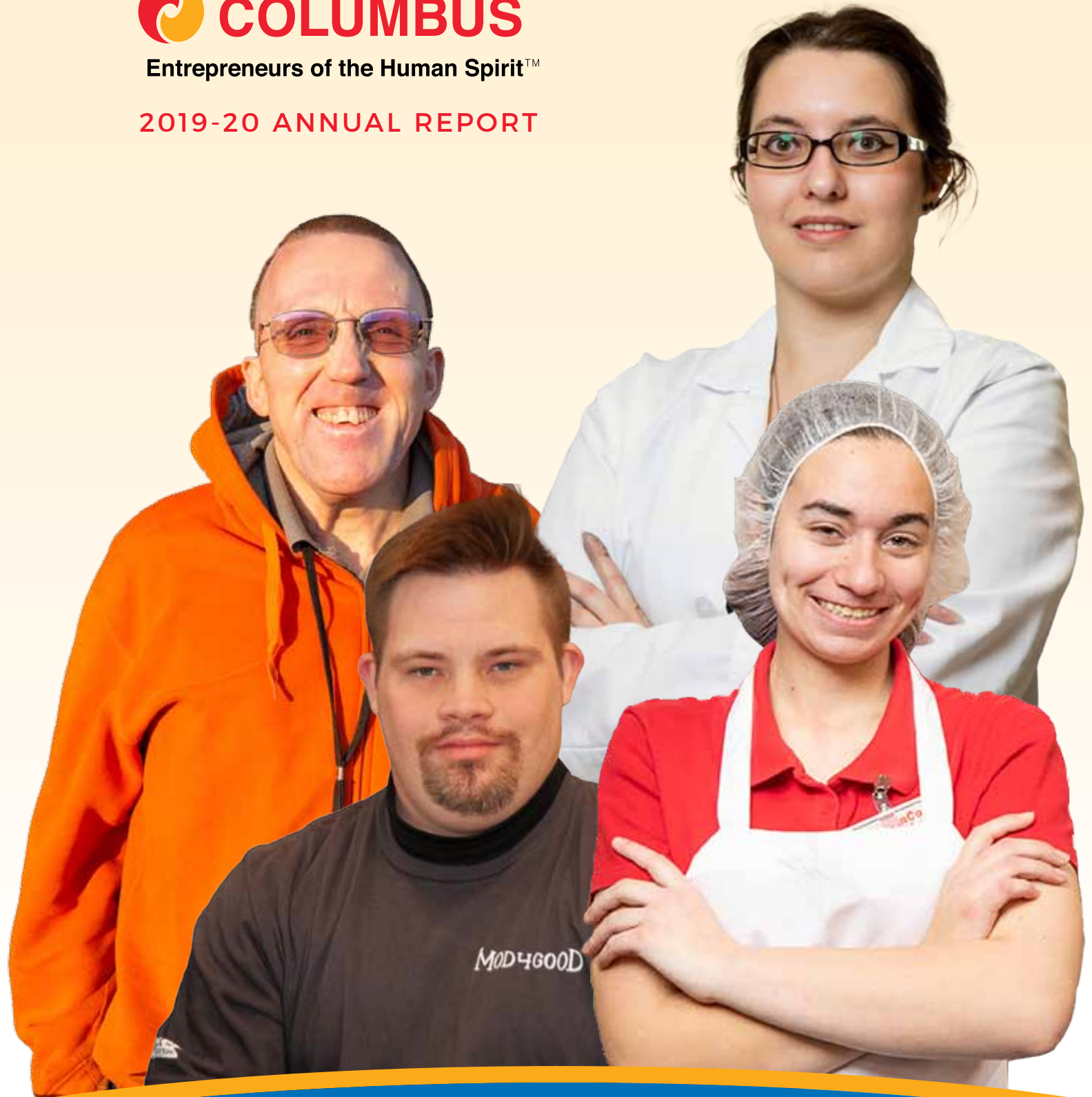




Entrepreneurs of the Human Spirit™

2019-20 ANNUAL REPORT



SUPPORTING INDIVIDUALS WITH DISABILITIES TO
PURPOSEFULLY LIVE MEANINGFUL LIVES.

