



BDI

illuminating the possibilities
in disabilities



2026

Impact Report



Table *of* Contents

Message from the President and Board Chair	2
Partnerships That Made a Difference	3
Creating Opportunities Where Others See Barriers	5
Helping Families Navigate Complex Systems	7
Building Pathways for New Disability Advocates	9
Protecting a Loved One's Future	10
FY2026 Financial Results	12
Senior Leadership Team and Board of Directors	13-14

Message from the President and Board Chair

When you hear the number 10,000, what comes to mind?

For many, it's simply a number. For us, it represents something far greater. It represents progress. Independence. Opportunity. It represents 10,000 lives transformed and 10,000 families with greater peace of mind, knowing their loved one with a disability has the support they need to thrive.

By 2032, Bobby Dodd Institute aims to serve 10,000 individuals. It is an ambitious goal, but one we believe is well within reach. In fiscal 2026, we served nearly 4,200 individuals through our programs and services. We are almost halfway there, and every person we serve brings us one step closer to that vision.

Behind every number is a story, and every disability comes with its own unanswered questions. Will someone give me a chance? How do I prepare my son or daughter for adulthood? Can I build a life with greater independence? These questions are deeply personal. At Bobby Dodd Institute, we turn those questions into answers. Every job secured, every benefit accessed, every family supported is a life moving forward with dignity and possibility.

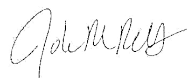
Our commitment to excellence is also reflected in the quality of the services we provide. This year, we proudly earned another three-year CARF accreditation, recognizing our continued dedication to delivering compassionate, person-centered programs that meet the highest standards of quality and accountability. Moreover, we successfully completed the goals of our five-year strategic plan in just four years. Rather than slowing down, we have already launched our next five-year strategic plan, building on that success as we work toward our bold vision.

While we are proud of what we've accomplished together, we know our work is far from finished. In many ways, it is just beginning. As you read the stories and milestones in this report, we hope you'll celebrate the progress we've made and see the possibilities that lie ahead. Together, we can create a future where every person has the opportunity to discover their strengths, achieve greater independence, and build a life filled with purpose.

Because 10,000 isn't just a goal. It's 10,000 futures made brighter. And the true impact reaches far beyond. Every person empowered creates new possibilities for their family, their workplace, and their community. That's the kind of change that transforms generations.



Larry Gluth,
President and CEO



John Ralls,
Board Chair

The Partnerships That *Made a Difference*

"You got this!"

That's the advice Jordan shares with new participants entering BDI's Elevate Academy. His signature smile and positive attitude made an immediate impression during his internship at HD Supply and so did his work ethic. "Jordan is one of the most naturally positive people I have ever met," said Jeff Gardner, HR Generalist at HD Supply. "The work he did spoke for itself. He earned the spot."

Elevate Academy is a paid internship that prepares young adults with disabilities for employment through classroom instruction, hands-on training, and on-the-job support. Jordan embraced every opportunity to learn, quickly taking on new responsibilities and growing in confidence.

Today, Jordan is employed as a production worker at HD Supply and has gained greater independence, even traveling to work on his own several days a week. "He is the prime example of what Elevate Academy is all about," said Christine Raiford, Program Manager. "He came in eager to learn, found the right fit at HD Supply, and has continued to thrive."

The partnership between BDI and HD Supply played a key role in Jordan's success. From creating workplace accommodations to ensuring interns received the support they needed, both organizations worked together to make the experience successful.

"Bobby Dodd Institute is fully integrated within the business community," Jeff said. "The level of communication and training has been fantastic, and we look forward to continuing the partnership."

Looking ahead, Jordan remains focused on growth. "I don't know where I'll be," he said, "but I want to keep learning."



Jordan

Employer Partners



MILNER



Piedmont
HEALTHCARE



BDI

illuminating the possibilities
in disabilities



Financial Supporters

The Sara Giles Moore Foundation

Georgia Vocational Rehabilitation Agency

Truist Foundation

Georgia Health Initiative

The Aprio Foundation



Job and Career Services

Bobby Dodd Institute's Job and Career Services support individuals as they discover their career goals and pursue meaningful employment. Through personalized guidance and support, BDI helps people navigate the path to work and find opportunities where their abilities and interests can shine.

For young adults beginning that journey, Elevate Academy provides a bridge between school and the workplace. The program helps participants gain real-world experience, develop confidence, and explore paid career possibilities while receiving support along the way. BDI also partners with the Georgia Vocational Rehabilitation Agency (GVRA) to provide individuals with the services and support they need to prepare for future employment.

