We provide programs and services that transform LIVES
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The “Year of COVID-19”: that’s how many of us will remember the past fiscal year at Bobby Dodd Institute. Our administrative offices remained closed to the public for the entirety of the fiscal year, while some of our staff - particularly those at some of our worksites - continued to work in-person, providing essential services. Our call center operations, a long time effort and partnership with J&B Medical, went into overdrive and with an influx of work orders we were able to develop a hybrid approach for workers, with more than half of agents working from home while the remaining agents worked from our College Park call center facility. In light of our nation’s crisis, we saw an increase in contracts related to janitorial and facilities management. The BDI Employs sector of our organization was needed like never before, and we were happy to serve - not only our partners but also employment opportunities for the individuals for which our mission was created.

A year unlike any we’ve ever seen before is the best way to describe it. A year that has given each of us an opportunity to reflect back and to look forward, to evaluate what matters most and to live everyday with passion. For BDI, this has meant preparing for our future and exploring how best to positively impact the lives of individuals with disabilities, barriers to work and veterans. Our dedicated team is constantly exploring new, innovative ways to reach and advocate for those we serve, understanding that our future is filled with challenging, though impactful work. The truth is that COVID-19, like for so many, has brought along great challenges for our organization. And as we continue to fight for those - individuals with disabilities - who have bore a great burden amid our world’s current pandemic we hope that you too will join us in this fight for a better tomorrow.

Thank you for believing in our mission and work. Thank you for trusting our vision.

Sincerely,

Larry Gluth  
CEO

Quinn Shearer  
Board President
BDI in a Year

89%
Average wage increase for participants that received job assistance through BDI

$3.8 M
Cumulative earnings of those we serve that were employed by BDI or on one of its contracts

$62 M
Estimated cumulative lifetime potential amount of individual benefits awarded through BDI’s Benefits Navigation program in the past year

Number of Individuals Served by Programs: 1,717

879
Family Support

214
Benefits Navigation

99
Workforce Resources

525
Georgia Community Trust
In the Spring of 2021, BDI launched its partnership with Kind Chemistry (a subsidiary of J & S Chemical) to produce hand sanitizer. The effort, coined Sanitize with Purpose, was initially cultivated in response to the COVID-19 pandemic but has since evolved to clean and improve lives.

While Kind Chemistry has the manufacturing capability to make the product possible, BDI steps in on the social responsibility side of things, raising awareness of individuals with disabilities as well as creating opportunities for these individuals to work.

This hand sanitizer matches or beats the leading products in terms of purity, effectiveness and cost. Arguably, however, the greatest feature of Sanitize with Purpose is its dual impact of a commitment to cleanliness and supporting the employment of individuals with disabilities.

Sanitize with Purpose is now available for purchase. To view the official website, please visit www.sanitizewithpurpose.org.
Mission
To empower people with differing abilities to maximize their potential by securing economic self-sufficiency, independence and inclusion within their communities.

Vision
At BDI, we believe in an inclusive world where people of differing abilities can lead more independent and purposeful lives when provided the right guidance, support and opportunities.

Core Values
- Diversity & Inclusion;
- Positive Relationships;
- Teamwork;
- Honesty & Integrity;
- Continuous Improvement
BDI strives to offer a wide range of support for individuals with differing abilities during all stages of their lives. We desire to be a beacon of hope and possibilities for families in need with the belief that families belong together and individuals are best served in a community setting. Through the variety programs that BDI Empowers offers, we help individuals with disabilities find their voice, independence, and dreams for the future.

**PROGRAMS:**

**Job & Career Programs:**
- Evaluation & Career Planning
- Specialized Job Training
- Job Connections Services
- Customized Supported – Employment
- Ticket to Work

**Family Support Programs:**
- Family Advocacy
- Benefits Navigation
- Resources Coordination
- Georgia Community Trust
- Intensive Family Support
- Traditional Family Support
- Work Incentive Planning and Assistance

“When everyone else said no, BDI said yes,” said Shelia on son Dante discovering music thanks to BDI’s Family Support Program. “BDI introduced us to the School of the Rock. What may seem like a little thing is so meaningful to families like us.”

