



BDI

illuminating
the possibilities
in disabilities



2018 ANNUAL REPORT



Contents

Letter from the CEO and Board Chair	1
2018 Year in Review: By the Numbers	2
BDI and AADD Merger	4
Rebranding: Framing Our Story	6
Our Programs and Services	8
Shining a Light on the Path Ahead	10
Uncovering New Ways to Grow	12
Illuminating the Passion Within	14
Revealing the Complete Picture	16
Our Donors	18
Financials 2018	20
Board of Directors	21

LETTER FROM THE CEO AND BOARD CHAIR

Dear Partners,

Far too often, people with intellectual and/or physical disabilities are left out of the diversity conversation. As leaders of Bobby Dodd Institute (BDI), we believe that our organization has the power to redefine this conversation to reflect not some but all abilities. Our hope is that in a world where they hear “No” too often, we give the individuals we serve a resounding “Yes”.

This year's annual report is a celebration of our evolution as an organization and the bright future that lies ahead. BDI's merger with All About Developmental Disabilities (AADD) is a full circle moment for both organizations. As we reunite with the agency that gave us our start more than 25 years ago, BDI is strategically poised to fulfill our mission in an even greater way.

Our road to greater begins with the people we serve. As one organization, we will now be able to provide a continuum of services to guide BDI clients through each stage of life. Our participants desire inclusion. They desire independence. They desire to be empowered for what they can do, rather than disenfranchised for what they cannot do. We're excited to assist our clients and their families in navigating this journey, and ultimately help them make their goals and desires a reality.

We are doing the work and making the community connections to ensure that our services and programs change lives for the better. Last year, we connected 222 individuals with careers, helped 533 individuals secure their future through the Georgia Community Trust, and provided intensive family support to 326 families. Our impact is stronger than ever.

As we forge ahead, we are grateful to have supporters like you, supporters who truly believe in a world where inclusion is universal.

