



# 2025 IMPACT

# Report

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## Letter from the CEO and Board Chair

This was a year of change—rapid, unexpected change that brought new challenges for the disability community and the nonprofit sector. But we remained resilient, viewing these challenges as steppingstones toward continuous growth. Even in the face of the unknown, we continued to thrive and cultivate new opportunities.

In fiscal year 2025, we launched Elevate Academy in partnership with local businesses. This paid internship program helps young people develop job skills in real-world environments. Our goal is to place every graduate in a meaningful job. We also opened the doors to the new Bill Moorer Resource Lab, offering access to technology and tools that support individuals with disabilities.

We served nearly 3,500 individuals. But the impact goes far beyond that number. When we support one person with a disability, we don't just change their life, we change the future for everyone involved in their care. We don't just provide services. We build futures.

You'll see that reflected in the stories shared throughout this report. Stories like Crystal's, who gained new confidence and a sense of purpose through our Pre-ETS (Pre-Employment Transition Services) program. We've expanded our training opportunities for young adults and are pursuing new partnerships that add value and meaning.

While we remain focused on creating pathways for younger generations, we haven't forgotten about our aging population. Take Natalie, for example. With a little help from Bobby Dodd Institute (BDI), she's been able to maintain her independence and continue thriving in her community.

We're also incredibly proud of our team. With operations across four states and over 50 worksites, we employ 160 individuals with disabilities in both part- and full-time roles. In these pages, you'll meet two of them, Bertha and Kaleb.

This year, our goal is to go deeper and wider, reaching more people, strengthening partnerships, and advancing our mission to create a world where everyone is empowered and employed.

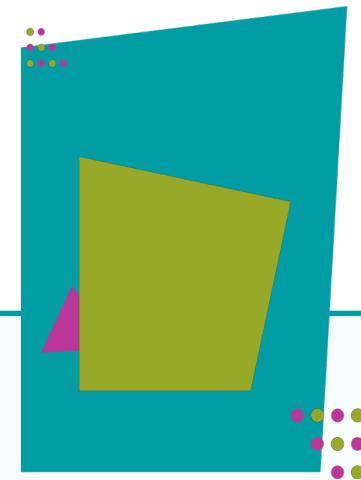
And finally, to our friends, supporters, donors, and volunteers—thank you. With your help, our achievements carry more meaning and reach even further.



**Larry Gluth**  
President and CEO



**Peter Lauer**  
Board Chair



## Mission

To empower people with differing abilities to maximize their potential by securing economic self-sufficiency, independence and inclusion within their communities.

# &

## Vision

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.

# BDI Empowers

BDI Empowers kept transforming lives across Georgia through innovation and inclusion. As the only Work Incentives Planning and Assistance (WIPA) provider based in Georgia, BDI remained a nationally recognized leader, consistently ranking among the top-performing centers in the country.

Our **Benefits Navigation** program helped secure over \$232 million in public benefits, opening doors to lifechanging resources like Medicaid Waivers, Social Security, Georgia Pediatric Program, and Katie Beckett.

We launched **Elevate Academy**. This forward-thinking, paid internship weaves together workplace readiness, adaptive training, and career exploration with job placement and sustained coaching. It illuminates a path to meaningful, lasting employment.

The opening of the **Bill Moorer Resource Lab** expanded access to technology and support.

We also grew our **Pre-Employment Transition Services (Pre-ETS)**, offering early career guidance to students with disabilities across the state.

Through **impactful webinars and community outreach**, we continued to educate and empower.

**88** participants were awarded Social Security Benefits and Medicaid Waivers

Connected participants with over

**\$232M** **lifetime benefits.**

*There are so many stories behind these numbers.... like Natalie's...*

## Natalie

### "How are you?"

These were the first words Natalie said to her brother, Rich, after her brain surgery. They were both small kids at the time. Almost 50 years after this experience, Rich gets emotional when memories strike him. They've always had a strong bond. At the age of three, Natalie was diagnosed with a brain tumor. When she was nine, it returned. Today, Natalie lives on her own in a nice, cozy apartment in Decatur. "It's not easy to push a grocery cart and a walker at the same time, but I manage," she jokes.

