



BDI

illuminating the possibilities
in disabilities



ANNUAL REPORT

2022

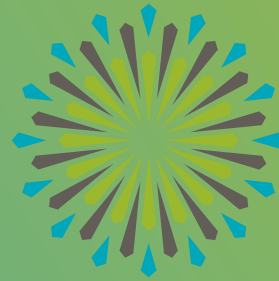
SHAPING A MORE
INCLUSIVE FUTURE

www.bobbydodd.org



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Letter from CEO & Board Chair

We're Just Getting Started



At the core of Bobby Dodd Institute's mission is maximizing—maximizing opportunities, maximizing possibilities, maximizing change.

This past year, our team dedicated their time and efforts to realizing our mission in transformative ways, maximizing every opportunity to meet—and exceed—the unique needs of our participants. Through the introduction of new programming like BDI G.R.O.W. (Getting Ready for Opportunities in Work) and WIPA (Work Incentives Planning and Assistance) to the addition of new partners like Pure Flats, the organization continues to reach new heights.

Our 2022 annual report is a visual representation of what happens when you maximize every opportunity and the deep-rooted impact BDI has on the individuals and communities we serve.

While the long-term effects of the pandemic may continue to impact our communities for years to come, we know that our work and mission are needed now more than ever. And we're ready—ready to meet and reach every participant that comes through our doors in pursuit of independence and ultimately peace of mind.

We look forward to the year to come as we set out to reach new heights and serve even more individuals with disabilities. The work that we do at BDI and our commitment to inclusion—both socially and professionally for people with disabilities—is critical.

None of the work we do is possible without your continued support. Every life we change is with you by our side. As we look toward the future, we know that the best is yet to come.

To the future we go,



Larry Gluth
President and CEO



Andrew Tuck
Board Chair

2022 IMPACT

Family Support: **743** Unique Participants*

***95** utilized multiple services

WIPA

(Work Incentives
Planning and
Assistance) program:

555



539

Georgia
Community
Trust



246

Benefits
Navigation



130

Job and
Career
Services

TOTAL: **2,213 Served**

86%

average wage
increase for job
and career services
participants

\$87M

cumulative potential lifetime
value of individual benefits
awarded through BDI's
Benefits Navigation program

\$3.7M

total earnings of
participants employed
or placed into
employment by BDI

A More Inclusive World *Starts Here.*

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
- ✓ Continuous Improvement
- ✓ Honesty & Integrity
- ✓ Teamwork



BDI EMPOWERS

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 of 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 Connection Services
- Customized Supported Employment
- Ticket to Work
- Work Incentives Planning and Assistance
- Getting Ready for Opportunities in Work

Family Support Programs:

- Family Advocacy
- Benefits Navigation
- Resources Coordination
- Georgia Community Trust
- Intensive Family Support
- Traditional Family Support

“BDI’s help was both precious and invaluable. It would be well received by other parents trying to advocate for their special-needs children.”

— Pat, mother of Viktor B.



BDI 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.

CONTRACTED 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 companies to spend more time focused on 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. Companies can trust BDI to manage sensitive areas like mail, security and data entry. Privacy and security are our top priorities.



Supply Chain & Logistics:

BDI offers climate-controlled warehouses and high-quality storage in a safe and secure environment. Our customized packaging and fulfillment solutions provide peace of mind to companies, knowing customers will receive their shipments.






"If we didn't have a partner like BDI helping us mass produce our lures and helping us amass the inventory we need to market and sell, we would just find ourselves stuck in a small business syndrome. This partnership really allows us to grow—to market, sell more aggressively and unlock the potential for growth."

— Greg Sample, CEO of Pure Flats

Preparing the Next Generation

Getting Ready for Opportunities in Work (G.R.O.W.)

