



**Entrepreneurs of the Human Spirit™**

SOCIAL SERVICES | BUSINESS SERVICES

Serving people with disabilities since 1968

## 2015-16 REPORT TO THE COMMUNITY

# Friendships, Purpose, and Self Determination



**Jennifer is exploring her career options with the support of her Columbus team.**

Columbus residential and employment services are accredited by the **Commission on Accreditation of Rehabilitation Facilities (CARF)**. [www.carf.org](http://www.carf.org)



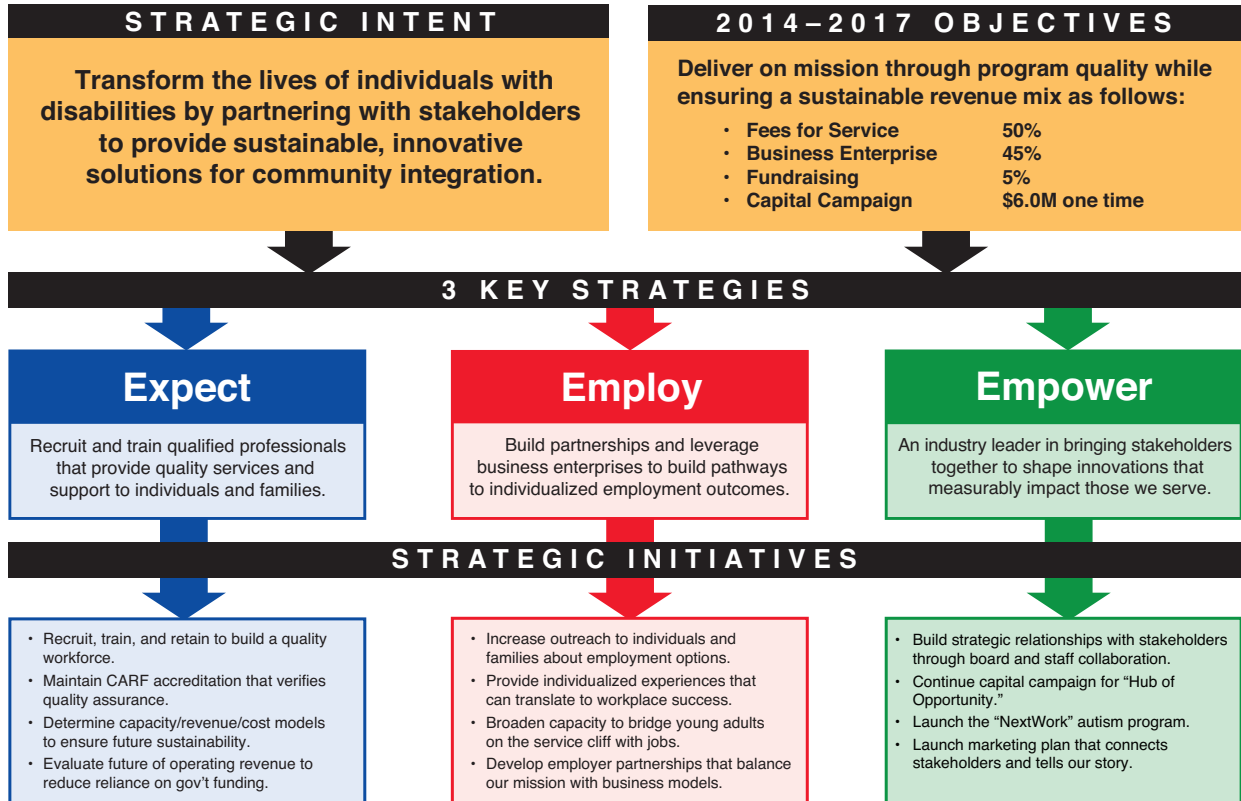
**Columbus's** strategic plan looks to the future while tracking key performance indicators that measure impact. A key component of the plan is to be forward looking while honoring the work that our founding parents began five decades ago.

**Our Vision**  
Columbus believes that every individual with disabilities has the right to develop to his or her full potential.



**Our Mission**  
Transforming the lives of individuals with disabilities through employment, training, day programs, and housing since 1968.

