



Pathways to Possibility
ANNUAL REPORT
FY 2024-2025



COLUMBUS
SERVING INDIVIDUALS WITH DISABILITIES SINCE 1968

*Gary Hemmert
Columbus Client and 2024 Workplace Hero*

DIRECTION

*Advancing opportunity through
vision and action.*

Dear Columbus Friends,

For nearly 60 years, Columbus has advanced opportunity, dignity, and belonging for people with disabilities and their families. What began as a commitment to care has evolved into a community-wide expectation of inclusion guided by innovation, advocacy, and measurable impact.

In recent years, we have focused our experience on expanding pathways for adults on the autism spectrum. Now in its seventh year, the NextWork program continues to support independent living and meaningful employment, redefining what is possible for individuals and employers alike.

That momentum has grown through a state-awarded return-to-work grant that provides credentialed CNC machinist training. As manufacturing faces workforce shortages, this initiative strengthens local industry while opening doors to stable, well-paying careers.

We are also investing in long-term housing solutions. In spring 2026, we will unveil the newly constructed Connor Street four-plex thoughtfully designed with accessibility, dignity, and independence at its core. It reflects our belief that inclusive communities are built with intention.

While the world around us continues to change, our purpose remains steady: to create pathways where every individual is valued for their strengths and contributions.

Thank you for being part of this work.

Sincerely,

Kristy Chambers, Chief Executive Officer
Jill Flygare, Board Chair



*Kristy Chambers,
Chief Executive Officer*



*Jill Flygare
Board Chair*

2024-2025 BOARD OF TRUSTEES

Randy Atkin, Colliers International/ Coldwell Banker
Maura Carabello, Exoro Group
Natalie Bowen, Autism Friendly Homes
Kristy Chambers, Columbus Community Center
Jill Flygare, Utah Waterways
Elliott Francis, University of Utah Health Sciences
Scott Jones, Columbus Community Center

Dr. Tulinda Larsen, Utah Advanced Materials
Manufacturing Initiative
John C. Mathison, Solventum
Cheri Miller, Mountain Medical Physicians Specialists
Scott Schofield, Intermountain Health
Randy Woodbury, Woodbury Corporation

YEAR-AT-A-GLANCE

EXPANDED

The **NextWork Autism Program** now includes a **dedicated mental health support component**. Through case management, skills coaching, and access to counseling resources, participants receive support that strengthens emotional regulation, independence, and long-term employment success.

CREATED

Designed and rebuilt the **Connor Street** residential property providing accessible, community-based housing for adults with disabilities. The development features four two-bedroom units built with universal design elements that promote independence, stability, and long-term quality of life.

IMPLEMENTED

Developed the **CNC Machinist program** within the **NextWork Autism Program**, launching a structured, industry-aligned training model. The program includes 120 hours of classroom instruction, job readiness training, direct employer engagement, and an on-site job fair connecting graduates to competitive manufacturing careers.

LAUNCHED

Presented **AutCon**, a regional conference bringing together autistic individuals, families, educators, employers, and community partners. The event highlights inclusive employment, independent living, and community engagement.



CONSISTENCY

Consistency is what turns daily support into lasting outcomes.

Consistency is the foundation of meaningful outcomes. While innovation drives growth, it is the steady delivery of core services that ensures individuals have the structure, support, and trust needed to thrive.

Across day activities, residential services, supported employment, NextWork, and contract services, Columbus Community Center remains committed to providing reliable, person-centered support year after year. These programs create stability in daily routines, continuity in relationships, and predictable pathways for growth.

Consistency builds confidence. It allows individuals to develop skills over time, maintain employment, strengthen independence, and remain connected to their communities. By sustaining these essential services with quality and intention, Columbus ensures that progress is not temporary—it is lasting.