Every person's path to employment looks different. BDI works alongside individuals and employers to create opportunities where people with disabilities are valued for their contributions and can build the future they envision.



For *more than 35 years*,
we've been helping people
with disabilities connect with
meaningful work in the Greater
Atlanta area.

Over

260

individuals received personalized Job
and Career Services and
Pre-Employment Transition
Services(Pre-ETS).



Jordan is one of the

11 *Elevate Academy*

graduates who completed the program and launched their
careers, creating a pathway for future generations to follow.
Currently, ten interns are gainfully employed.

Creating Opportunities Where Others See Barriers

Today, Lanera Parker is a top employee at the Bobby Dodd Institute Contact Center. She is assisting new trainees, helping them prepare for their customer service roles.

Lanera adores her job. But getting here was not easy.

Four years ago, her vision started declining. Born with perfect sight, that was something she was not prepared for. "Losing my sight affected my mental health and also my confidence," she says.

The challenges followed one after another. She was actively applying for jobs, but after making it to the interview stage, she was rejected so many times that she lost count. Until she saw a job posting from Bobby Dodd Institute.

She applied and got hired.

The team made every effort to provide the accommodations she needed, including making sure all documents were available in large print. But that was not all. She wanted to prove she could do even more with the right support. She did her research and introduced the team to software called JAWS (Job Access With Speech), which helps people with visual impairments navigate the digital world. It has made a tremendous difference. The tool allows her to do her job and, best of all, the team is now prepared to accommodate future employees with visual impairments.

"The experience has been amazing," Lanera says, trying to hold back tears. "I have had a lot of rejection from other jobs and have been mistreated because of my vision, but here I found my comfort."

Her advice to other people with disabilities is to keep pushing. Challenges will always be there, but with the right support, they can be overcome.

Having a job completely changed her life.

"This job not only pays my bills. I am able to go out and do more things. I am able to enjoy my life," Lanera says.

Lanera Parker

Employees

100

individuals
employed at the
BDI Contact Center

Calls

500K

calls handled in 2026.

Business Services

Through BDI Employs, Bobby Dodd Institute provides reliable business solutions while creating meaningful employment opportunities for people with disabilities.

From facilities management and contact centers to administrative services and supply chain solutions, BDI helps organizations address complex operational challenges with centralized, customer-focused support. We provide reliable, high-quality services designed to meet each organization's unique needs, helping businesses operate more efficiently and achieve their goals.

For BDI, every contract represents a connection between businesses and people with disabilities who want the opportunity to work and be recognized for what they can accomplish.

Partners with a Purpose



Nearly
400

individuals working
across BDI.

4 States
and D.C.

50 Worksites

Government, Commercial,
and State Contracts.



Warehouse team
in Atlanta, GA



Helping Families Navigate *Complex Systems*

Ten years ago, while seeking additional support for her son, Justin, Kelly heard about BDI from a friend. She reached out, connected with Anna Maki, Director of Program Services, and quickly realized she had found someone who could help her navigate a complicated system.

BDI first helped Kelly secure SSI for Justin and transition him to SSI Medicaid. The Benefits Navigation team also guided her through the NOW/COMP Waiver application, helping her understand the process, gather documentation, and advocate for her son. Justin remains on the waiting list today.

Justin was diagnosed with autism at age four. Kelly remembers feeling overwhelmed at first, but she quickly became his strongest advocate. She immersed herself in learning about therapies, services, and opportunities that could help him reach his potential.

Today, Justin is 22 and thriving. After completing the IDEAL program at Georgia State University, he works part-time as a marketing operations associate, manages a successful YouTube channel, and stays active in his community through Best Buddies. Kelly credits early intervention, persistence, and the right support for helping him become the independent young man he is today.

Over the years, BDI continued to support Kelly beyond benefits navigation. Family Support funds helped cover activities and services not fully covered by insurance, and when she faced a difficult divorce, Anna helped her understand a new Georgia law that allows child support to continue into adulthood for qualifying individuals with disabilities. Kelly was able to secure an indefinite child support order for Justin, helping protect his future.

Looking back, Kelly says advocacy, community, and the right guidance made all the difference. She encourages other families to focus on their child's unique strengths and needs, knowing that with consistent support, young adults like Justin can build independent, meaningful lives.