## 3-YEAR STRATEGIC PLAN



### TRANSFORMATIVE LEADERSHIP

- 10 Key Performance Indicators track organizational performance.
- 24% increase in agency-wide data quality.
- 12% increase in Columbus Secure Shredding from previous year.
- 6% revenue increase in Columbus Productions Services from previous year.

### BUSINESS PARTNERSHIPS

- \$715,678 in wages were earned by participants through Columbus's 5 business lines.
- 36.2% of Columbus's revenue came through 5 business lines, up from 35% during FY16.
- 120 individuals received vocational training and employment services.
- 500 business partners were served through Columbus's 5 business lines.

### SUCCESS STORIES

- The new NextWork autism program was the first Columbus program launched in 35 years.
- 370 guests attended the Dignity through Work event to celebrate 3 "Workplace Heroes" who are gainfully employed in the community.
- 140 guests attended the Bottom Line of Disabilities symposium to hear Dr. Temple Grandin share her insights and advice about autism.

# Message from Management

## *The Bottom Line of Disabilities*

Transformation was the operative word for 2015-16 as we implemented key strategic initiatives based on our 3-year strategic plan (left). As we approach our golden anniversary, we have the benefit of looking back over almost five decades of progress to understand the role and influence our work has had in ensuring that individuals with disabilities have equal access to independent living, education, employment, and recreational activities. These essential rights contribute to a meaningful life of friendships, purpose, and self-determination.



*Ezra Lloyd's family has the support they need to guide him as he explores future career options. See his story at [bit.ly/ezralloyd](http://bit.ly/ezralloyd)*

Transformation is not only foundational to our past, but an integral part of our future. We celebrated Steve Dial's retirement after nearly five decades of a successful career. Steve's mother Arlene was one of Columbus's founding parents and she was as proud of him at his retirement party as she was when he walked into the doors of Columbus as a young adult in 1968. Ezra Lloyd represents the incoming generation of adults who plan on joining their peers in the workplace, and he has that opportunity because of the pioneering work of our founding parents. "The Bottom Line of Disabilities" symposium provided a new and different way to engage interdependently in a dialogue about the future of our families and our communities, both at a local and global scale. We hope that this positive interdependence paves the way for Jennifer (front cover), and Ezra (above) to have rich and fulfilling lives in a world that embraces their potential and makes room for their success.



*Steven Dial was one of eight young adults who attended Columbus when it opened in 1968. Five decades later, he retired from a long and rewarding career. See his story at [bit.ly/stevedial](http://bit.ly/stevedial)*

As we approach a major milestone—our 50th anniversary in 2018—we wish to honor where we have been and where we are going. In the years ahead, we are recommitted to transforming lives of individuals with disabilities through innovative quality employment, training, day programs, and housing programs.

Sincerely,



**Allison Smoot**  
*Chair, Board of Trustees*



**Kristy Chambers**  
*Chief Executive Officer*



# Transforming the lives of individuals with disabilities

We share six stories with you on these two pages representing not only the story of an individual with a disability, but the constellation of people in our community who are touched by disabilities.

Among many of **Governor Gary Herbert's** duties is to be a steward on behalf of the State of Utah and represent the best interests of our citizens. Governor Herbert took time to learn more about how individuals with disabilities are integrated into our community. Loren Caldwell is very independent and proud of his long career as a custodian, where he worked to provide janitorial services at the Marine-Navy Recruitment Center at Fort Douglas. In his seventies now, he relies more on a scooter to get around, but he is still adamant that he keep working, so he transitioned to Columbus Production Services where he works on a variety of projects that allow him to stay engaged and earn a paycheck.

**Amanda Dickson**, KSL radio host, was the keynote speaker at Columbus's 10th annual Dignity through Work event, which honors individuals with disabilities and partners that support their efforts to work in the community. Amanda spoke with eloquence and candor about her experience as a parent raising children with disabilities. She reminded the audience that their commitment to Columbus's mission brought not only purpose and meaningful work to individuals with disabilities but multiple blessings to the larger support network of parents, siblings, and neighbors.

**Jason Barrett** attends Columbus's Day Activity program on weekdays where he enjoys opportunities to participate in wide range of activities. Paul Brennan, the program manager, works with his professional staff to ensure Jason and others are enjoying recreational activities, field trips, and life skill training that promotes self-determination, friendships, and independence. Jason can look forward to activities that fit his interests and needs, and his family has peace of mind knowing that he is safely integrated in the community.