Her home is filled with memories capturing cultures she had the opportunity to explore. Her fondest memories are from Indonesia, where she had the opportunity to volunteer in a local orphanage and teach English to children. To this day, she continues to give to her community. She volunteers with her church and helps at a home for seniors. She's always active, always busy.

"Natalie is an impressive person. Despite all odds, she is able to maintain a relatively independent lifestyle. She met all the challenges head-on and successfully overcame them," Rich says.

About five years ago, Richard, Sr., Natalie's dad, discovered Bobby Dodd Institute. **BDI helped Natalie develop a plan for her future based entirely on her needs and the way she wants to live, always putting her voice first.**

In addition to developing a plan for her future, BDI helped Natalie with job and career skills. After completing the program, she was able to secure a job at a local Chick-fil-A restaurant, where she was an integral part of building the team. Additionally, BDI's Benefits Navigation team helped Natalie secure vital benefits, like the Elderly and Disabled Waiver, to ensure she has the resources to continue living independently.

"These services through BDI have been invaluable," Rich says. And he has a reminder for everyone who cares for a sibling with a disability: "Balance is key," he says, and encourages everyone to acknowledge those around them, maintain relationships, avoid guilt, and simply live the life they want to have.



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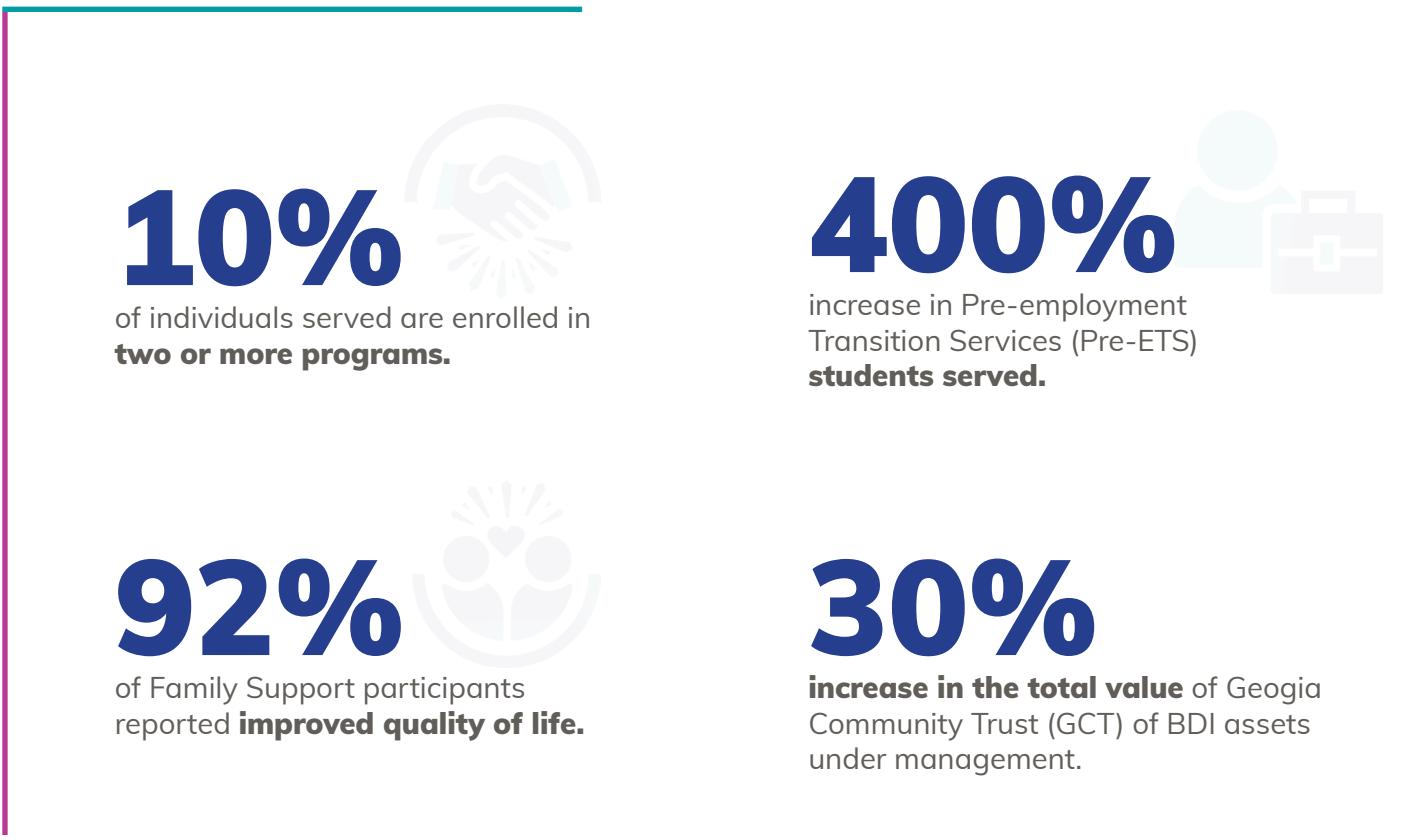
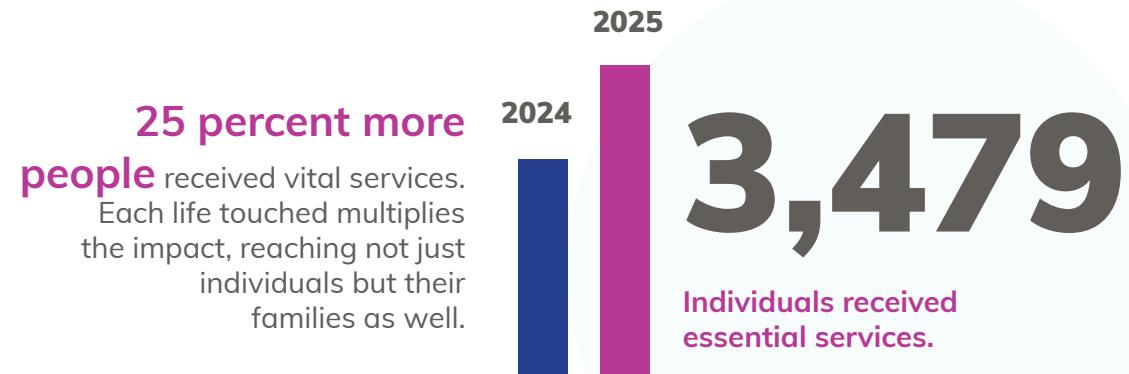
**"[BDI is] the most helpful and caring organization. They deeply care for their clients... They took interest in Natalie's background... We are very thankful for the help that was always there. When we had a question or needed information, it was available, which really meant a lot,"**