FROM THE BOARD CHAIR AND CEO



Dear Columbus Partners,

No one could have ever predicted the enormous amount of health concerns, uncertainty, and change the 2020 pandemic would create. We can gratefully say that Columbus weathered the storm well. The extraordinary teamwork demonstrated by our staff and board kept our clients safe and our operations sustainable. We are proud to report that no clients were hospitalized, our finances remained strong, and our staff galvanized around the common purpose of putting our client's safety first. With the majority of those in our care now vaccinated, we can breathe a deep sigh of relief knowing that we succeeded in keeping our charges healthy and looking forward to a brighter future ahead.

In the midst of the pandemic, we opened our Hub of Opportunity apartment complex that is now home to more than 200 people who rely on the safety and security of affordable housing at a time when shelter is essential to our overall health. We also expanded our NextWork program with a brand-new educational facility and independent living for those on the autism spectrum. This labor of love succeeded because of our community's confidence in and commitment to Columbus and our vision of a more inclusive world. In our own way, we changed the destiny of all those with disabilities by providing a shining example of what a community can create when it comes together to make sure everyone has equal opportunity to housing, work, and purpose.

We are particularly looking forward to 2021 as a year of hope and endless possibilities. Columbus is well positioned to emerge from this pandemic stronger and more capable of contributing to a world that is forever changed. We believe our continued resolve to enhance the lives of those with disabilities will be even more important as we remake a future where everyone can live their best lives in an environment that depends upon our common humanity to build stronger, more inclusive communities.

We wish all members of our extended Columbus family peace, courage, and good health in the days ahead.

Sincerely,

Mike Willhard
Board Chair

Kristy Chambers
CEO

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HUB OF OPPORTUNITY

In May of 2020, Columbus opened the much-anticipated Hub of Opportunity. The Hub is a 200,000 square-foot transit-oriented, mixed-use development located within an opportunity zone in South Salt Lake adjacent to the Meadowbrook TRAX station at 3900 South. The Hub includes 157 apartments, of which 126 are designated as affordable; a specialized employment training center for young adults with autism; and commercial space for small businesses. 20% of the Hub residents have some level of disability. And 11 units are designated for the NextWork Academy of Independent Living, a specialized program for young adults on the autism spectrum. The NextWork Academy is located within the Hub to provide classes in independent living, career exploration, workforce supports, and social skills.

This visionary project has brought to life a model of inclusion and innovation in a community that supports individuals of all abilities and walks of life. It is their place to call home and honors the diversity that makes us unique and vibrantly human. The power of this inclusive community, accommodating those who are most vulnerable, carries on our founding families' over 50-year-old dream of creating a better life for their children with disabilities.

Due to the social restrictions at the height of the pandemic, we were unable to provide an in person grand opening celebration. However, we announced, in partnership with Housing Connect, the Hub's opening with a virtual event in August of 2020. By the end of August, all Hub units were filled to capacity.

Thank you to our community partners, donors, and all those involved in this dream project. It would not have been possible without your support.



PROGRAMS AND SERVICES

Columbus Social Services offers growth, development, and independence for persons with disabilities. Our programs address social skills, appropriate behaviors, work skills, job-seeking skills, living skills, and life skills. Community Employment programs provide vocational training and employment for those with autism spectrum disorder (ASD) and those with moderate disabilities. Programs include:

- **NextWork** program and academy is a customized vocational assessment, training, and employment program to help individuals with ASD find meaningful jobs at a time in their lives when they are most vulnerable to unemployment, poverty, and social isolation. The academy integrates program services with a residential component at the Hub of Opportunity. This provides additional learning opportunities for those that seek an independent lifestyle.
- **Supported Employment** assists people with disabilities to find meaningful employment in local communities. Participants are integrated into community employment settings with nondisabled workers as part of the process of discovering their gifts and talents. Employment specialists seek to match each client with employment that best fits their interests, skills and abilities.
- **Columbus Connects** offers direct client services to students with disabilities ages 14-21 through a case-management, student-centered approach to help students and families understand and navigate pre-employment options while in school. We integrate a case-management model into our larger umbrella of services as a proactive measure to assess a young adult's needs and begin educating families, so they are prepared to access and receive services for future employment of the student with disabilities.

The Columbus Day Activity program offers supervised care for individuals who want to participate in structured activities and whose families and caretakers are looking for community-based respite care. With a balance of therapeutic, recreational, and leisure activities, the program encourages social interaction and integration in the community. Some examples of daily activities include:

Columbus Residential Services offers three options for community living. Support services are based on individual needs and are provided by highly trained, caring staff. Supports can include activities of daily living, personal funds management, leisure activities, access to medical care, and transportation.