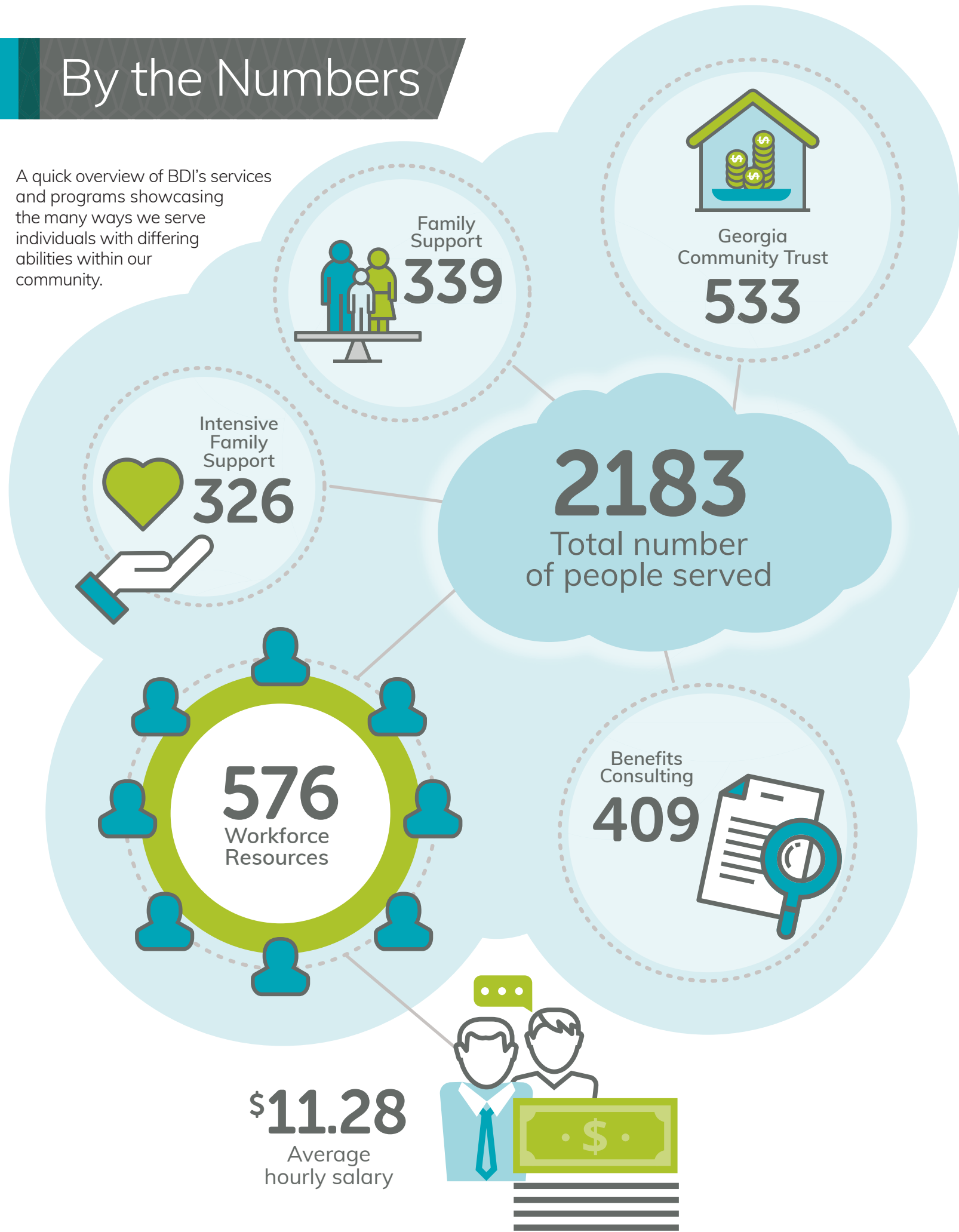
Sincerely,

Larry Gluth
President and CEO

David Essary
Board of Directors, Chair

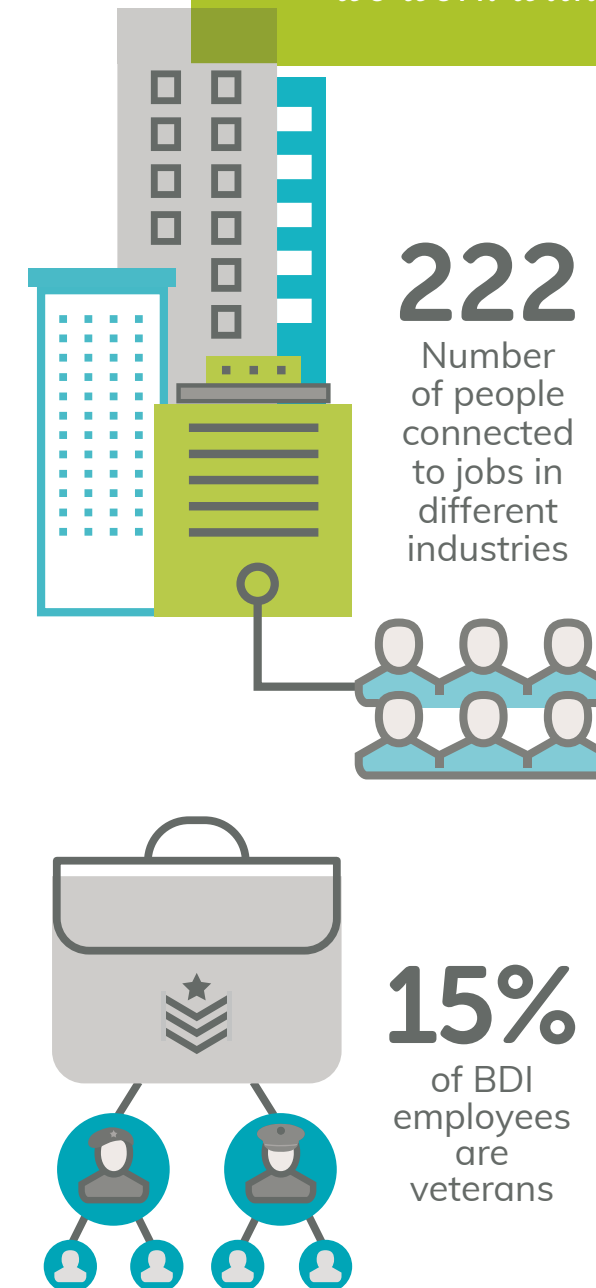
By the Numbers

A quick overview of BDI's services and programs showcasing the many ways we serve individuals with differing abilities within our community.