--Richard, Sr., Natalie's father.

*Scan for the full story*



# More lives touched



## Crystal

Crystal is remarkable. So beautiful in many beautiful ways. She experiences life differently, and that difference is not a limitation. This is how Crystal's dad, Hosea, describes her.

Roxana and Hosea always wanted a girl. When Crystal was born, it was a dream come true. Her mom and dad were overjoyed and filled with hopes for the future. Just like every teenager, Crystal has big feelings and emotions, and she's not afraid to express them. Her unique personality was evident from the day she was born, and those around her knew she would become the remarkable person she is today.

At around the age of two, Crystal's daycare teacher, Jamie, noticed that she communicated differently. She was not interested in other kids, her communication was mostly nonverbal, and she struggled to make eye contact. This raised a red flag. Thanks to her quick reaction and proactive parents, Crystal received a diagnosis that opened new doors for her.

In 2018, Roxana found out about Bobby Dodd Institute through Swimmerman Swim School. Crystal received Family Support funds to help cover her swimming lessons. Additional funds also helped cover season passes for Zoo Atlanta, Georgia Aquarium, Atlanta Botanical Garden, and Children's Museum of Atlanta. Currently, BDI's Benefits Navigation team is helping Roxana secure ongoing guardianship before Crystal turns 18 this year.

But her favorite program is Pre-ETS. It was a catalyst for Crystal. GROW helps students with disabilities build confidence and prepare for adulthood. "Programs like the Bobby Dodd Institute [Pre-ETS Break] provide information to our students in a way that they can retain it. When we provide them with those opportunities, they are capable of great things," affirmed Patrice, Crystal's speech pathologist. Roxana also knows how beneficial programs like GROW are not only for kids like her daughter, but for other parents too. "I am very grateful for the programs that are out there to help kids and also to help parents navigate, because you have other parents you can talk to. They can help, and you can help each other understand because you are kind of going through the same thing," Roxana says.