The BDI G.R.O.W. program, sponsored by the Georgia Vocational Rehabilitation Agency (GVRA), was launched in the summer of 2022 to guide high schoolers with disabilities along each part of the employment process, specifically providing direction and insight into the following key areas:

-  **Job exploration counseling**
-  **Work-based learning experiences**
-  **Counseling on opportunities for enrollment in comprehensive transition or postsecondary educational programs**
-  **Workplace readiness training**
-  **Self-advocacy**

Participants are able to sharpen these critical work-readiness skills through on-site as well as off-site immersive career development experiences, including site visits with partners. This year's partners included Georgia Tech Excel, Kennesaw State University, the Georgia Aquarium, Youth Science Academy, Mercedes-Benz Stadium STEAM, Hanna Brothers, Zoo Atlanta, Open Hand, Omni Hotels & Resorts, JB Executive Transportation, Stitch Fix and Special Kneads and Treats, Inc.

Work Incentives Planning and Assistance (WIPA)

BDI is excited to now offer WIPA services to our participants. Offered through the Social Security Administration, WIPA provides community-based work incentives expertise to beneficiaries of Social Security or Supplemental Security Income (SSI) benefits based on disability.

With the help of WIPA services, individuals with disabilities who want to work are empowered to pursue self-sufficiency and equipped with the tools needed to understand and navigate their benefits as they make the successful transition to work.

"The BDI team has been with me every step of the way. Dealing with Social Security alone can be a lot, so having BDI to help me navigate the process is helpful. I'm grateful to the BDI mentors who serve as support."
— Demetria B.
WIPA participant



A Passion-Fueled Career

When you ask Sierra Metzger about cooking, her face instantly brightens up. She's a cook at heart, and even has a cookbook to show for it.

The 23-year-old is sure of her desires, one of them being self-sufficiency. Her love for cooking started when she was a child, inspiring her to write her cookbook, *I'm Happy Being Gluten Free: A Kids Cookbook from a Kids Point of View*, at only 13. Even at a young age, she's been dedicated to making her dreams come true—from cooking to her career desires.

"I have cerebral palsy and ADHD," she said. "But I don't let that stop me."

Tenacious in her pursuit, Sierra isn't afraid to pivot as she continues to gain experience in the workforce. After working a job that wasn't fulfilling, Sierra knew she wanted a change. After a recommendation from United Cerebral Palsy of Georgia, her story with BDI began.

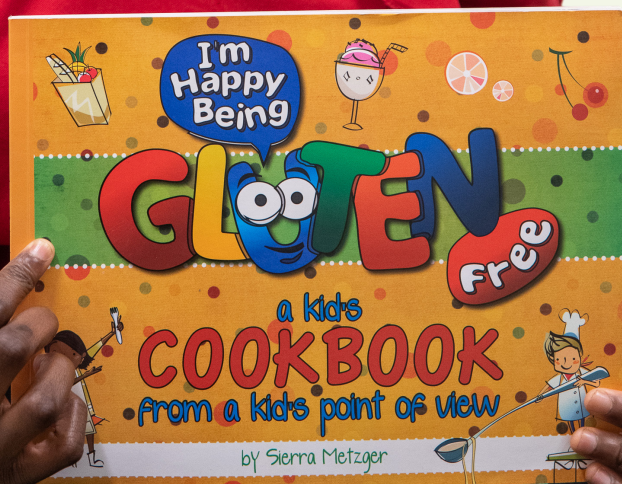
Sierra worked closely with the BDI Job and Career Services team to audit and make changes to her resume, refine her interview skills, map out career planning and ultimately navigate the job search.

With BDI as an advocate, Sierra secured a position at the Reserve at Peachtree City, where she works as a dietary aid. In her role, Sierra bakes, conducts kitchen maintenance and serves the residents.

"I understand the fear of rejection and working to find a job that you love," she said. "I'm happy I've found mine and for my BDI mentors who treat me like family and support me."

Words of advice that Sierra would give to her peers: "Put yourself out there. You'll find where you're supposed to be—even if it takes some time."

Sierra hopes to continue to fearlessly pursue independence. Her next goal is to live independently, leaving her childhood home to begin the next chapter in her story.