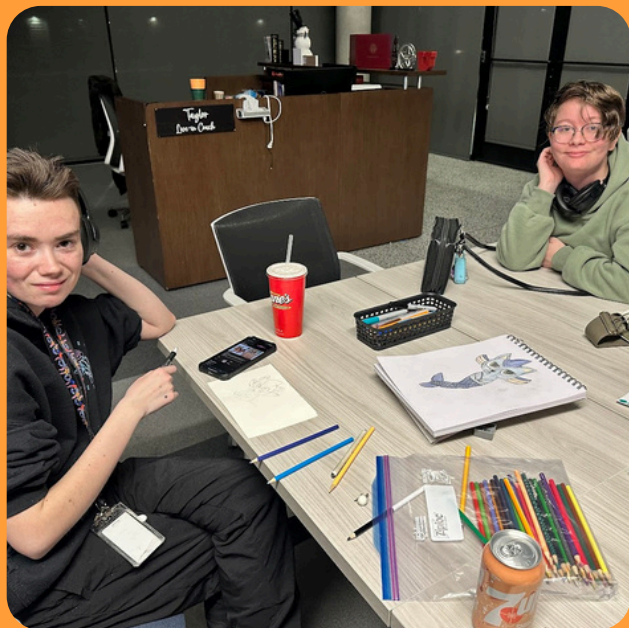
The Columbus Day Activity Program provides supervised care for individuals seeking structured activities - offering a valuable option for families and caregivers seeking community-based respite care. With a blend of therapeutic, recreational, and leisure activities, the program fosters social interaction and community integration.



Columbus Residential Services offers three community living options—residential homes, supervised apartments, and supported living with individualized support from experienced staff. Services include daily living, financial management, recreation, healthcare access, and transportation.



Columbus offers programs that foster growth, development, and independence for individuals with disabilities. Our programs focus on enhancing social skills, appropriate behaviors, work skills, job-seeking skills, living skills, and life skills. **The Community Employment programs** specifically cater to individuals with autism spectrum disorder (ASD) and those with moderate disabilities.



The NextWork Program and Academy supports individuals with ASD through personalized vocational assessment, training, mental health services, and employment opportunities at a critical point in their transition to adulthood. By combining these services with a residential experience at the Hub of Opportunity, the Academy strengthens skill development and advances pathways to independent living.

Supported Employment assists individuals with disabilities in obtaining meaningful, community-based employment. Participants work alongside non-disabled peers, fostering inclusion and providing opportunities to develop and apply their skills and talents. Employment specialists align each placement with the individual's interests, strengths, and abilities.



REPRESENTATION

Who we serve is the foundation for every program, outcome, and opportunity.

Representation is about visibility, voice, and influence. At Columbus, individuals are not only served, they are heard, included, and reflected in the design of programs and experiences.

By elevating lived experience and encouraging participation, we strengthen both individual empowerment and community understanding. Representation ensures that progress is shaped by authentic voices.

When people see themselves represented, barriers begin to shift. Representation builds trust, deepens connection, and ensures that progress is guided by those it is meant to serve.

AGE



9% - 14-20
27% - 21-30
24% - 31-40
13% - 41-50
11% - 51-60
16% - 61+

5% Neurological
5% Epilepsy
7% Cerebral Palsy
34% Autism
49% Dual Diagnosis

DISABILITY



ETHNICITY



2% Asian
2% Black/ African American
10% Undisclosed
11% Hispanic
75% Caucasian

7% Columbus Connects
8% NextWork
18% Residential
17% Supported Employment
20% Contract Services
30% Day Activities

PROGRAMS/ SERVICES



COMMUNITY

*When connections are built,
communities thrive*

Heroes at Work is Columbus Community Center's signature event recognizing individuals, businesses, and community partners who are advancing inclusive employment. This annual celebration highlights those who are creating opportunities, breaking down barriers, and demonstrating that meaningful work is essential to independence and dignity. Through recognition and storytelling, Heroes at Work elevates the impact of inclusive hiring and inspires continued leadership across our community.



AutCon launched its inaugural year in 2025, with more than 300 attendees, bringing together autistic individuals, families, professionals, and community partners to share knowledge, experiences, and innovation. As a growing regional conference, AutCon creates space for authentic voices, practical learning, and meaningful dialogue around neurodiversity and inclusion. Through sessions, panels, and community engagement, the conference strengthens understanding and fosters connections that extend beyond the event, supporting more inclusive systems and communities.