Her grandmother, Carolyn, noticed a change in Crystal after she participated in the GROW program. "She's more outgoing now. We are so proud of her that she went to the prom; she was so excited. She loves going out, being with people, going to dinner, and flying. That has all happened since she's been in school and in this program."

At school, Crystal is a role model. She has made the Super Honor Roll during her junior year and the Principal's Honor Roll during her sophomore year in high school. After graduation, she wants to work for Delta Airlines as a gate agent—a continuation of her passion for travel. Everyone is convinced she will achieve her dream.

“

*"Programs like the Bobby Dodd Institute [Pre-ETS program] provide information to our students in a way that they can retain it. When we provide them with those opportunities, they are capable of great things,"*

--Patrice, speech therapist.

*Scan for the full story*





## Programs and Services

- Benefits Navigation
- Counseling Services
- Family Support
- Georgia Community Trust of BDI
- Job and Career Services
- Work Incentives Planning and Assistance (WIPA)

We launched **Elevate Academy**, expanding our **Job and Career Services**. Elevate is a paid internship that combines workplace readiness, work adjustment training and career pathway exploration with job placement and ongoing coaching, creating a clear pathway to long-term, meaningful employment.

## BDI Employs

In 2025, BDI continued to expand the impact of its Business Services, contributing over 93% of total revenue. BDI also celebrated 71 team members with over 10 years of tenure, compared to 56 in FY24. Currently, the organization is employing close to **160 team members with a documented disability**, representing **43% of all employees**.

Services were expanded with federal customers including the Federal Aviation Administration (FAA) and the General Services Administration (GSA), along with a new mailroom contract at Andrews Air Force Base. Business Services has over **50 active contracts across all lines of business** and offers:

- Administrative Services
- Contact Centers
- Facilities Management
- Supply Chain and Logistics

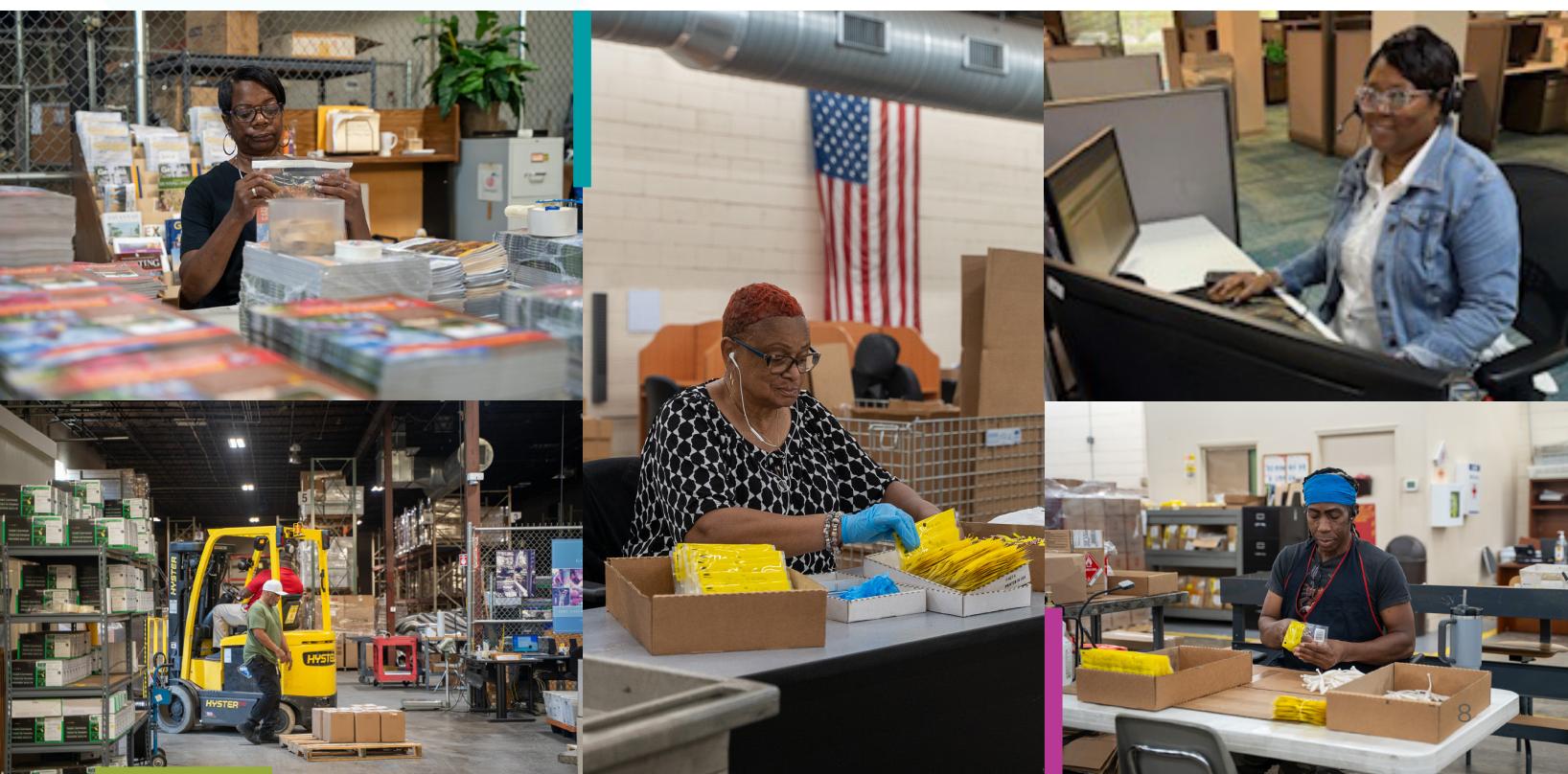
**16%** growth in team members with a disability.