Annual Events are held to raise awareness, celebrate, and fundraise. Events include:

- **Heroes at Work** – Held in November, the event honors community partners that have worked with Columbus to provide individuals with disabilities a paycheck and the self-esteem that come with meaningful employment. Businesses that welcome the talents of all people, including people with disabilities, are a critical part of our efforts to build an inclusive community and strong economy. The event recognizes Columbus clients as our “Workplace Heroes” for their contributions to the workplace and our community. This year we will also celebrate Columbus “Essential Heroes” for their dedication to service during the height of the pandemic.
- **Art from the Heart** fundraising event showcases artists from the autism and disability communities, providing a platform for the artists to be recognized and commissioned for their work. The event raises much-needed funding for our NextWork Autism Program and scholarships for the NextWork Academy of Independent Living.



PROGRAMS AND SERVICES CONTINUED

Columbus Business Services offers solutions that are cost-competitive, deadline-conscious, and controlled for quality. At the same time, we create work opportunities for individuals with disabilities.

We are very proud of our workforce and the quality of service we offer our business customers.

■ Columbus Secure Shredding

Columbus Secure Shredding (CSS) offers secure document destruction services, AAA-certified by the National Association for Information Destruction (NAID). Through both our plant-based and mobile operations, we recycle 100% of the paper we shred. Our plant is access-controlled, and all operations are monitored with closed-circuit cameras 24/7.

■ Custodial Services

For over 40 years, Columbus crews have been providing custodial services to federal, state, and commercial customers at offices and manufacturing facilities within Salt Lake County. Employees are trained in the latest cleaning techniques to ensure superior levels of cleanliness and customer service. Equipment and supervision are included, resulting in turn-key service at a competitive cost. Look to Columbus for all your custodial needs.

■ Grounds Maintenance

Columbus crews provide grounds maintenance services to federal, state, and commercial customers from along the Wasatch Front. For over 20 years, services such as lawn care, snow removal, and spring and fall clean-up have been completed by skilled workers with disabilities using well-maintained equipment and proven processes.

■ Production, Kitting, and Assembly

At Columbus, our skilled production workforce excels at repetitive, labor-intensive tasks, helping customers reduce in-house labor and overhead costs. Through “win-win” partnerships, Columbus offers Salt Lake Valley companies customized solutions to meet their business needs, production deadlines, and budget requirements. We provide on-site services while managing the employees and supervising the work. Additionally, Columbus assembles registration packets and convention kits, employee orientation, benefits packets, and other materials for companies throughout Salt Lake County. We will provide the employees to work on-site to maintain the integrity of materials and information.



PROGRAM HIGHLIGHTS

The months of the pandemic we experienced during the 19-20 FY were a game-changer for Columbus. Many of our supported employment clients were furloughed due to business closures. Participants in our day activities were sheltered in place at our residential facilities. Many employed in our business lines were sent home for an extended period to help mitigate the virus's spread. Our program staff was provided the tools for remote work at home. And those providing direct care armed themselves with personal protection equipment and stood their ground to provide our clients with the quality care we have provided for over 50 years.

Despite the limitations and uncertainty of what comes next, our staff and clients alike reinvented the way we do business. We reorganized, revamped, reengineered, and made our way. We learned through it all, and we grew, and we became a better organization because of it.

HERE ARE SOME SUCCESSES WE WOULD LIKE TO SHARE:

MEET EDER



Eder is a participant in our Supported Employment program. He is a young man who told us from the very beginning that not only did he want a job, but he wanted to make noise and make a difference. Eder has numerous challenges that he faces. He has no use of his hands or feet, and he is nonverbal. Eder communicates through his talk box, which he navigates with his eyes. Eder was on the Developmental Disabilities Council for three years. In that position, he was able to advocate for others who have varying disabilities. His Columbus Employment Specialist, Trish worked diligently to find Eder a job to use his experience and knowledge to advocate for change for those with disabilities. She attended numerous legislative meetings with Eder to introduce him to people who may need his expertise. In November, Eder was asked to apply for a Peer Support Specialist position with the Department of Human Services. He went through a series of interviews and was offered the job. Eder is working 10 hours per week to assist the DHS in numerous advocacy and policy change tasks. He stated to Columbus staff that all he needed was someone to take a chance on him, and he would do the rest! That has proven to be true.