Utah Governor Gary Herbert (l) and Stephanie Mackay (c), Columbus's chief innovation officer, welcome Loren Caldwell (r), who has had a long and successful career at Columbus. [bit.ly/herbert](http://bit.ly/herbert)



Amanda Dickson, KSL radio host, shared her story of the blessings that have come to her as a parent of children with disabilities. [bit.ly/amanda](http://bit.ly/amanda)



Paul Brennan (l), Columbus program manager, ensures that Jason Barrett (r) can pursue his love of creating art. [bit.ly/brennan](http://bit.ly/brennan)



Isaac Adams (l), Columbus program manager, and his staff, nominated Guy Bambabate as a “Hero Among Us,” which is recognition given in collaboration with American Express and Real Salt Lake.

[bit.ly/bambabate](http://bit.ly/bambabate)



Dr. Temple Grandin shared her insights about the critical need for parents to reinforce a strong work ethic and chances to learn life skills for children on the autism spectrum. [bit.ly/grandin](http://bit.ly/grandin)



Tracie Lindley (l), a Columbus employment specialist, has worked closely with Jennifer Weston (r) to help her explore career opportunities in the community. [bit.ly/weston](http://bit.ly/weston)

**Guy Bambabate** was recognized as a “Hero Among Us” by American Express and the Salt Lake Real soccer team. As a result of a brain injury acquired earlier in his life, he has some challenges, but that hasn’t stopped his desire to come to work every day to learn new skills. Guy moved to the U.S. from the Congo six years ago and he lives with his mother and is the oldest of five children. He works at Columbus during the days and carries his positive, hardworking attitude home to his family. He is clearly a hero to his mother and sister, both of whom say with pride that he is trustworthy, kind, and protective and supportive of his family.

**Dr. Temple Grandin**, internationally renowned for her expertise in animal behavior and an autism advocate, was the keynote speaker at Columbus’s annual economic symposium “The Bottom Line of Disabilities.” Diagnosed with Asperger’s as a child, she overcame the odds and leveraged her unique visual way of thinking into a career where, according to *The Economist* (Oct. 10, 2015), “She is a star in two seemingly separate firmaments: animal welfare and the understanding of autism.” Dr. Grandin spoke on the topic “Helping Different Kinds of Minds Become Successful.” Notably, Utah is feeling the disproportionate impact of autism, where 1 in 58 children is being diagnosed.

**Jennifer Weston** has an infectious smile that brightens any room. She was recognized as one of Columbus’s “Workplace Heroes” at the 10th Annual Dignity through Work event. While working for Columbus Secure Shredding, she has shown the determination to learn skills that any employer would find valuable in the workplace. She has high standards for herself and always finds kind words for her colleagues. With help from her job coach Tracie Lindley and a team of dedicated Columbus staff (see cover photo), she has had the opportunity to explore future career options where she can work out in the community with independence.

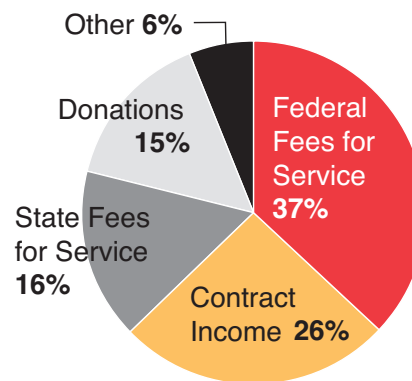
# 2015–2016 Financial Information

## *Summary of Audited Results*

Financial and program information in this annual report is based on the 2015-16 fiscal year (June 1 through July 30). The information is summarized from the *Columbus Foundation, Inc. Financial Statements and Independent Auditor's Report As of June 30, 2016* prepared by Shaw & Co. Audited financial statements and Columbus's current IRS 990 form are posted online at [www.columbusserves.org](http://www.columbusserves.org).