Number of people connected to jobs by industry

A comprehensive list of all the industries we work with...



MERGER WITH AADD

Transforming Our Future, Together

BDI began as a program at All About Developmental Disabilities (AADD) in 1960. After decades apart, the two organizations officially reunited in January 2018 to reconnect their shared mission and better serve those with disabilities. BDI is proud to carry on the legacy of the former Georgia Tech football coach, dedicated volunteer and passionate advocate of individuals with disabilities — Bobby Dodd.

Though each organization operated as a separate entity over the years, BDI and AADD continued to partner and collaborate on services, initiatives and advocacy efforts to best serve our respective clients. As we looked to the future, our shared vision came into focus.

Together, we will build a stronger organization with more impactful programming so that we can better support our clients. This vision is being illuminated before our eyes today. Thanks to the merger with AADD, BDI now offers a continuum of support for all ages, stages and levels of need for people with disabilities and their families.

Before the merger, BDI focused on job training and employment services. We remain rooted in this legacy, which gives us the strong foundation necessary to branch out our programs and grow our overall impact.

With the experience that AADD and its dedicated team brings, those services have expanded to include:

- » **Family support**
- » **Benefits consulting**
- » **Self-advocacy**
- » **Long-term planning**

BDI is now able to guide families through each stage of their loved one's life.

By coming back together, we can transform our future – and the future of everyone we serve – into something extraordinary. The possibilities are nearly limitless.

ONE VISION. ONE MISSION.

Our merger with AADD this year gave us the opportunity to revisit our vision and mission. We believe that taking the time to reflect presents incredible opportunities for future growth. Every member of BDI shares this vision and lives this mission – every day.

We've achieved great things since our founding in 1960, and this year was no exception. In 2018, we brought this vision to life by expanding our supportive services for people with disabilities and their families. We grew from 5 programs, based on skills training and job placement, to more than 12 programs for a full continuum of supportive services.

We were steadfast in the pursuit of our mission, by connecting 222 people with jobs. We also helped 339 families obtain support in our very first year to offer these services.

Our vision is clear, our mission is solid, and our future is bright.

OUR 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.

OUR MISSION

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

REIMAGINING BDI

A Refreshed Brand brings BDI's Story to Life

When different people with unique abilities come together, we can create something extraordinary. Like a kaleidoscope, which offers a glimpse into the transformative power of perspective, BDI illuminates the possibilities in disabilities.

It's time to bring our perspective to light.

Earlier this year, we reimagined our brand to invite people to see the world differently – with BDI as their guide. The new mark illustrates our role as a luminary. BDI shines a light on the many dimensions of the people we serve, because we know there is more to every individual than what first meets the eye. We bring together thousands of unique people to form something truly beautiful.

Our new tagline demonstrates how powerful a simple shift in perspective can become. Disabilities transform into abilities. The ability to work. The ability to thrive. The ability to live with greater independence and dignity.

We've illuminated our core capabilities and the two complementary forces that drive our mission forward: BDI empowers people, and BDI employs their skills.

BDI EMPOWERS

BDI is a one-stop shop for people with disabilities and those who advocate on their behalf – from families to social

services to caregivers. Thanks to our continuum of programs and services, people with disabilities can turn to BDI for nearly any need throughout their life.

BDI EMPLOYS

BDI connects people and their abilities with businesses in order to create an inclusive workplace where everyone profits. We manage several social enterprises to provide outstanding outsourced business services, while creating jobs for people of differing abilities. Businesses that contribute to a more inclusive-minded community, whether as an employer or a customer, are an important part of the economic engine that helps us all advance.

ILLUMINATING THE POSSIBILITIES IN DISABILITIES

This season of transformation has been enlightening. As we look both to our legacy and our future, we're more grounded than ever in who we are and why we exist.

On the following page, we reveal a defining narrative that outlines our brand philosophy. We think all of those who truly know BDI will agree that it tells a powerful story — *our story*.

THE BDI STORY

BDI offers a continuum of support for all ages, stages and levels of need for people with disabilities and their families.