**1 in 5**

team members has been with BDI for **10+ years**.

We celebrated the grand opening of the organization's newest resource lab. Fully equipped with the latest computer technology, the specialized room will provide participants in BDI's Job and Career Services with the skills and resources they need to succeed in the workforce.

The space is named in memory of Bill Moorer (pictured on the right)—a longtime BDI board member and fierce advocate for the disability community.



# Kaleb

He is fascinated by numbers, and data is his passion. He is an artist and a huge dog lover. This is Kaleb. He's in his twenties and one of the newest employees at Bobby Dodd Institute's Contact Center in College Park.

Close to graduation, like many young people his age, Kaleb wasn't sure what was next for him career-wise. He graduated from the Georgia Tech EXCEL Program, where he developed skills such as coding basic websites, creating illustrations, and editing photos with Photoshop. He enjoys working with data in Microsoft Excel and creating PowerPoint presentations.

With encouragement from his mentor at Georgia Tech, Nathan Heald, and support from his family, Kaleb began researching opportunities. That's when he came across Bobby Dodd Institute. He got connected—and he didn't fail to impress.

"We interviewed him and decided to see how he could contribute. Currently, he handles offline tasks and new account setups. Lately, I've started training him on reporting—tasks I used to do weekly—so he can eventually run them independently," recalls Troy Farina, Sr. Director, Contact Center Operations at BDI.

At his job, he enjoys working with IT and data. He likes organizing files, formatting data, and building spreadsheets. He's been learning to organize data alphabetically and numerically, and he's getting better every day.

Kaleb is hopeful: "I'm still figuring that out. I'd like someone to guide me a bit—give me a head start and show me the steps I should take next." His colleagues, meanwhile, have been nothing but supportive.

"

**"Now I'm trying to do my best at Bobby Dodd Institute. I'm really grateful for the opportunity, and I wasn't sure where else I could use my skills. Right now, I'm just happy to be here,"**

--Kaleb, BDI Contact Center employee.



Scan for the full story



# Bertha

It all started with a short announcement on the local radio station and a joke over a cup of coffee. This led to a 20-year career and continuing growth. She's not just a supervisor. She's a mentor and a friend. This is Bertha's story.

She's a supervisor at the IRS mailroom located in the Summit Federal Building in Atlanta, where the team handles all mailing operations. "Every year that I survive, and I go to work, I always look at it as a blessing. I always think of it as surviving another year," she says.