PATHWAYS

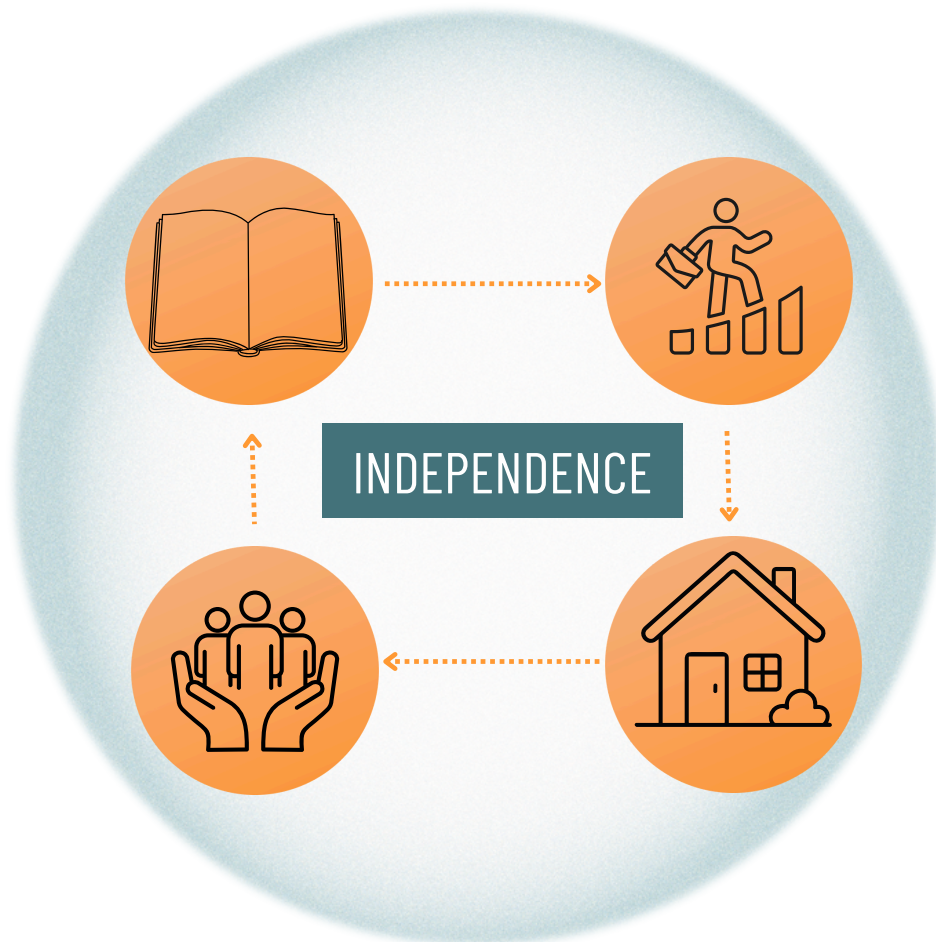
There is no single path to independence, purpose, or belonging.

At Columbus Community Center, pathways are designed, not assumed. Each person brings different strengths and goals, and our systems are built to support progress at every stage.

Education leads to employment. Employment supports housing. Housing creates the foundation for community life.

Each step is intentional.

We strengthen these connections, creating smoother transitions and stronger outcomes. **Pathways to potential are not linear, they are personal.** And when designed with intention, they work.



POTENTIAL

Potential becomes visible when the right supports are in place.

Columbus Community Center demonstrated that inclusive employment works when it is intentional and industry-aligned.

A key milestone in 2025 was the **Return-to-Work CNC Machinist Program**, a state-awarded initiative providing credentialed training and employer engagement. This initiative prepares individuals for careers in advanced manufacturing while strengthening Utah's workforce.

Programs like the **NextWork Autism Program & Academy** and **Supported Employment Services** continue to connect education to opportunity, ensuring individuals not only secure jobs, but sustain them.

This program gave me a career path, not just training

— CNC Machinist Program Graduate, 2025



PERFORMANCE

*Performance matters,
because people count on it.*

Columbus Business Contract Services demonstrate that mission and performance go hand in hand. Through reliable, high-quality services, we create meaningful employment opportunities while delivering value to our clients and partners.