We are navigators who guide our clients toward critical services and resources. **We are allies** who empower those with differing abilities to lead more independent, dignified lives. **We are advocates** who identify the strengths in those we serve, and help them achieve aptly suited employment opportunities. **We are partners** who provide business services to companies who share our vision of inclusion. **We are a voice of possibilities** for individuals with differing abilities.

By embracing people of all abilities, we can create a more inclusive community where each person's unique strengths are empowered and employed.

Programs & Services

BDI empowers people with differing abilities and their families by providing supportive programs to those who seek greater independence, confidence, and fulfillment through community inclusion.

[Programs]

TYPES OF SUPPORT PROVIDED

JOB & CAREER PROGRAMS

Assessment
Job Skills Training
Job Placement
Career Coaching

OUTREACH PROGRAMS

Intensive Case Management
Life Skills Training
Behavioral Intervention
Community Integration

SUPPORT PROGRAMS

Family Advocacy
Benefits Consulting
Community Trust
Resources Coordination

BDI employs individuals with differing abilities by partnering with companies, nonprofits, and government agencies that outsource business services to our social enterprises — they receive outstanding service while creating jobs for those with differing abilities.

[Services]

SOLUTIONS PROVIDED BY SOCIAL ENTERPRISES

FACILITIES MANAGEMENT

BDI manages facilities providing services including janitorial, grounds upkeep and building maintenance. By outsourcing these services to BDI, our partners can focus on their business and know their facilities are being well maintained.

CALL CENTERS AND SWITCHBOARD OPERATIONS

BDI operates call centers and 24/7 switchboards for various organizations, from large government operations to small businesses.

MAIL ROOM MANAGEMENT

BDI staffs and manages outgoing mail and distributes incoming mail to employees for several complex and high-security organizations.

WAREHOUSE SERVICES

BDI offers secure, air-conditioned warehousing services at its facilities across Georgia. BDI manages assembly and packaging projects, providing services such as storage, pulling, packing, and shipping thousands of customized requests for customers, both one-time or ongoing.

HOSPITALITY & FOOD SERVICE

BDI offers direct, hands-on training to individuals with differing abilities in order to provide skilled workers to our partners in the hospitality and food service industries.

Shining a Light on the Path Ahead

WE ARE NAVIGATORS WHO GUIDE OUR CLIENTS TOWARD CRITICAL SERVICES AND RESOURCES...

For people with disabilities and their advocates, the journey to security and independence can be full of road blocks. We walk side by side with our clients and their family members to ensure their access to important resources and benefits.

Roderick Peters has dreams of attending Kennesaw State University and thanks to BDI and his diligent mother, Jackie, those dreams just might become a reality.

Jackie Lunde, mother of Roderick Peters, is originally from Bogalusa, Louisiana and enjoys cooking, going to the movies and most of all caring for her family. So when she received notice from the Social Security Administration that Roderick was no longer classified as disabled and his benefits would be suspended immediately, her heart sunk.

Lost, confused and worried about her son's future, Jackie sought help from BDI.

"BDI helped me prepare for Roderick's SSI hearing," she said. "The staff made sure that I knew the inner workings of Social Security and how to success-

fully advocate on my son's behalf. For example, Roderick tends to score high academically, but he still struggles on the behavior adaptive side. I now know how to effectively communicate these findings."

Jackie fully assumed the role of disability advocate. It was a tough process but through one-on-one meetings with BDI staff, she was able to take the steps necessary to outline key issues and make her voice heard.

"I will always fight for him," she said. "Regardless of the stress or workload, I'll keep fighting."

Because of Jackie's will to fight, Roderick now receives the SSI benefits he so desperately needed. With Roderick's SSI benefits reinstated, Jackie is more excited than ever for her son's bright future.

Roderick is now able to access resources, such as professional counseling, that his family previously couldn't afford.

"Roderick tries so hard to be the best person ever, but I know he will always need some help," Jackie explained. "Being awarded the benefits has increased his chances of becoming as independent as possible. That's all I really want for my son — security and independence."

BDI helped Jackie see the bright future ahead and for that she will always be extremely grateful.