— Shelia, mother of Dante J.
Employs

BDI offers a wide range of managed business services, providing high quality solutions to meet organizations’ specific needs. Our focus on customer service, collaboration, and quality of work have put us in a position to expand our partnerships and provide more opportunities for people with differing abilities.

SERVICES

Facilities Management:
BDI provides end-to-end facilities management including janitorial services, grounds maintenance, painting, building repairs, stocking and general upkeep. Our experienced and meticulous approach allows you to spend more time focused on your staff and customers.

Call Centers & Switchboard:
BDI has been a seasoned provider of call center and 24/7 switchboard operations for more than 22 years. We offer comprehensive and efficient services that operate from a customer-first perspective.

Administrative Services:
BDI offers secure mailroom management and other administrative services. You can trust BDI to manage your organization’s sensitive areas like mail, security and data entry. Your privacy and security is our top priority.

Supply Chain & Logistics:
BDI offers climate-controlled warehouses and high-quality storage in a safe and secure environment. Our customized packaging and fulfillment solutions give you peace of mind knowing your customers will receive their shipments without surprises.

“BDI was able to pick up a job for us that was unique and not easy! They went above and beyond to execute this job on time and with great communication throughout. We will definitely use BDI again for future products!”
— Rachel Mountain, Business Development Manager at Starr Insurance, Atlanta
Nearly seven years ago, Travis Melton’s world took a stark shift. At the age of 18, he was diagnosed with Asperger’s which later evolved into an Autism diagnosis. While his peers were taking the leap into adulthood, he too took that leap but with a new reality and with it new challenges, such as navigating the social security waiver process. That’s where Bobby Dodd Institute stepped in.

“Travis is so high functioning that we didn’t even know if he would qualify for the waiver,” said Angie Melton, Travis’ mom. “I came to (BDI) not knowing if we could do this or if he would even qualify. But I knew I needed help.”

With BDI’s help, the Melton family began the process of applying for the NOW waiver. It was no easy feat, but through months of diligent and consistent work, phone calls and assessments, Travis was approved and added to the planning list.

“It makes me feel relieved,” Travis said. “It’s a burden off of my shoulders. It’s going to open doors and help me get closer to achieving my future goals like housing.”

Angie added, “(BDI) knows the process and how difficult it can be. They understand what we go through, and I truly believe it was BDI’s name on the paperwork that got the office’s attention.”

Travis is excited about his future. He is currently looking for employment in the gaming industry or at a pet store. Both Travis and Angie expressed their gratitude to the BDI Empowers team and hope their journey inspires others not to give up.
A Book Full of Opportunity

Riley Charnote has always loved books. So, when he was offered a job at Barnes & Noble, he jumped at the opportunity. For him, it was a matter of passion and employment colliding.

“I enjoy my job. I get to organize all sorts of books, and it’s really fun for me.”

It wasn’t long ago that Riley felt stuck. None of the job opportunities coming his way seemed to be aligned with his personal goals or dreams. But, through his work with BDI’s Workforce Resources staff, he was able to get to the core of not only what he wanted to do but also how to get there.

BDI’s Workforce Resources team provides participants with specialized job training and coaching to help prepare them for the ultimate win - job placement. For Riley, this meant interview prep and guidance on how to become a self-advocate during the interview process. This also meant being true to himself and truly embodying the possibilities in disabilities.

When asked what’s next for him, Riley said he looks forward to overcoming more challenges and pursuing more independence like living alone.

“I know it’ll take time to get there,” he said. “But, I’m starting here and look forward to what’s next.”

Riley is a shining example of what can happen when you give someone a chance at employment and success. His coworkers at Barnes & Noble applaud his commitment to his work and us at BDI are excited for Riley’s future, knowing that he is now in a job environment where he is appreciated and valued.
Stanley Womble knows firsthand what the saying, “things can change in the blink of an eye” means. In fact, he lived it. In 2008, his world changed radically after he had a stroke. This came only one year after he had a heart attack. Now, he says it all feels like a distant but constant memory; and instead chooses to focus on reclaiming what was once a test as his testimony, using his story to inspire others facing similar challenges to continue to fight and overcome.