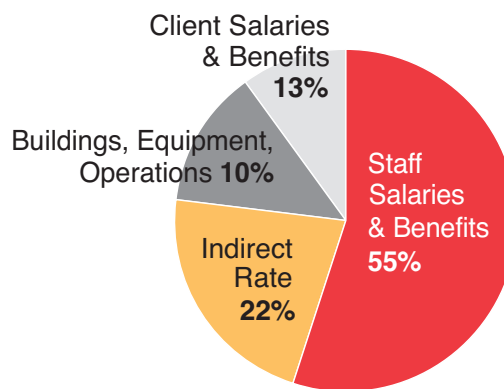
### 2015–2016 Revenues: \$8,906,283

Federal Fees for Service	\$3,299,987
Contract Income	\$2,287,625
State Fees for Service	\$1,453,278
Donations	\$1,296,403
Other	\$ 568,989



### 2015–2016 Expenses: \$7,547,128

Staff Salaries & Benefits	\$4,163,079
Client Salaries & Benefits	\$ 984,189
Buildings, Equipment, Operations	\$ 770,954
Indirect Rate*	\$1,628,905



\*NOTE: Indirect Rate is "Total Supporting Activities" from audited financial statements, page 5.

# THANK YOU TO OUR GENEROUS SUPPORTERS

## \$100,000–250,000

Louis and Gladyce Foster  
Family Foundation  
McCarthy Family  
Foundation  
Ruth Eleanor Bamberger  
and John Ernest  
Bamberger Memorial  
Foundation  
Steiner Family Foundation

## \$10,000–99,000

Ally Bank  
American Express Center for  
Community Development  
Anonymous  
Bronze Buffalo Foundation  
Fidelity Foundation  
Method Studio  
Morgan Stanley Bank  
Sorenson Legacy  
Foundation  
Synchrony Financial  
UBS Bank USA

## \$1,000–9,999

Autism Council of Utah  
Brent Bennett  
Boeing Salt Lake  
Rich Bott  
Dr. Geraldine Clark  
Troy D'Ambrosio  
GE Capital Bank  
Janee Gully  
The Gulton Foundation  
Intermountain Healthcare  
Karen Sue Johnson  
Ruth Johnson and Deanna  
Nielsen  
David R. Kotok  
Kurt Larsen  
Cheri Miller

Gayland Moffat  
Mark R. Mowatt  
Mary Louise Rawlings  
Serta Mattress  
Allison Smoot & Jamie  
Johnsten  
Ryan Titan Heating & Air  
Conditioning  
Wells Fargo Bank  
WEX Bank  
Workers Compensation Fund  
Zions Bank

## \$1,000-Below

Donna Adams  
Suann Adams  
Steven Akerlow  
Michelle Allred  
Val Antczak  
Caitlin Arnett  
Alicia Ashton  
Gloria Bateman  
Lori Bays  
Amy B. Beer  
Patricia Berckman  
Deborah Bilder  
Katy Blommer  
Boeing Matching Gift  
Program  
Janice Boes  
James Boss  
Darin Brush  
Julie Buchholz  
Sean and Susan Carroll  
CBRE  
Kristy Chambers  
Ryan Chavis  
Natalie Cohen  
Karen Crompton  
Alex Drew  
Thomas Dunlap  
Rebecca Edwards

Marty Epstein  
Jeff Erekson  
Evgeniya Ezhova  
Clynn Ford  
Jackie Francis  
Michael R. Gallegos  
Anne Marie Gibbons  
James Gibson  
Brad and Sue Green  
Brian K. Hackwith  
Tim Halladay  
Rebecca Heal  
George Hofmann  
David and Sandra Hollins  
Katrina Sue Holt  
Melissa Jensen  
Susan R. Johnson  
Dave Jones  
Samantha Kern  
Kevin Brent Keyes  
Lisa Killpack  
Ray Kinghorn  
Beverly Kreh  
Janet Louie  
Laren Louie  
Christine Lyksett  
Earl Magdovitz  
Megan Martin  
Kathryn McCarrie  
Linda McMahan  
Dr. William McMahan  
Trevor and Laura Morgan  
Heidi Morton  
Fraser Nelson  
Anne O'Brien  
Kent O'Quinn  
Steven and Gloria Peck  
Pitney Bowes Bank  
Ioana Platon  
George Poulton  
Joe Pozzi  
Patricia Purkey Timm