Kelly and Justin

Celebrating 10 Years of Benefits Navigation Services



Ten years ago BDI began its Benefits Navigation program to ease the transition into adulthood for individuals with intellectual/developmental disabilities by securing Social Security and Medicaid waiver benefits. As we grew, we branched out to serve individuals with mental health disorders and further expanded our services to include life care planning. BDI has been responsive to regulatory changes, and we have become adept at reinstatement of Medicaid, securing health insurance for individuals over the age of 26, and most recently, helping secure life-long child support. We have helped hundreds of families acquire and retain core benefits, and have provided community education to help families understand and navigate an ever-changing landscape.

- Anna Maki, Director, Program Services

Benefits Navigation

From applying for Social Security benefits and Medicaid waivers to planning for the future through tools like ABLE accounts, Supplemental Needs Trusts, and Letters of Intent, BDI's Benefits Navigators provide guidance tailored to each person's unique situation.

For many families, having someone who understands the process can make all the difference. Benefits Navigation helps families move forward with a clearer plan and the confidence that they are making informed decisions for their loved one's future.

Over
600

families received
benefits guidance.

More than
\$120M

in lifetime benefits secured, helping
individuals access greater stability
and more opportunities.

40

families received support
securing NOW/COMP Waivers,
helping their loved ones access
the services they need.

Nearly
450

Social Security beneficiaries
received help protecting their
benefits while working.

Family Support

In partnership with the Georgia Department of Behavioral Health and Developmental Disabilities (DBHDD), Family Support provides individuals with developmental disabilities and their families with individualized support coordination, guidance, and financial assistance for eligible services and supports that promote independence and quality of life.

Nearly
9 out of 10

Family Support participants say the services they received have helped them live a better life and report they are getting the support and services they need.

BDI Empowers Webinars are
educational sessions covering job
opportunities, financial literacy,
benefits, and mental health for
individuals with disabilities, their
caregivers, and support networks.

Educating
623

BDI Empowers Community
Education Webinar Series Attendees

Building Pathways for *Disability Advocates*

Everyone deserves the opportunity to have their voice heard.

The BDI Ambassador Program helps people with disabilities build confidence, develop self-advocacy skills, and discover their ability to lead.

A cohort of thirteen participants recently completed the program, gaining new skills and knowledge to speak confidently about their disabilities, understand their rights, and share their stories with others. As Ambassadors, they are prepared to educate their communities and help create greater understanding about the importance of including people with disabilities in the workforce and in everyday life.



“Before I joined the Ambassador Program, I was very ashamed of myself. And doing this program helped me love myself and stand up for myself.”

- Jordan, 2026 BDI Ambassador Program Graduate



“I enjoyed the Ambassador Program because it helped me understand the challenges that people with disabilities other than my own, which is autism, face. I also enjoyed the fact that it really helped me understand the difference between advocacy and self-advocacy.”

- Ivy, 2026 BDI Ambassador Program Graduate

Protecting a Loved One's Future

She calls him her “miracle baby.” When Treveous was born 28 years ago, he did not cry or breathe. After a long and difficult delivery, doctors resuscitated him and told his mom, Kristie, he wouldn't live past two. She refused to accept it. “I told the doctor that I am looking for an expiration date,” she smiles today.

Her faith kept her going. Treveous spent his first six months in the NICU. He is quadriplegic and has cerebral palsy and multiple accompanying conditions. He has undergone numerous surgeries and illnesses, but today he can do many of the things doctors said he never would. “He's a very smart kid,” Kristie says proudly.

To help provide for his future, Kristie established a Special Needs Trust for her son. Two years ago, it was transferred to Georgia Community Trust (GCT) of BDI. Looking back, she says the change brought peace of mind. “From that point forward, my experience has been very, very good. I've not had any issues in reference to getting any of the funds I needed.”

Today, she no longer worries about accessing funds or managing day-to-day expenses. “It's comforting to have somebody you can trust in handling his funds,” she says. For Kristie, that trust means she can focus on what matters most—her son and her family—and know Treveous's future is protected.

1 in 10 people receive multiple services from BDI. This number **grew almost 70 percent** in 2026.

Over
\$23M

entrusted to Georgia Community Trust,
helping safeguard the financial futures of
people with disabilities and their families.

Georgia Community Trust of BDI

Georgia Community Trust (GCT) of BDI helps Georgia residents with disabilities protect their financial future while maintaining eligibility for important public benefits like Medicaid and SSI. Through its Pooled Special Needs Trust, GCT provides a simple, affordable way to manage funds from inheritances, settlements, Social Security back payments, and other assets. Families can also establish trusts as part of their long-term estate planning.