"BDI helped me prepare for Roderick's SSI hearing," she said. "The staff made sure that I knew the inner workings of Social Security and how to successfully advocate on my son's behalf."

— JACKIE LUNDE,
RODERICK PETER'S MOTHER

Uncovering New Ways to Grow

WE ARE ALLIES WHO EMPOWER THOSE WITH DIFFERING ABILITIES TO LEAD MORE INDEPENDENT, DIGNIFIED LIVES...

BDI empowers people with differing abilities at every stage of life. We are passionate about making meaningful community connections that support clients as they make the transition into adulthood.

Kendall Salmon graduated from Milton High School in 2018 with a long list of accomplishments. On her resume, you'll find her involvement on her high school's cross country team, student council membership, her dance participation with the Foster Schmidt Academy for Down syndrome and even her job at Target.

Kendall is now adding Georgia Institute of Technology's EXCEL Program, dedicated to providing students with intellectual and developmental disabilities with the opportunity to achieve postsecondary education, to her list. The EXCEL program provides an inclusive educational experience that empowers remarkable people like Kendall to pursue fulfilling careers and independence as adults.

This next step, however, wouldn't have been possible without BDI, according to her mom.

"It takes a village," said Arlene Salmon. "There is so much information out there about programs, services and legislation that it is almost impossible to keep up with it on a regular basis. BDI helped us wade through this information in order to advocate for Kendall's needs."

Unprepared yet excited for Kendall's transition to adulthood, the Salmon family sought help from BDI, particularly in the form of benefits consulting and family support. BDI was able to pair Kendall with programs, like extended stay summer camps, that were instrumental to her development and preparation for her work now as a college student.

"There was no other program that allowed her to grow in a safe environment completely away from us," Arlene said.

"My family wishes that more people knew about the services at BDI," Kendall added. "We tell everyone we meet about the great people who work at BDI and the work that is being done."

As Kendall journeys through the next four years of the EXCEL Program, learning the streets of Downtown Atlanta, committing bus routes to memory and continuing to develop academically, professionally and socially, she is looking forward to her future.

"I am learning a lot every day," Kendall said. "I see myself in a job I love, living independently."



"My family wishes that more people knew about the services at BDI. We tell everyone we meet about the great people who work at BDI and the work that is being done."

— KENDALL SALMON

Illuminating the Passion Within

WE ARE ADVOCATES WHO IDENTIFY THE STRENGTHS IN THOSE WE SERVE AND HELP THEM ACHIEVE APTLY SUITED EMPLOYMENT OPPORTUNITIES...

Our employees have a deep, often personal, understanding of the challenges that people with disabilities face every day. We also know that those challenges forge unparalleled strength and resilience.

Kylie Moore's passion and love for her work at Bobby Dodd Institute is inspiring. As the founder and program coordinator of BDI's Ambassador Program, she has dedicated her life's work to helping young adults with developmental disabilities learn and master the art of self-advocacy. Kylie achieves this all while conquering daily challenges of her own. Her students don't have to look far. Kylie is proof of disability and self-advocacy, perseverance, success and much more.

Kylie's journey with BDI began in 2013. After participating in All About Developmental Disabilities' (AADD) Partners in Policymaking training, a comprehensive educational curriculum on how to effectively self-advocate in Georgia, Kylie knew that she wanted to continue her relationship with the organization. That relationship initially began as an internship and quickly transitioned into a permanent role as a special projects assistant. Today, she solely oversees the Ambassador Program.

"I am very proud that BDI helps people with disabilities find jobs and become more independent, productive members of their communities," she said. "BDI has given me the opportunity to have a career doing what I love to do."

The Ambassador Program creates a safe space for individuals to improve self-esteem, build strong communication and public speaking skills, and gain a better understanding of themselves and their disabilities.

"Before coming to BDI, I was not sure what career path I wanted to take. Being able to create the Ambassador Program helped me realize my goal of teaching people with disabilities," Kylie said. "I love getting to know each of my participants and helping them discover their strengths and interests."

As of 2018, 30 students have graduated from the Ambassador Program under Kylie's leadership. She is thankful for the support that BDI receives, which allows her and others with a similar passion to make a difference in the lives of people with disabilities.

Kylie has great expectations for the future of the program. She has plans to one day extend its services to high school students.