Tia is a participant in our NextWork Academy of Independent Living. In addition to her autism, Tia also struggles with physical abilities, limiting the type of jobs and activities she can do. At the beginning of her enrollment, Tia was withdrawn and quiet. She was hesitant to participate in classes and social activities. The NextWork staff implemented a point system for the participants as part of their lease agreement. The system is intended to motivate the participants to engage with one another, participate in classes and manage their time effectively. The point system has motivated Tia to have the highest number of participation points. She now regularly attends classes and activities and engages with other participants and staff. Her interactions are filled with a sharp sense of humor and a genuine interest in various topics. She is working with staff to increase her office skills and has taken the initiative to help with the program's pantry inventory.

MEET TIA



PROGRAM HIGHLIGHTS CONTINUED

MEET OHIA



Ohia is a student in our Columbus Connects program. She is very introverted and communicates through third-party when working with our staff. Because Ohia is very interested in wolves, our staff arranged for a meeting with a non-profit organization called Wolves of Wasatch which trains wolves for use as therapy animals. Ohia was initially introduced to “Apollo”, an older wolf with a similar temperament to hers. During the meet and greet, she was able to walk, handle, and interact with “Apollo”. By the end of the meeting, Ohia began to open up and talk directly to our staff and the trainer and was offered an internship opportunity.

Ohia was later introduced to “Timber,” a wolf pup that she now trains. She learned how to feed him, walk him, and interact with him. Through those interactions with “Timber,” she has also learned the importance of safety when working with animals. Ohia also began working at the grooming salon helping to bathe and prep the dogs and clean the salon. Wolves of Wasatch has been an excellent partner and has provided an experience that changed

Ohias life. It pushed her out of her comfort zone and has opened up her verbal communication with others. It was a wonderful opportunity for all, and a truly magical experience for Ohia.

COLUMBUS TRANSITION TEAM

New rules from the Centers for Medicare & Medicaid (CMS) require the state to develop a plan to make sure individuals in Utah Medicaid’s Home and Community-Based Services (HCBS) waivers get the supports they need to stay healthy, live where and with whom they want, participate in work they enjoy, and make decisions about their lives. Ultimately, the goal is to expand opportunities for meaningful community integration to more Utahns with significant disabilities.

In response, Columbus has implemented an HCBS Transition Team. HCBS has been working out in the community since Mid-summer of 2020. The team started by identifying and reaching out to support clients living in The Hub of Opportunity. Upon agreeing to be a part of the “pilot” team, the Columbus staff sat down with each client and completed a Positive Personal Profile with them, which notes their likes, dislikes, hopes, dreams, and plans for the future. Once completed, they then participate in a weekly planning meeting. The clients and their support teams could ensure that the activities being selected out in the community help each client achieve their goals or address items listed in the Positive Personal Profile.

This continual feedback allows the Transition team to try out many activities, including providing meals to individuals sheltered in place, working on janitorial teams to deep clean areas before public return, and cleaning medical equipment for Intermountain Healthcare. In addition to their occupational tasks, they also go on various activities out in the community, including visits to the Clark Planetarium, Wheeler Farm, Cal Ranch, and regular visits to the library.

We are learning as we go, and the lessons we’ve learned have been invaluable in establishing a roadmap forward. We look forward to expanding the HCBS program and providing opportunities to more Columbus clients.



DONOR HIGHLIGHTS



Bill Daniels, Founder of the Daniels Fund

The Daniels Fund is proud of its partnership with Columbus Community Center. Columbus is aligned with our mission as it makes life better for people with disabilities, and further because they do it with such compassion and integrity.

— Hanna Skandera, President & CEO, Daniels Fund

BILL DANIELS' experience with his developmentally disabled sister inspired him to direct the Daniels Fund to support organizations like Columbus that empower people with disabilities to achieve greater independence and quality of life.

Daniels Fund sees Columbus as an aligned partner with a shared goal of helping all people be their best and pursue life with dignity and respect. When asked why they choose to donate to Columbus, the response was: "Columbus is one of the top organizations serving people with intellectual and developmental disabilities in Utah. They exemplify many of the characteristics we look for in highly effective grantees: they are innovative, reliable, fiscally responsible, and do their best to improve the lives of those they serve."

Daniels Fund has been supporting Columbus since 2007. Support has included funding for capital expansions, our community employment program, our Hub of Opportunity, and recently, our NextWork Autism program. We are ever indebted and grateful for Daniels Fund continued support and we are truly honored to be an aligned partner.

ABOUT THE DANIELS FUND

The Daniels Fund, established by cable television pioneer Bill Daniels, is a private charitable foundation dedicated to making life better for the people of Colorado, New Mexico, Utah, and Wyoming through its grants program, scholarship program, and ethics initiative. Visit www.DanielsFund.org to learn more.