Secure Document Shredding

- *HIPAA-compliant document destruction*
- *On-site and scheduled pickup*
- *Reliable service for businesses and institutions*
- *Structured employment opportunities*



Custodial Services

- *Commercial cleaning contracts*
- *Government and private sector clients*
- *Quality standards and supervision*
- *Workplace readiness and job retention*



Grounds Maintenance

- *Landscaping and exterior maintenance*
- *Seasonal services*
- *Commercial property partnerships*
- *Team-based employment model*



Workforce Partnerships

- *Employer partnerships*
- *On-site supported placements*
- *Industry-aligned roles*
- *Integrated employment expansion*

69 clients employed in
Columbus Business
Services

173 commercial
shredding contracts

10 custodial and
grounds contracts

BELONGING

*Connection turns opportunity
into belonging.*

At Columbus Community Center, progress does not happen in isolation. It happens through relationships between individuals and employers, families and staff, partners and community members, working together to create inclusive spaces where people are seen, valued, and supported.

Columbus continues to strengthen those connections through gatherings that bring people together around shared purpose. Events like Heroes at Work, AutCon, client luncheons, and graduations were not just moments of celebration, they were opportunities to recognize achievement, expand networks, and reinforce the belief that inclusion works best when it is shared.

These connections matter. They open doors to employment, deepen understanding, and create pathways that extend beyond any single program. For individuals served by Columbus, connection means access to opportunity, to community, and to a sense of belonging that supports long-term success.

Connection is not a side benefit of the work. It is a core part of how potential becomes possible.



*Natalie Bowen, Board Member
and Miss Utah for America 2024*

*Lyndee Workman, Columbus Client
and 2024 Workplace Hero*

We honor the lives of the individuals
and staff who are no longer with us,
and we carry their impact forward in
the work we continue each day.



Sharlett Sanchez, staff
Michael Larsen, client
Joel Horrocks, client

MOMENTUM

*When progress is sustained,
momentum follows.*

This past year, our clients built on prior success—earning wages, strengthening skills, and deepening community connection. Through **consistent support and intentional programming**, that progress translated into greater independence, increased confidence, and more meaningful participation in the workforce and community.

\$500,843

in client wages earned in competitive employment

45,426

client day service hours

1,992

hours of community activities and engagement

95,616

hours dedicated to client in-house support

3,359

hours of job coaching and employment support

310

classes conducted on neurodiversity and independent living



STABILITY

Stability creates the conditions where potential can grow.

In 2025, Columbus Community Center made a significant investment in long-term stability through the **rebuild of the Connor Street residence**. More than a renovation, this project reflected a commitment to creating housing that better supports independence, dignity, and community integration for years to come.

The original home served individuals well; however, changing needs, accessibility standards, and long-term sustainability called for a new approach. The rebuilt Connor Street residence was intentionally designed to be accessible, durable, and supportive for both the people who live there and the staff who provide care.

Today, Connor Street offers more than housing. **It provides safety, stability, and the foundation individuals need to pursue employment, education, and meaningful community connection.** Through investments like this, Columbus continues to create environments that reduce disruption, support choice, and strengthen long-term outcomes. The rebuild of Connor Street is a lasting example of that commitment.



The Connor Street rebuild was designed to help residents navigate their homes confidently while building daily living skills.