Looking ahead isn't always easy, especially when you're caring for a loved one with a disability. A Special Needs Trust can provide a plan for the future and help protect financial resources while preserving access to essential benefits.

The Progress We've Made

People Served

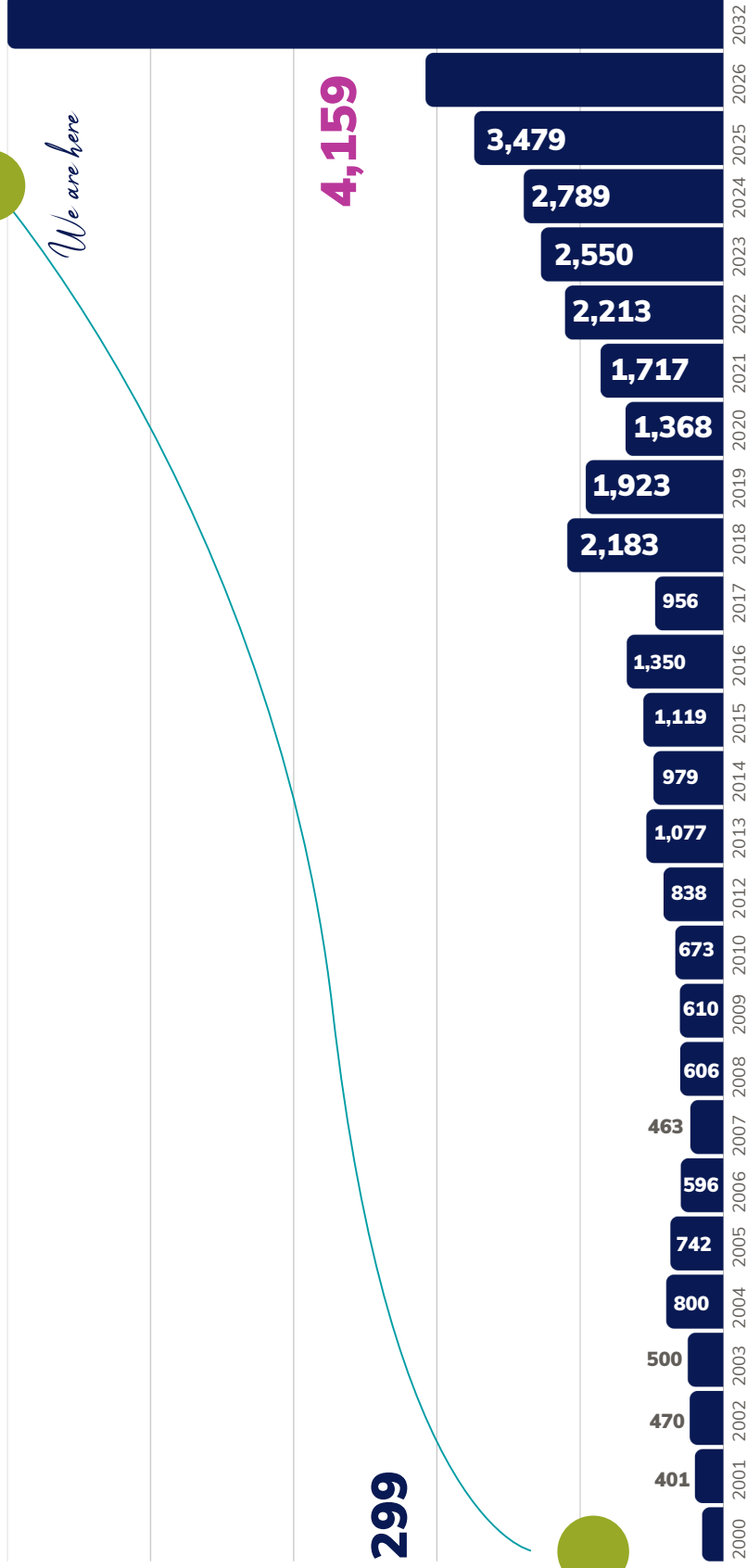
20 percent
increase in 2026

10,000

We are here

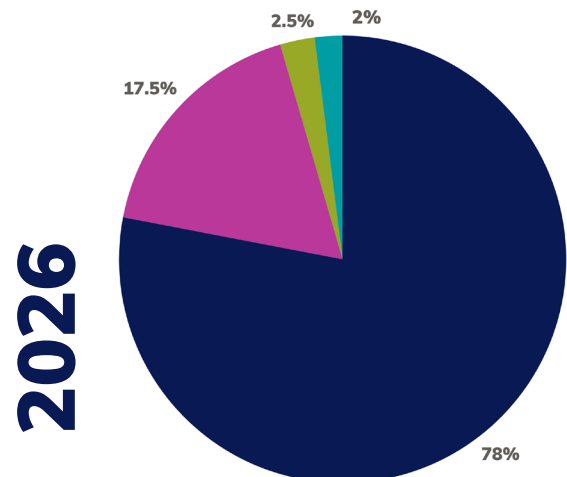
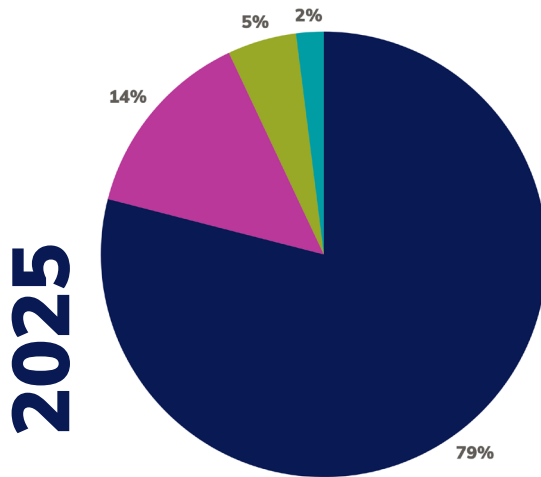
4,159

299



2025-2026

Financials



● BDI Employs
 ● BDI Empowers
 ● Administrative
 ● Fundraising

			2025	2026
			Revenue	Expense
BDI Employs	\$18,841,898	\$14,978,218	\$20,045,914	\$16,235,907
BDI Empowers	\$3,407,019	\$4,160,139	\$4,491,010	\$4,658,693
Administrative	\$1,156,966	\$4,083,322	\$644,825	\$4,248,461
Fundraising	\$596,763	\$404,768	\$512,893	\$573,735
Total	\$24,002,646	\$23,626,447	\$25,694,642	\$25,716,796
			2025	2026
Cash and Cash Equivalents		\$1,243,769		\$851,489
Restricted Investments		\$7,379,773		\$7,077,468
Accounts Receivable (Net)		\$4,011,204		\$4,489,707
Property and Equipment		\$4,020,707		\$3,809,050
Inventory		\$76,233		\$63,462
Other assets		\$2,652,774		\$2,402,011
Total Assets		\$19,384,460		\$18,693,187

Senior Leadership Team



Larry Gluth
President and CEO

Stephanie Bolton
VP, People and Culture

Tracey Crawford
Director, Organizational Support