ERIC AND JAYE OLAFSON have been advocates and contributors to Columbus since 2010. They both hail from Canada and have lived in Salt Lake City for over years. One of their primary community and social passions is the neurodiverse community, focusing on autism. "Our eyes were opened when our grandson, "Little Eric", was diagnosed at age two," says Jaye. Since then, the Olafson's have immersed themselves in all things autism, coming to appreciate both the challenges and the unmitigated joy that comes from relationships with these very special people.

After selling their company in 2015, they expanded their philanthropic work and explored several organizations. "We gained an understanding of how critical it is to have the team, the infrastructure, and innovative programs that can drive sustainable results. Columbus is special", says Jaye. Today Jaye is on the fundraising advisory board to the Columbus NextWork program, an exciting program that provides education, job placement, job coaching, and support, plus the opportunity for independent living at the Columbus Hub of Opportunity. Eric and Jaye are also both involved with Auticon, which finds higher functioning autists for work in the technology sector, and in fact, is opening an office at the Hub. "The opportunity and the synergy to have Auticon in the Hub alongside the NextWork and other programs and people is just terrific," says Eric.

Eric and Jaye give financially, but more importantly, they give of their heart. They are passionate about their work, they are sincere in their giving, and they do it all with heart and soul. We are truly fortunate to have Eric, Jaye, and "Little Eric" as part of the Columbus family.



Eric and Jaye Olafson with their grandson "Little Eric"

2019- 2020 COLUMBUS SUPPORTERS

Thank you to our generous donors

\$100,000 - \$1,000,000

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THANK YOU!

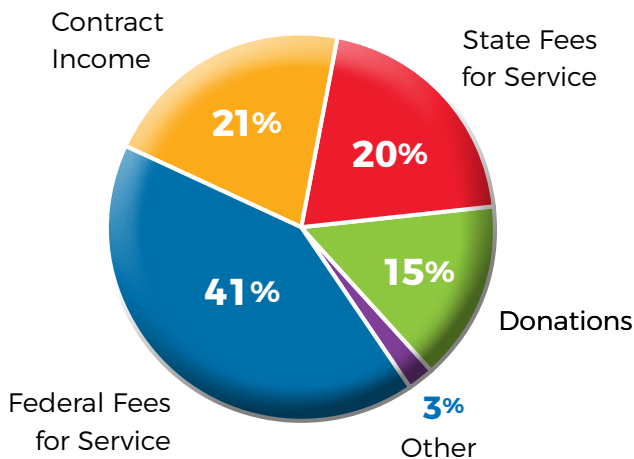
2019-20 FINANCIAL INFORMATION

SUMMARY OF FINANCES

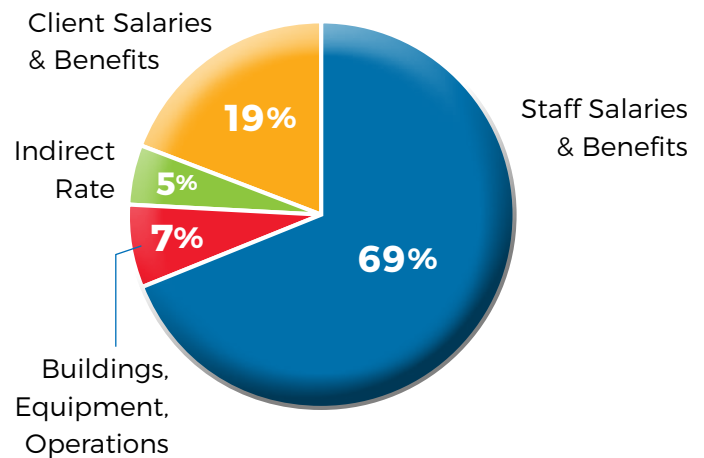
2017-2018 Revenues	\$	8,625,141
Federal Fees for Service	\$	3,518,053
Contract Income	\$	1,836,087
State Fees for Service	\$	1,313,041
Donations	\$	1,687,601
Other	\$	270,359
2017-2018 Expenses	\$	7,531,823
Staff Salaries & Benefits	\$	5,194,513
Client Salaries & Benefits	\$	496,958
Buildings, Equipment, Operations	\$	409,306
Indirect Rate*	\$	1,431,046

*NOTE: Indirect Rate is "Total Supporting Activities" from audited financial statements