Universal design features include

- *color-coded doors*
- *accessible layouts*
- *sensory-calm spaces*

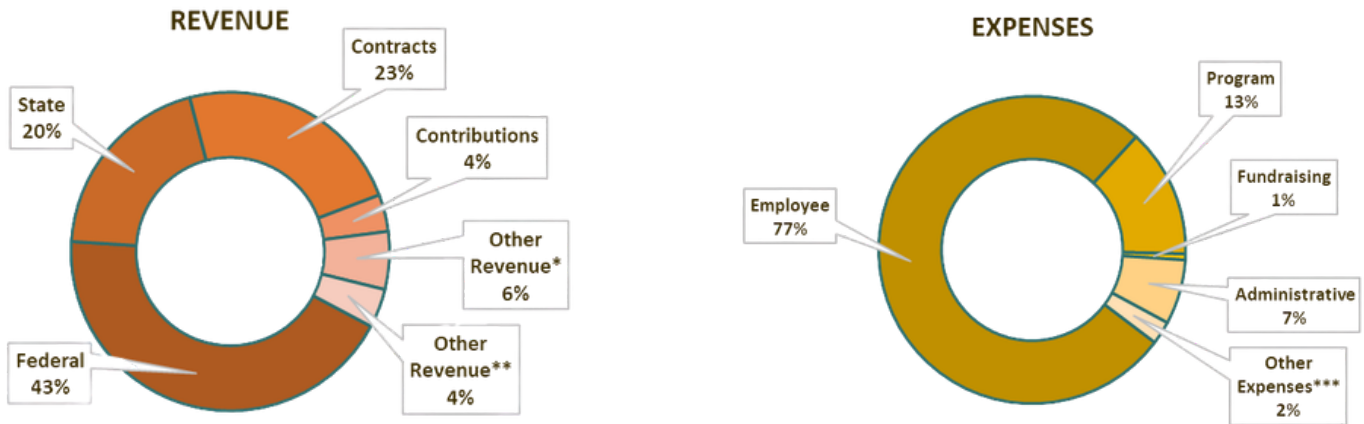
INTEGRITY

*Integrity is how trust is earned,
and how it is sustained.*

Integrity shapes how financial resources are managed, allocated, and reported. Public funding, earned revenue, grants, and philanthropy are stewarded with transparency and discipline. This ensures dollars are directed toward programs and infrastructure that produce long-term impact.

Board and leadership oversight provide financial accountability, strategic alignment, and responsible risk management. Decisions are grounded in data, sustainability, and measurable outcomes, protecting both the mission and the trust placed in this work.

Integrity ensures that resources are used wisely, results are clear, and pathways to potential remain strong for the future.



REVENUE

Federal Fees	\$3,666,008
State Fees	\$1,687,341
Contracts	\$1,978,422
Contributions	\$318,107
Other Revenue*	\$497,110
Other Revenue**	\$333,814
TOTAL	\$8,480,803

*Rental income and private pay revenue

EXPENSES

Employee Expenses	\$6,356,666
Program Expenses	\$1,126,151
Fundraising Expenses	\$53,051
Admin (indirect)	\$564,177
Other Expenses***	\$200,862
TOTAL	\$8,300,906

**Non-operational revenue, including interest and investment income

***Non-operating expenses related to Connor site write-offs

INVESTMENT

Progress requires thoughtful investment and responsible use of resources.

Columbus Community Center stewards public and private resources with transparency and purpose. Government contracts, earned revenue, grants, and philanthropy are directed toward programs and infrastructure that support long-term outcomes.

Our financial approach prioritizes sustainability, aligning resources with mission to ensure services remain strong and responsive. Investments in employment, housing, and program quality reflect a commitment to lasting impact.

Every dollar supports a pathway forward—and every decision is made with accountability.

With gratitude to the individuals, foundations, and partners who strengthen this work.

\$25,000 and above

American Express Center for Community Development
Goldman Sachs
Intermountain Health
Larry H. and Gail Miller Family Foundation

\$10,000 - \$24,999

Comenity Capital
Eric and Jaye Olafson
George S and Dolores Doré Eccles Foundation
Schultz Family Foundation
Synchrony Financial
UBS Bank
Utah Lodge - Independent Order of Odd Fellows

\$5,000 - \$9,999

Beverly Kreh
Federal Home Loan Bank of Des Moines
John and Cindy Mathison
Wex Bank
Workers Compensation Fund

\$1,000 - \$4,999

Apollo Burger
Autism Council of Utah
Brown and Brown
Cherryl Beveridge
Julie Sibthorp
Les Olson Company
Living Home Construction
Stephanie Geisler

\$999 and under

Andres Colman
Caitlin Tursic
Carlton Christensen
Jill Flygare
Katherine Komarnitsky
Kristy Chambers
Lezlee Grow
Linda Willhard
Margaret Hostetter
Nancy Lusk

Continued

Mara Sharp
Mike Willhard
Monica Owen
Ross and Rachelle Van Vranken
Samuel and Christine Nguyen
Sharen Hauri
Stephanie Simons
Steve Barth
Tanner Withers
Tara Rollins
TK Nichols
Vera Archuleta

“Every gift helps build a pathway where potential can move forward.”

***The path continues,
because the work matters.***

Columbus Community Center
www.columbusseves.org