Bertha describes herself as someone who is very engaged in what she does. She says she's customer-oriented, and that's evident from the moment you meet her. She will always greet you with a smile. She's extremely proud of the relationships she has built with her team. They feel comfortable in her company and know that they can always count on her for advice and encouragement, and that all they share will be kept confidential, no matter what. "If they need support and I can offer it, I will. If I can't, I let them know I can't. But my thing is to never tear anybody down, no matter whose job you're on," she says.

Bertha has lived with degenerative arthritis for years, and it's gotten harder as the condition has progressed. The pain brings on strong headaches and affects the right side of her head, neck, shoulder, and back. On top of that, she also deals with carpal tunnel syndrome in both hands. But none of this stops her from showing up every day with energy and heart. And she has a lot to teach to the younger generations. "My advice to young people with disabilities, starting out in their careers, is believe in yourself. You have to believe that you can succeed, no matter how difficult it is or how challenging things may seem. And my thing is—you are human. You will make mistakes along the way. But don't give up. I always like to say: If at first you don't succeed, try, try, try again. Eventually, you will win, if you just don't give up. Do not become a quitter, because if you become a quitter, you will be swallowed up."

Bertha encourages employers to be understanding when it comes to hiring people with disabilities. "If you hire them. If you train them well. If you give them the attention they need, they will succeed. If I don't get on board at first, just work with me. Give me a chance. Because eventually, I'm going to get it. So don't regard me as someone with a disability. Regard me as a person who's willing to learn and perform to the best of my ability," she says.

Her commitment to the organization goes beyond salary and anything material. "Bobby Dodd [Institute] is my family. I wouldn't trade it for anything," she says.



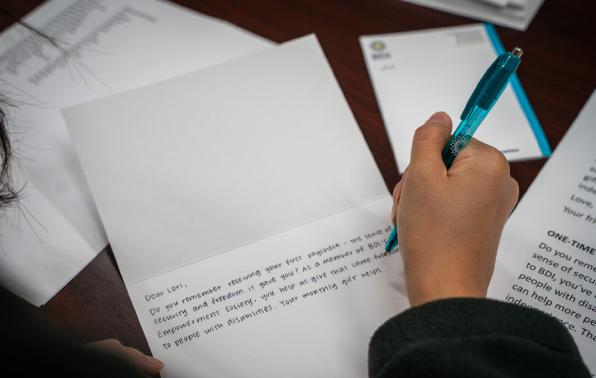
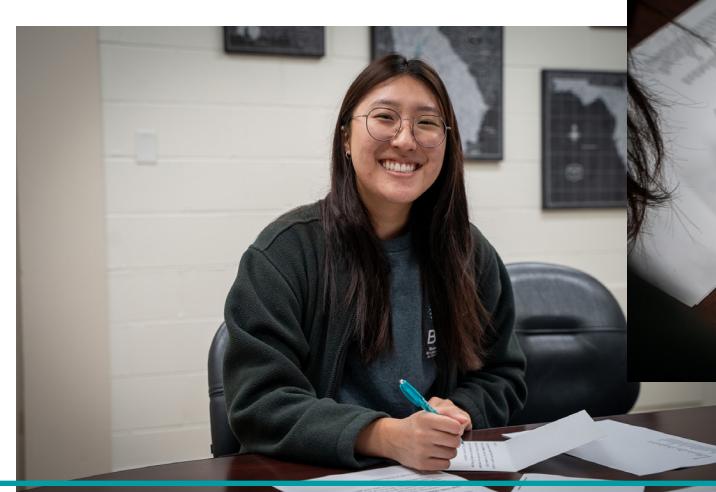
Scan for the  
full story



# Volunteers and Advocacy

This year, we hosted our first-ever Lunch and Learn at the Capitol. This impactful event brought together state legislators where we highlighted the importance of inclusive employment for people with disabilities. Through this meeting, we were able to strengthen our relationships with policymakers. The event marked a significant step in our ongoing efforts to influence disability-inclusive policies across Georgia.

Workday, a leading provider of cloud-based human capital management solutions, also partnered with us by volunteering with participants in our Pre-ETS program, offering guidance on workplace etiquette and exploring pathways to entry-level career opportunities.



## We engaged in a variety of meaningful activities.

Aprio (pictured below), a key corporate supporter and donor, volunteered at our warehouse, working side by side with employees with disabilities to pack boxes in support of our Business Services.