"I don't think we could stop Kylie even if we tried," marveled Veronica Rohrlack, Senior Vice President of Operations.



"Before coming to BDI, I was not sure what career path I wanted to take. Being able to create the Ambassador Program helped me realize my goal of teaching people with disabilities."

— KYLIE MOORE

Revealing the Complete Picture

WE ARE PARTNERS WHO PROVIDE BUSINESS SERVICES TO COMPANIES WHO SHARE OUR VISION OF INCLUSION.

Over the past 25 years, we've amassed an extensive network of like-minded businesses. Through our business services and career services, we are able to connect clients with employment opportunities and help them integrate into the workplace.

When you meet Rasheera Dopson, her friendly smile instantly draws you in. She is confident, present and undeniably a ray of sunshine.

She moved to Atlanta from California in 2010 to attend Atlanta Christian College where she received her undergraduate degree in English Literature. Her blog, *Beauty with a Twist*, delves into her experiences living with a disability and chronic health condition. She burns a steady freelance writing flame and is active at her local church, serving in the women's and youth ministry.

Rasheera, now twenty-seven, was born with a rare facial difference that has had her in and out of doctor's offices her entire life, with over 101 reconstructive surgeries and operations under her belt.

When an infection in her jaw struck her down for an extended period, Rasheera sought appropriate healthcare out of state. Upon getting better, she returned to Georgia without a job.

"With my disease, sometimes I can go years without incident, and then last year, something happened and I was knocked out of the game completely," she said.

That's when BDI came into the picture. Through the recommendation of the Georgia Vocational Rehabilitation Association, Rasheera took a leap of faith into the hands of BDI's Career Services.

Rasheera's goal was to find suitable employment. This meant finding a workplace sensitive to her type of disability and most of all a place she loved and could evolve as a professional.

BDI had Rasheera take assessments and classes where she laid out her employment goals and set out to achieve them – her short and long term goals, and what she hoped to gain from the whole experience.

"I felt like the people at BDI saw me for a complete person. I've tried different temp agencies and they didn't really understand my situation. They didn't give me a customized experience I received at BDI," she said. "Sometimes, employers tend to put you in a box. They assume you won't qualify because of your disability. So I found myself constantly having to defend myself or explain my disability to everyone, which can get pretty tiring and made me feel like the odds were against me. At BDI, I never had to explain. They just understood."

Rasheera landed an internship in the Federal Reserve Bank's facilities mail room. An experience that Rasheera is thankful for.

"Even when I had trouble finding transportation, BDI helped arrange it for me. This opportunity is not afforded to everyone, and I was very grateful. I felt that it could only benefit me in the future. The people were very friendly, and it was something I've never done before, so it definitely gave me new experience."

"There are a lot of young people who might not be severely disabled but they're not self-sufficient, and I think every person desires to be self-sufficient."

— RASHEERA DOPSON

Now, Rasheera is using the skills she developed in the Federal Reserve Bank's mail room in her new role within the CDC facilities mail room. "It's kind of like it worked out perfectly," she laughs. "I'm really excited! I never saw myself going through BDI or any similar program. I never saw myself getting sick the way that I did and having to come out of work. Knowing BDI is a resource is incredibly important to me."

Rasheera is continuing to use her own experiences and challenges as a platform to advocate for people with disabilities. "I believe that God put me in a hard situation for a reason, and maybe that is to speak up for people like me who lack access to resources or who don't even know what resources there are but who desperately need

help," she said. "There are a lot of young people who might not be severely disabled but they're not self-sufficient, and I think every person desires to be self-sufficient. They fear reaching out for help because they don't want to be talked down to or feel like they're not good enough. We're some of the smartest people in the world! We just have disadvantages or limitations but we can use those to our advantage."

Rasheera hopes to one day open her own organization helping people with disabilities and rare diseases. But until then, she's set on continuing to fight barriers.

"I never really saw myself in a traditional route, but I know that through all of my life experiences, I'm going to be able to give back to this community."



Donors

WE ARE A VOICE OF POSSIBILITIES FOR INDIVIDUALS WITH DIFFERING ABILITIES.