Kip Quinn  
Gina Rasmuson  
Myra Renwick  
Dianne Rivera  
Scott Roberts  
R. Fred Ross  
Kimberly Rowell  
Semnani Family Foundation  
Shelley Snow  
Lin Sorenson  
South Salt Lake Chamber of  
Commerce  
Eric Storey  
Julie Takeda  
Utah Bankers Association  
Jon VanderStek  
Rena Vanzo  
Kristy Walker  
Tony Michael Wand  
Gwen Webb  
Stephanie White  
Karen and Larry Wiley  
Amanda Wilhelm  
Mark and Julie Wilkinson  
Mike and Tammy Willhard  
Calvin Woolley  
Scott and Cheryl Wright  
Holly and Jason Yocom

*An effort has been made to include all 2015–2016 supporters and to spell names correctly. If you find an error, please contact Stephanie Mackay at (801) 262-1552, ext. 136, or [smackay@columbuserves.org](mailto:smackay@columbuserves.org).*





Entrepreneurs of the Human Spirit™

3495 South West Temple  
Salt Lake City, Utah 84115  
(801) 262-1552

www.columbusseves.org

## 2015-16 REPORT TO THE COMMUNITY

### 2015-16 COLUMBUS FOUNDATION BOARD OF TRUSTEES

**Allison Smoot**  
UBS, Board Chair

**Rich Bott**  
Intermountain Healthcare  
Board Vice Chair

**Mike Willhard**  
Workers Compensation Fund  
Board Treasurer

**Monica Rafferty**  
Coldwell Commercial  
Board Secretary

**Mark Wilkinson**  
Pitney Bowes Bank  
Board Past Chair

**Kristy Chambers**  
Columbus Community Center

**Renee McCarvel**  
Columbus Community Center  
Representative

**Susan Johnson**  
American Express

**Sean Carroll**  
Goldman Sachs

**Troy D'Ambrosio**  
University of Utah Lasonde  
Entrepreneurial Center

**Brian Hackwith**  
Boeing

**Dr. William McMahon**  
University of Utah Department  
of Psychiatry

**Jamie Simons**  
Consumer Representative

**Jill Flygare**  
Governor's Office of Economic  
Development

**Eric Storey**  
Zions Bank

**Randy Hunt**  
Clearpath Strategies

**Sam Urie**  
Utah Business Magazine

**Beth Overhuls**  
Salt Lake County

**Sgt. John Pearce**  
Utah Transit Authority

### COLUMBUS ADVISORY BOARD

**Tom Barnes**  
Brighton Consulting

**Kerry Bate**  
Housing Authority of Salt Lake  
County (retired)

**Betsy Burton**  
King's English Bookstore

**Maura Carabello**  
Exoro Group

**Amanda Dickson**  
KSL

**Phil Johnson**  
Anchor Financial

**Patricia Jones**  
Women's Leadership Institute

**Myra Renwick**  
BMW Bank

**Vicki Tuua**  
State Farm Insurance

**Jon VanderStek**  
US Bank

**Gwen Webb**  
American Express

### COLUMBUS FOUNDATION OFFICERS

**Kristy Chambers**  
Chief Executive Officer

**Kevin Keyes**  
Chief Compliance Officer

**Stephanie Mackay**  
Chief Innovation Officer

**Kent O'Quinn**  
Chief Financial Officer

**Lin Sorenson**  
Chief Operations Officer

**Patti Timm**  
Chief Human Resources Officer

**Safia Keller**  
Chief Employment Development  
Officer

### We welcome the following new 2016-17 individuals to the Columbus Board of Trustees

**Lance Allred**, First deaf NBA player and author; **Kimberly Barnett**, Salt Lake County; **Mason Dimock**, consumer representative; **Katie Nelson**, Good Wolf Media and parent advocate; **Ryan Nelson**, Mountain States Employer Council; **Kevin Williams**, RGK; **Jennifer Falk**, Kruse Landa Maycock and Ricks.

Visit <http://www.columbusseves.org/about-us/our-people/board-of-trustee/for-board-and-staff-biographies>.

Cover photo: Recognized as a "Workplace Hero," Jennifer Weston (seated) had a winning team by her side.

*Columbus staff supporting Jennifer in her employment goals: (standing l-r): Tracie Lindley, employment specialist; Aubrie Wilde, client service manager; Patrick Lambadue, Columbus Secure Shredding program manager; Kathleen Christison, support staff; Eva Thorpe, support staff.*