Representation was expanded at the SourceAmerica Xforce Conference in Indianapolis and at the Grassroots Conference in Washington, D.C., solidifying the organization's impact on a national level. "During the event, I felt I was advocating not only for myself, but for my team as well," said Jim Lindquist, BDI employee (pictured above).

# 2024-2025 Financials



BDI Employs	76%
BDI Empowers	13%
Administrative	5%
Fundraising	6%



BDI Employs	79%
BDI Empowers	14%
Administrative	5%
Fundraising	2%

## 2024 Revenue & Expense

BDI Employs	Administrative
Revenue	\$19,282,281
Expense	\$16,693,565
BDI Empowers	Fundraising
Revenue	\$3,305,518
Expense	\$4,255,763
<b>Total Revenue</b>	<b>\$25,467,789</b>
<b>Total Expense</b>	<b>\$25,243,110</b>

## 2025 Revenue & Expense

BDI Employs	Administrative
Revenue	\$18,841,898
Expense	\$14,978,218
BDI Empowers	Fundraising
Revenue	\$3,407,019
Expense	\$4,160,139
<b>Total Revenue</b>	<b>\$24,002,646</b>
<b>Total Expense</b>	<b>\$23,626,447</b>

Cash and Cash Equivalents  
Restricted Investments  
Accounts Receivable (Net)  
Pledges Receivable  
Property and Equipment  
Inventory  
Other assets  
**Total Assets**

2024	2025
\$683,496	\$1,243,769
\$7,427,348	\$7,379,773
\$3,742,101	\$4,011,204
\$416,050	\$0
\$4,249,063	\$4,020,707
\$69,146	\$76,233
\$1,414,872	\$2,652,774
<b>\$18,002,076</b>	<b>\$19,384,460</b>

Accounts Payable and Accrued Expenses  
Long-Term Debt  
**Total Liabilities**

\$1,504,315	\$1,681,945
\$2,116,224	\$2,944,779
<b>\$3,620,539</b>	<b>\$4,626,724</b>

# Senior Leadership Team

We are thankful to our board of directors for their time and experience as trusted advisors to our organization.

<b>Board Chair</b> <b>Peter Lauer</b> PEL Ventures	<b>Vice Chair</b> <b>John Ralls</b> Alvarez & Marsal Private Wealth Partners	<b>Immediate Past Chair</b> <b>Andrew J. Tuck</b> Alston & Bird LLP	<b>Treasurer</b> <b>Fred Hill</b> NFP	<b>Secretary</b> <b>Lori Chase</b> First Horizon Bank	<b>Ex officio</b> <b>Larry Gluth</b> Bobby Dodd Institute	<b>Bala Sundaramoorthy</b> The Tampa Bay Times	<b>Jim Terry</b> Bobby Dodd Charities Foundation
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## Board of Directors