2019-20 REVENUE

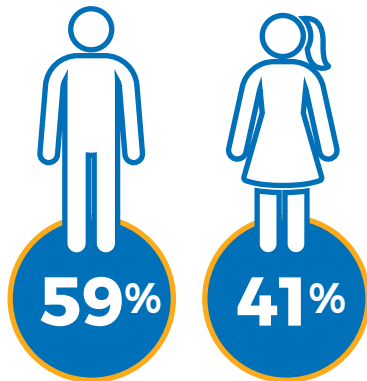


2019-20 EXPENSES

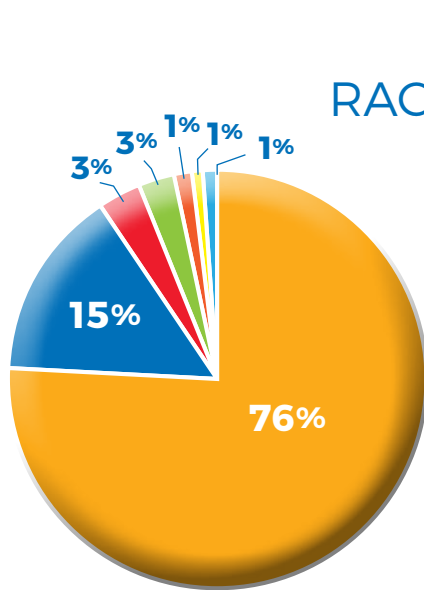
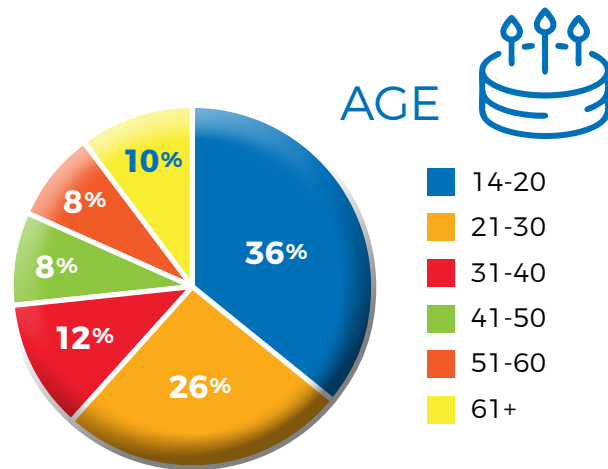


Financial and program information in this annual report is based on the 2019-2020 fiscal year (June 1 – through July 30). The financial information is an unaudited summary. Audited financial statements and Columbus's current IRS 990 form are posted online at www.columbusseves.org

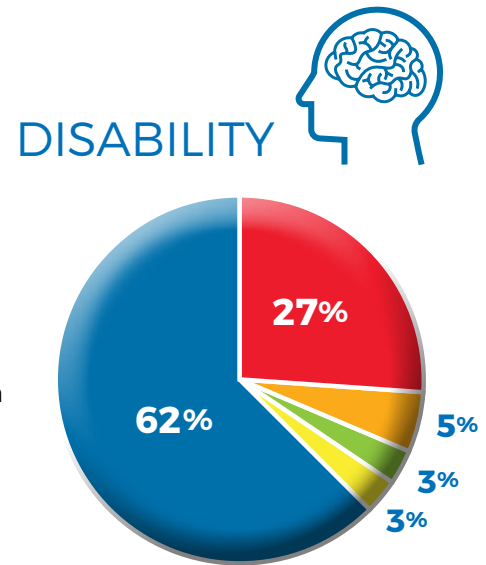
COLUMBUS DEMOGRAPHICS



GENDER



RACE

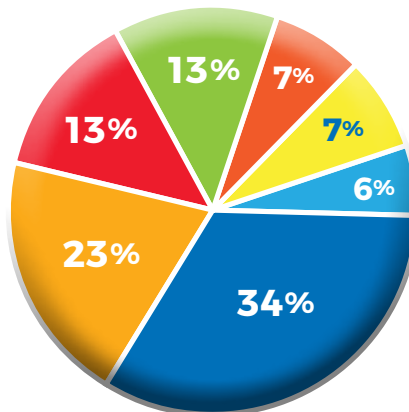


DISABILITY



PROGRAMS

- Activities
- Supported Employment
- Contract Services
- NextWork
- Residential
- Shred
- Columbus Connects





COLUMBUS

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PURPOSEFULLY LIVE MEANINGFUL LIVES.



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Columbus Hub of Opportunity
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