Samuel Delaney
CFO

Bobbie Dimitrova
Director, Marketing and Communications

Troy Farina
Sr. Director, Contact Center Operations

Todd Hermon
VP, Development and Community Relations

Debbyn Milligan
COO

Joe Paolini
VP, Business Services

Veronica Rohrlack
VP, Finance and Contracts

Ilond Tshipau
VP, Operational and Program Services

Board of Directors

Chair

Peter Lauer
PEL Ventures

Vice Chair

John Ralls
Alvarez & Marsal Private Wealth Partners

Immediate Past Chair

Andrew Tuck
Alston & Bird, LLP

Treasurer

Fred Hill
NFP

Secretary

Lori Chase
First Horizon Bank

Maryann Balbo
Clear Channel Outdoor

Erik Becker
Urjanet

Kedrick Eily
Aflac

Rodney Hall
MCBANK

Katie Hearn
Atlanta Braves Baseball Club

Van Lear
Retired

Kristen Lewis
Harrison LLP

Polly Nicholas
Unum

Laura Putz
Gray Matters Capital

Thomas Smith
J & S Chemical

Bala Sundaramoorthy
The Tampa Bay Times

We are thankful to our board of directors for their time and experience as trusted advisors to our organization. In fiscal 2027, we welcome three new board members: **Chester Gunnin, Jeremiah Haswell, and Myra Tate.**

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.



Donate:

bobbydodd.org/ways-to-give

Website:

www.bobbydodd.org

Social Media:

BobbyDoddInstitute

Email:

info@bobbydodd.org

678-365-0071 | 678-365-0099 TDD

2120 Marietta Blvd NW, Atlanta, GA 30318