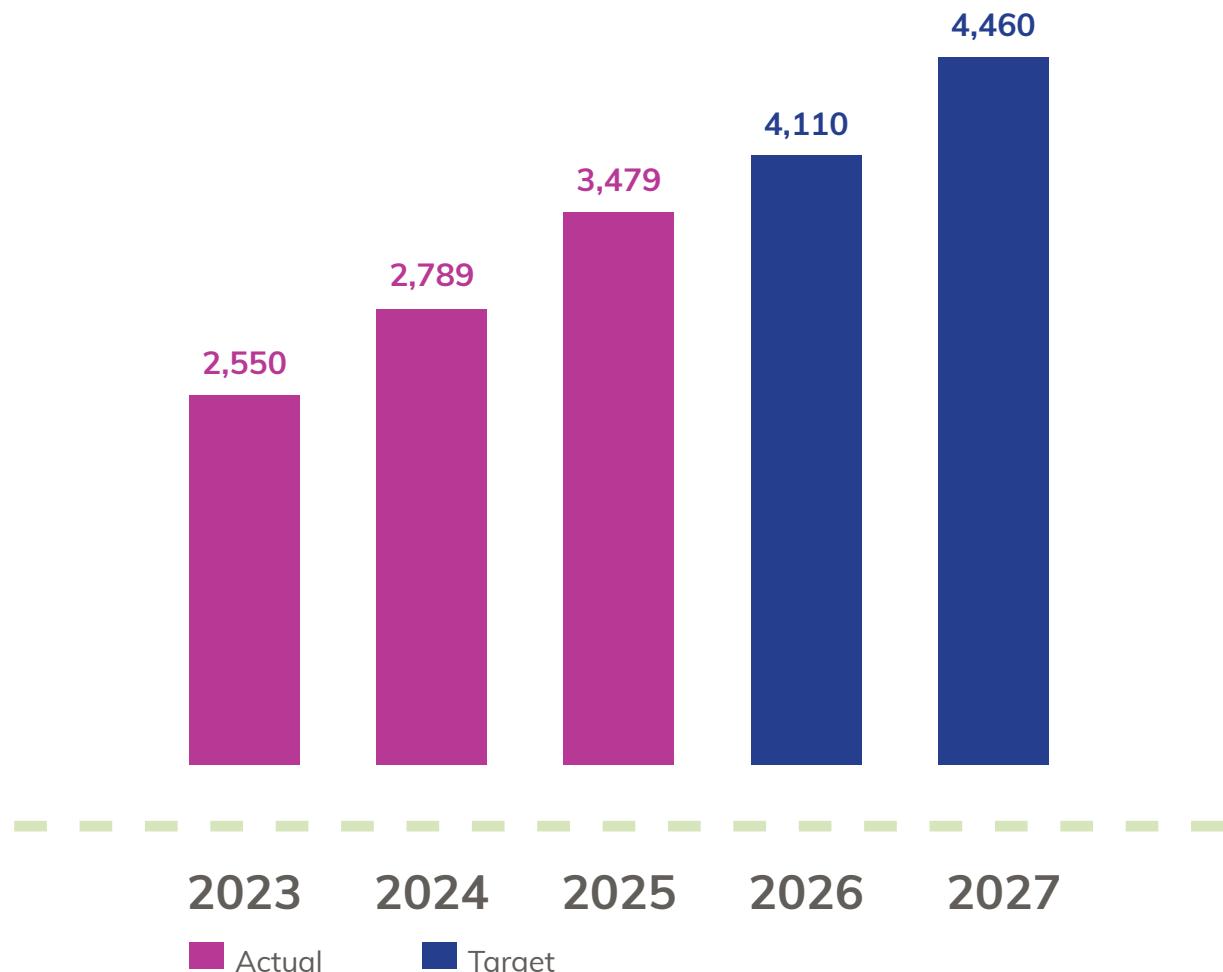
<b>John McKenney</b> McKenney's	<b>Judith Moen Stanley</b> Community Advocate & Writer	<b>Katie Hearn</b> Atlanta Braves Baseball Club	<b>Kedrick Eily</b> Aflac	<b>Kristen Lewis</b> Harrison LLP	<b>Laura Putz</b> Gray Matters Capital	<b>Maryann Balbo</b> Clear Channel Outdoor	<b>Peg Nicholls</b> Cisco	<b>Rodney Hall</b> First Horizon Bank	<b>Thomas Smith</b> J&S Chemical Corp
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<b>Larry Gluth</b> President and CEO	<b>Debbyn Milligan</b> COO	<b>Samuel Delaney</b> CFO	<b>Stephanie Bolton</b> VP, People and Culture	<b>Tracey Crawford</b> Director, Organizational Support	<b>Bobbie Dimitrova</b> Manager, Marketing and Communications	<b>Troy Farina</b> Sr. Director, Contact Center Operations	<b>Todd Hermon</b> VP, Development and Community Relations	<b>Joe Paolini</b> VP, Business Services	<b>Veronica Rohrlack</b> VP, Administrative Services	<b>Ilond Zombil Tshipau</b> VP, Operational and Program Services	<b>David Turner</b> VP, Finance and Accounting
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# Five Year Strategic Plan

2023-2027

Individuals Served



Donate:  
[bobbydodd.org/ways-to-give](http://bobbydodd.org/ways-to-give)

Website:  
[www.bobbydodd.org](http://www.bobbydodd.org)

Social Media:  
BobbyDoddInstitute

Email:  
[info@bobbydodd.org](mailto:info@bobbydodd.org)

678-365-0071 | 678-365-0099 TDD  
2120 Marietta Blvd NW, Atlanta, GA 30318