“I’m 69 now, and all I’ve ever known is work. So when the stroke happened everything came to a halt,” he said. “It changed everything for me.”

Stanley’s first and primary focus during his recovery was getting better – giving his all to physical therapy and his overall health. But immediately following that was regaining independence. And for him, independence was directly aligned with his ability to work.

“For someone like me who only knew independence – and in an instance it’s just taken away – it’s a lot to deal with. I had to re-learn how to do everything,” he said.

Prior to his stroke, Stanley worked for more than 10 years at Northside Hospital. Although he knew he couldn’t return to work in that capacity, he had high hopes that the perfect position would come around soon.

His son assisted him with his new job search and suggested Bobby Dodd Institute (BDI) after coming across BDI’s job placement services. Stanley followed his son’s lead and was instantly impressed by BDI’s team and commitment to people with disabilities.

“The work that BDI does means a lot to me and people like me. They give us hope. I don’t know too many places that are passionate about people with disabilities,” he said. “They say they are, but they don’t really do the work. At Bobby Dodd Institute, they’re really doing the work.”

Following a series of interviews, he was presented with an opportunity to work alongside the janitorial services team at BDI’s Atlanta office.

“It feels good to be given a second chance to work,” he said. “The smallest things give me joy now. Being able to work. Being able to drive my truck to work everyday. Being able to provide. I look forward to getting up everyday and being able to do it all.”

In February 2022, Stanley will celebrate five years with BDI.

“Stanley has a strong passion for getting his job done and a commitment to excellence,” said Bruce Mack, Janitorial Project Manager. “He’s a team player through and through. We’re grateful to have him a part of our team.”

When asked what advice he’d give to individuals facing similar challenges he’s now overcome, Stanley said, “Keep believing in yourself and never give up. It gets better on the other side.”
2021 Annual Report Financials

2020-2021 Year End

<table>
<thead>
<tr>
<th></th>
<th>2021 (in millions)</th>
<th>2020 (in millions)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and Cash Equivalents</td>
<td>$2,620,138</td>
<td>$4,620,557</td>
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<tr>
<td>Restricted Investments</td>
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<td>6,920,242</td>
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<td>Accounts Receivable (Net)</td>
<td>2,319,333</td>
<td>2,273,837</td>
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<td>Pledges Receivable</td>
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<td>0</td>
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<td>Property and Equipment</td>
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<td>4,913,048</td>
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<td>Inventory</td>
<td>174,801</td>
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<td>Other Assets</td>
<td>118,226</td>
<td>89,220</td>
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<tr>
<td><strong>Total Assets</strong></td>
<td><strong>$18,014,358</strong></td>
<td><strong>$18,838,050</strong></td>
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<table>
<thead>
<tr>
<th>Accounts Payable and Accrued Expenses</th>
<th>2021 (in millions)</th>
<th>2020 (in millions)</th>
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<tbody>
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<td>797,181</td>
<td>1,293,781</td>
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<tr>
<td>Long-Term Debt</td>
<td>2,083,683</td>
<td>2,183,967</td>
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<td><strong>Total Liabilities</strong></td>
<td><strong>$2,880,864</strong></td>
<td><strong>$3,477,748</strong></td>
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<table>
<thead>
<tr>
<th>Net Assets</th>
<th>2021 (in millions)</th>
<th>2020 (in millions)</th>
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<tr>
<td></td>
<td>18,014,358</td>
<td>18,838,050</td>
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| **Total Liabilities and Net Assets** | **$18,014,358** | **$18,838,050** |

Revenues

<table>
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<tr>
<th>Income</th>
<th>2021 (in millions)</th>
<th>2020 (in millions)</th>
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<td></td>
<td>21,434,080</td>
<td>22,853,527</td>
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<tr>
<td>Expense</td>
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<td>21,276,663</td>
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<tr>
<td><strong>Net</strong></td>
<td>$(226,808)^</td>
<td>$1,576,864*</td>
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* Includes one-time, COVID-19 Payroll Protection Program government grant funding
^ Includes one-time COVID-19 related expenses