Our community is our biggest asset. Thanks to businesses and individuals like you, almost anything is possible for the people we serve.

\$50,000-\$99,000

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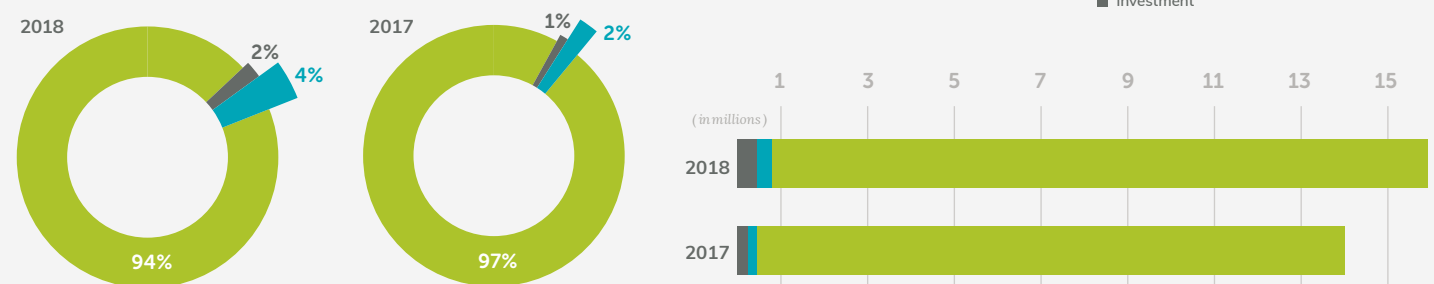
* Contribution to the 2018 Challenge Campaign

** Personal gift as well as a contribution to the 2018 Challenge Campaign

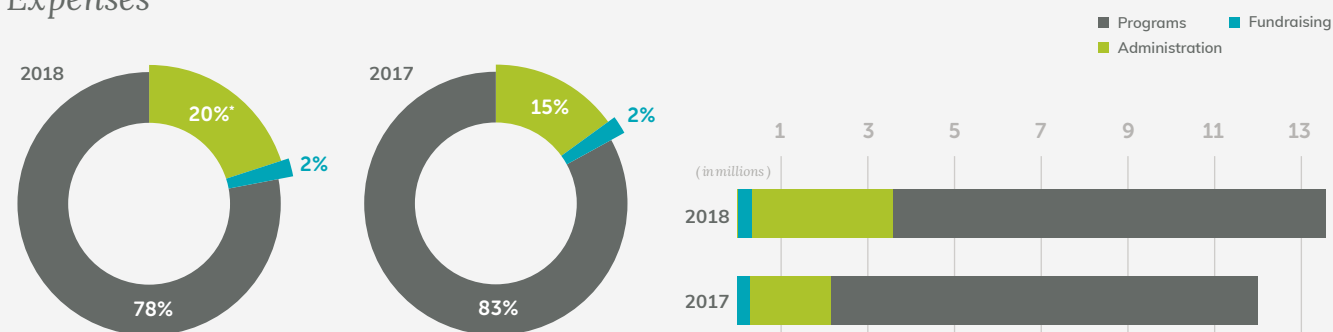
Financials

	2018	2017
Cash and Cash Equivalents	\$5,097,303	\$4,373,792
Restricted Investments	\$5,462,744	\$2,016,785
Accounts Receivable (Net)	\$2,351,263	\$1,996,654
Pledges Receivable	\$37,500	\$0
Property and Equipment	\$2,083,241	\$1,881,803
Inventory	\$45,649	\$35,874
Other Assets	\$219,250	\$86,375
TOTAL ASSETS	\$15,296,950	\$10,391,283
Accounts Payable and Accrued Expenses	\$1,264,885	\$599,413
Long-Term Debt	\$120,000	\$0
Total Liabilities	\$1,384,885	\$599,413
Net Assets	\$13,912,065	\$9,791,870
TOTAL LIABILITIES AND NET ASSETS	\$15,296,950	\$10,391,283
Revenues		
Income	\$21,028,293	\$14,155,933
Expense	\$16,908,098	\$14,213,136
Net	\$4,120,195	\$(57,203)

Income



Expenses



* includes one-time merger expenses

Board of Directors

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