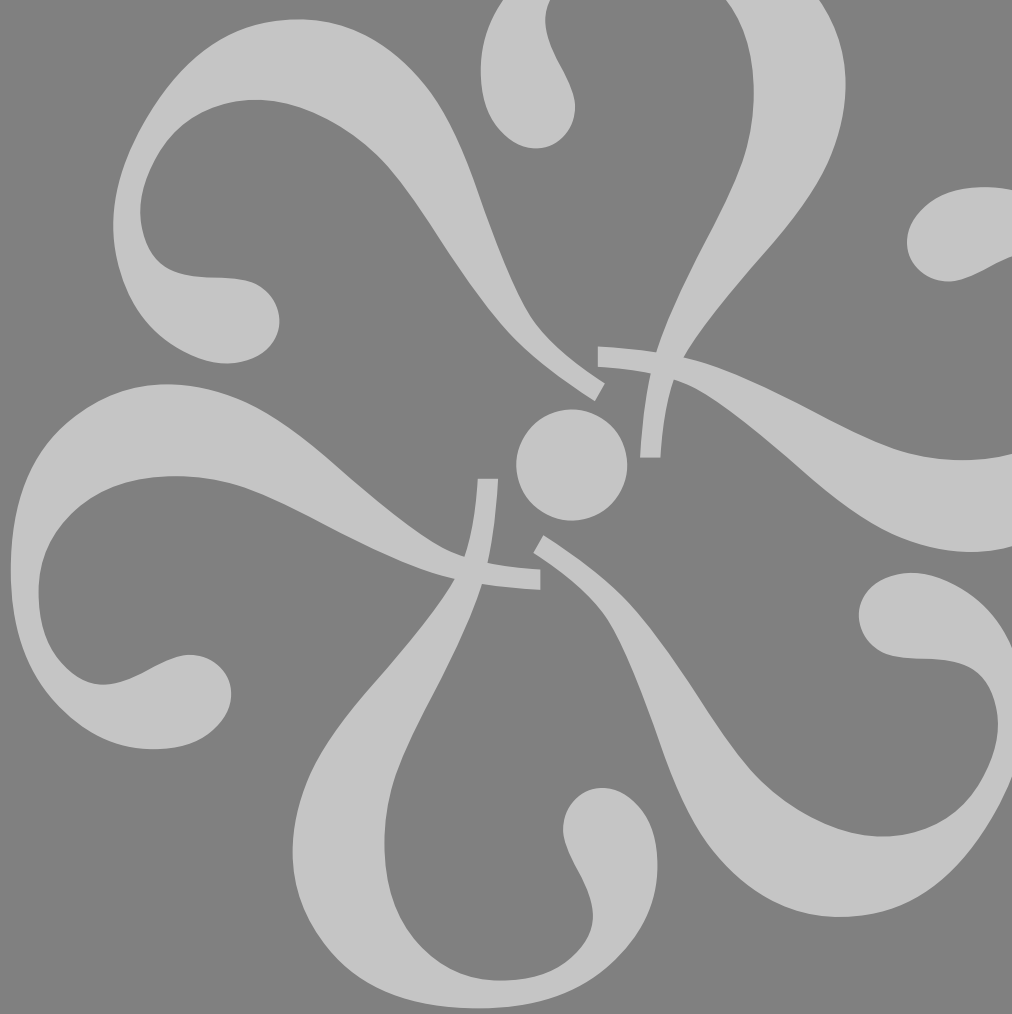


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## Donors

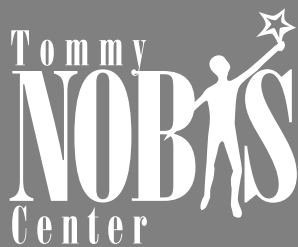
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Zenith Design Group



The Tommy Nobis Center proudly holds national accreditation from the Commission on Accreditation of Rehabilitation Facilities (CARF) for all services offered by the Center. CARF awarded the Center a perfect score during its most recent accreditation survey, an extraordinary accomplishment as only three percent of CARF surveys attain this score.

The Tommy Nobis System provides equal employment opportunities to all qualified persons and does not discriminate in the delivery of services to consumers.



Abilities At Work

Tommy Nobis Center  
1480 Bells Ferry Road  
Marietta, Georgia 30066  
770-427-9000  
[www.TommyNobisCenter.org](http://www.TommyNobisCenter.org)



Recycletronics ...at Tommy Nobis Center  
7000 Cobb International Blvd.  
Kennesaw, GA 30152  
770-426-1700

Donate your vehicle to Tommy Nobis Foundation  
by calling 1-866-NOBIS AUTO (662-4728)  
We want your used electronics, too! Donate to  
Recycletronics ...at Tommy Nobis Center  
by calling 770-426-1700, or visit us at  
[www.TommyNobisCenter.org](http://www.TommyNobisCenter.org)