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**Income**

- **2020**
  - Programs: 84%
  - Fundraising: 3%
  - Admin: 13%

- **2021**
  - Programs: 89%
  - Fundraising: 9%
  - Admin: 2%

**Expenses**

- **2020**
  - Programs: 81%
  - Fundraising: 2%
  - Admin: 17%

- **2021**
  - Programs: 81%
  - Fundraising: 2%
  - Admin: 17%
# BDI Leadership

## Board of Directors

<table>
<thead>
<tr>
<th>Role</th>
<th>Name</th>
<th>Company/Position</th>
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<tbody>
<tr>
<td>Chair</td>
<td>Quinn Shearer</td>
<td>Adams Capital, Inc.</td>
</tr>
<tr>
<td>Vice Chair</td>
<td>Tammy A. Stanley</td>
<td>The Stanley Law Firm</td>
</tr>
<tr>
<td>Secretary</td>
<td>Charlotte Combre</td>
<td>BakerHostetler, LLP</td>
</tr>
<tr>
<td>Treasurer</td>
<td>Ron Shah</td>
<td>Fuel50</td>
</tr>
<tr>
<td>Immediate Past Chair</td>
<td>David Essary</td>
<td>Accord Systems</td>
</tr>
<tr>
<td>Chair</td>
<td>Lori Chase</td>
<td>First Horizon</td>
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<tr>
<td>VICE CHAIR</td>
<td>Vergena Clark</td>
<td>Conviva Care Solutions</td>
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<tr>
<td>VICE CHAIR</td>
<td>Leah Davenport</td>
<td>Federal Reserve Bank of Atlanta</td>
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<tr>
<td>VICE CHAIR</td>
<td>Kedrick N. Eily</td>
<td>Aflac, Inc.</td>
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<td>VICE CHAIR</td>
<td>Dan Haynes</td>
<td>Deloitte</td>
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<td>VICE CHAIR</td>
<td>Robert LaChapelle</td>
<td>CBRE Capital Markets</td>
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<tr>
<td>VICE CHAIR</td>
<td>Peter Lauer</td>
<td>PEL Ventures</td>
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<tr>
<td>VICE CHAIR</td>
<td>John McKenney</td>
<td>McKenney’s, Inc.</td>
</tr>
<tr>
<td>VICE CHAIR</td>
<td>Judith Moen Stanley</td>
<td>Community Advocate/Freelance Writer</td>
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<tr>
<td>Secretary</td>
<td>Larry Gluth</td>
<td>President and CEO</td>
</tr>
<tr>
<td>Secretary</td>
<td>Stephanie Bolton</td>
<td>VP, People and Culture</td>
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<tr>
<td>Secretary</td>
<td>Tracey Crawford</td>
<td>Director, Organizational Support</td>
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<tr>
<td>Treasurer</td>
<td>Todd Hermon</td>
<td>VP, Development and Community Relations</td>
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<tr>
<td>Treasurer</td>
<td>Ray Johnson</td>
<td>SVP, Business &amp; Administrative Services</td>
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<tr>
<td>Treasurer</td>
<td>Veronica Rohrlack</td>
<td>VP, Administrative Services</td>
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<tr>
<td>Treasurer</td>
<td>Jerry Sutton</td>
<td>Director, Learning and Organizational Development</td>
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<tr>
<td>Treasurer</td>
<td>David Turner</td>
<td>Chief Financial Officer</td>
</tr>
<tr>
<td>Treasurer</td>
<td>Ilond Zombil</td>
<td>Director, Operational Excellence</td>
</tr>
</tbody>
</table>
We depend on support from people like you to drive our mission forward. Together, we can make a positive impact on the lives of more individuals with disabilities and their families.

2021 ANNUAL REPORT

ATLANTA/MAIN CAMPUS
2120 Marietta Boulevard NW
Atlanta, GA 30318

CONTACT
678.365.0071
info@bobbydodd.org

SOCIAL MEDIA
Facebook / BobbyDoddInstitute
Linkedin / company/bobby-dodd-institute
Twitter @ BobbyDoddInst

GIVING
www.bobbydodd.org/give

WEBSITE
www.bobbydodd.org