The Joy of Inclusion

Maya Saha and her family were introduced to BDI during her time with the Georgia Tech Excel program, a four-year college program for students with intellectual and developmental disabilities.

After completing the program, Maya's parents noticed she became anxious about the possibilities of what was next. With BDI's expansive empowerment and employment programming, the Sahas were confident that the organization could support Maya as she worked towards job placement.

At BDI, Maya participated in specialized job training as she began to think through career options, including job readiness training and self-advocacy, which ultimately prepared her for the job search. In 2022, Maya secured a server role with Canterbury Court, a senior-living community in Atlanta, GA.

Maya works in Canterbury Court's dining services department, where she says she looks forward to exercising her skills daily and working at a place where her strengths are maximized.

Maya's mom, Jayanti Saha, echoes Maya's sentiments regarding her strengths, adding, "As a parent, to see her set her goal high and meet the goal is satisfying. Every individual has their own challenges but, in Maya's case and in the case of many others with disabilities, the dignity that work brings truly makes a difference. We're grateful to BDI for putting the mechanism in place for Maya to be able to achieve employment."

Maya's day-to-day work responsibilities at Canterbury include food delivery to the residents, attending to the residents who dine-in and cleaning service areas.

"I love watching Maya blossom," said Canterbury Court's Chief Human Resources Officer, Lisa Bronstein. "She's diligent and she takes it very seriously. When she's at work, she's on and she wants to help."

The Sahas are excited about Maya's future and look forward to her continuing to reach new heights. The family is also excited to continue their relationship with BDI.

"What I love about BDI is the comprehensiveness of the organization's programs and services," said Mrs. Saha. "Our family didn't only receive job placement services, but we've received financial planning and more. The BDI team is always so eager to help us and to work collaboratively to get us where we need to be."



A Priceless Elevator Ride

At 6-months-old, Gabrielle Shropshire was diagnosed with schizencephaly, a rare developmental birth defect that causes clefts in the cerebral hemispheres of the brain.

The odds at that time seemed insurmountable, but Gabrielle (affectionately known as Gabby) and her parents would spend the years to come overcoming obstacles with grace and turning cants into cans.

“The doctors said she wouldn’t be able to read, feed herself, walk or do anything that most people would consider normal for a child,” Gabby’s father, Kenneth Shropshire, said. “Today, 17 years later, the only thing she can’t do is walk and use her left side. She overcame all the things the doctors said she possibly wouldn’t be able to do.”

Gabby is now a senior in high school. To her parents’ delight, she participates in general education classes and has a 3.89 grade point average. Gabby’s parents are inspired by her ongoing pursuit of independence—both academically and socially. But recently the family identified one barrier to that independence: their home elevator.

The Shopshires purchased a home elevator to assist with efficiently getting Gabby around their split-level home, but there was one problem – a missing safety switch prevented Gabby from accessing the elevator on her own. Everyday tasks like getting a glass of water were convoluted for Gabby as she’d need assistance from her parents to navigate their home.

“When we purchased the elevator, we couldn’t afford the safety piece,” said her mom. “But she wanted her independence, and we wanted that independence for her, so we knew we had to do something.”

For the past year, the Shropshire family worked closely with BDI’s Family Support Services team to explore options to assist with purchasing the safety switch for their home elevator. This fall, the goal was achieved.

“I like being independent,” said Gabby. “It feels good to be able to go around the house without my parents’ help.”

Her dad added, “It’s awesome to see her use the elevator. She never complains about her disabilities or uses any excuses. So, to see this make her smile and give her assurance that she can do her own thing is awesome. We’re headed in the right direction.”

After high school, Gabby hopes to pursue a career in acting and comedy, with her parents cheering her on from the sidelines.

“We know she’ll do it,” said Mrs. Shropshire. “She achieves anything she puts her mind to.”



2022 Annual Report Financials

2021-2022 Year End

	2022	2021
Cash and Cash Equivalents	\$1,180,179	\$2,620,138
Restricted Investments	7,034,257	7,813,481
Accounts Receivable (Net)	3,023,021	2,319,333
Pledges Receivable	0	0
Property and Equipment	4,805,014	4,968,379
Inventory	174,918	174,801
Other Assets	85,826	118,226
Total Assets	\$16,303,215	\$18,014,358

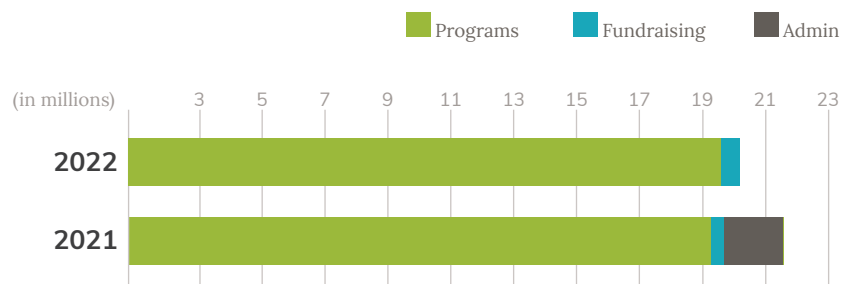
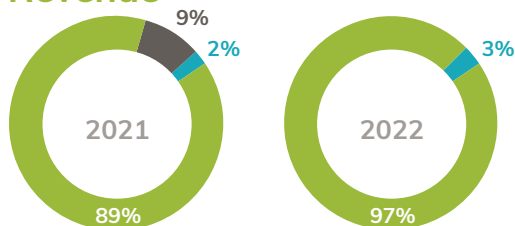
Accounts Payable and Accrued Expenses	\$1,014,120	\$797,181
Long-Term Debt	2,099,224	2,083,683
Total Liabilities	\$3,113,344	\$2,880,864
Net Assets	\$16,303,215	\$18,014,358
Total Liabilities and Net Assets	\$16,303,215	\$18,014,358

Revenue	\$20,417,380	\$21,434,080
Expenses	\$22,361,003	\$21,660,888
Net	\$(1,943,623)^	\$(226,808)*

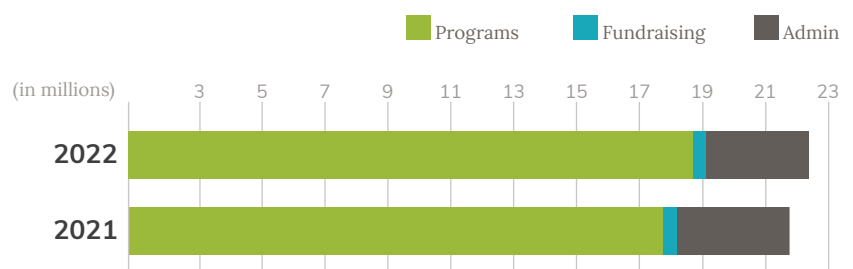
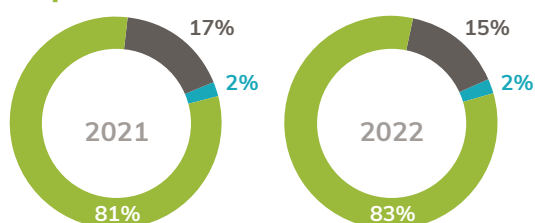
*Includes one-time COVID-19 related expenses

^ Due to impact of market fluctuations on endowments and call center operations

Revenue



Expenses





BDI LEADERSHIP

– FISCAL YEAR 2022 BOARD OF DIRECTORS –

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– SENIOR LEADERSHIP TEAM –

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Ray Johnson
Chief Operating Officer

David Turner
Chief Financial Officer

Stephanie Bolton
VP, People and Culture

Joe Paolini
VP, Business Services

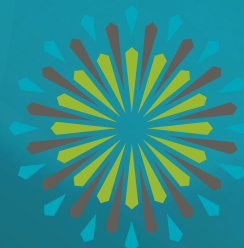
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Director, Organizational Support

Veronica Rohrlack
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Todd Hermon
VP, Development and
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Jerry Sutton
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