Columbus founding parents Richmond T. and Alton Harris with daughter, Irene.

Fran and Kim Peek. Kim was the inspiration for Dustin Hoffman’s character in “Rain Man.”

Sisters Irene Harris and Terrell Harris Dougan at 2018 gala.

Dignity THROUGH the Decades

2017-18 ANNUAL REPORT

For the rest of the story, turn the page...

Sisters Irene Harris and Terrell Harris Dougan at 2018 gala.
Fifty years ago, our founding parents opened the doors of Columbus Community Center with the sole intention of creating a world more inclusive for their children with developmental disabilities. It was a labor of love for the ones they loved. Our founding parents were determined to defy conventional wisdom to hide away their children, separating them from their families and communities. These parents found each other and found the strength in their love for their children to “stop agonizing and start organizing.” Through their advocacy, they began to create opportunities for their children where there were none—inclusive education, community integration, and ensuring basic human rights applied to all people.

Over the course of the years, we evolved into what we are today—a comprehensive nonprofit whose mission is to transform the lives of individuals with disabilities through housing, employment, training, and day activities. Please take a moment to enjoy this review through the decades as we celebrate the milestones of the 60’s to present day and beyond.

With our rich history behind us and a bright future ahead, we look forward to building upon the pioneering spirit that is the foundation of Columbus’s mission. Always innovative, we continue to work with our community partners to promote a sense of inclusion in our neighborhoods, workplaces, transportation systems, educational settings, and recreational spaces.

We sincerely thank you for your interest in our work and the support you provide in making our vision a reality. For those who have been a part of our history through the decades, including our families, friends, and even some of the original founders, we rest on the shoulders of your courage and forethought of a better world. For those who are new to our cause, we welcome you as a part of the Columbus family. Together we know we can shape a future that embraces all abilities.

Kristy Chambers  
Chief Executive Officer

Rich Bott  
President, Board of Trustees

Honoring our Past, Celebrating our Future

Founding Directors,  
Salt Lake Community Foundation for Mentally Retarded and Handicapped Persons, Inc. 1968

- Mrs. Donna Anderson  
- Dr. Grant B. Bitters  
- Dr. Benjamin B. Bruse  
- Mr. Donald C. Caffall  
- Mrs. Virginia Cole  
- Mr. Paul R. Droubay  
- Dr. Robert L. Erdman  
- Mrs. Lee Felt  
- Mike F. Gonzales  
- Mrs. Nadine Hobby  
- Mrs. Ann Jarcho  
- Mr. R. Hubert Keddington  
- Mr. Ormond Konkle  
- Mr. Edwin L. Madsen, Jr.  
- Mrs. Ann Parker  
- Miss LaVerna Peterson  
- Mrs. Doris Rose  
- Mr. Carl E. Showman  
- Mr. Stephen D. Swindle  
- Dr. Arthur C. Wiscombe  
- Mr. Ralph B. Wright

Columbus Foundation  
Board of Trustees 2017-18

- Lance Allred  
- Margarita Angelo  
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- Ryan Nelson  
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- Sgt. John Pearce  
- Monica Rafferty  
- Jamie Simons  
- Allison Smoot  
- Eric Storey  
- Mike Willhard  
- Kevin Williams
Richmond T. Harris and Fran Peek were close friends and colleagues whose children, Irene and Kim (respectively) were diagnosed with disabilities. These fathers and an extended group of parents became fierce advocates for their children. At Columbus’s 50th Anniversary Gala, we revisited their friendship and accomplishments. Richmond’s daughters Irene and Terrell, who live in Salt Lake City, accepted the Columbus Founders’ Legacy Award in his memory. Barry Morrow, who won the 1988 screenwriting Oscar for *Rain Man,* was honored with the Legacy Visionary Leader Award for the profound way he positively reframed disabilities through his storytelling. Barry became close friends with the Peeks, and Kim became the inspiration for the character Raymond Babbitt in the *Rain Man.* Morrow gifted his Oscar to Kim Peek, who carried it around the world as he shared with audiences his unique abilities to speed read, memorize, and recall vast amounts of information.

Parker EPS was honored with the Legacy Business Partner Award for its forty-year partnership with Columbus to provide employment opportunities for individuals with disabilities. Utah Transit Authority was honored with the Legacy Social Enterprise Partner Award for its many decades of developing para-transit services and employing individuals with disabilities. The gala raised over $100,000.

For more photos of the Gala, visit: bit.ly/CCCgala
Columbus Programs and Services

**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. When businesses and Columbus connect, it is a win-win-win for your business, for individuals with disabilities, and for the entire community. We are very proud of our workforce and the quality of service we offer our business customers.

**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 from Ogden to Provo and Park City to Tooele. 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**
For over 20 years, services such as lawn care, snow and leaf removal, and maintaining landscaping and lawns have been completed by skilled workers with disabilities using well-maintained equipment and proven processes.

**Production and Warehouse Services**
At Columbus our skilled production workforce excels at repetitive, labor-intensive tasks, helping customers reduce in-house labor and overhead costs. Through meaningful partnerships, Columbus offers Salt Lake companies customized solutions to meet their business needs, production deadlines, and budget requirements. Large or small, short-term or ongoing, we bid each job individually, and our per-unit pricing model allows customer's to closely monitor their costs. From our 35,000 square-foot warehouse, Columbus delivers quality results on a daily, weekly, or monthly basis.

**Convention and Business Services**
Columbus assembles registration packets and convention kits, employee orientation and benefits packets, and other materials for companies throughout Utah and around the country. We accept product shipped from printers and manufacturers, assemble the materials at our facility, and deliver completed work to offices and other venues in Salt Lake, Summit, and Wasatch counties. Out-of-town companies cut hotel and per-diem costs since employees don’t have to arrive early to prepare materials.

**Columbus Pre-employment and Employment Services**
Columbus was founded in 1968 by a group of parents looking for a community-based program for their children with disabilities. Fifty years later, Columbus serves 450 people per year through residential programs, training and employment programs, and recreation and leisure programs. Our programs address concerns and issues pertaining to social skills, appropriate behaviors, work skills, job-seeking skills, and independent living skills. Our Community Employment programs provide vocational training and employees enjoy a sense of importance and integrity working out in the community.
Columbus Programs and Services

employment supports for those with autism spectrum disorder (ASD) as well as those with moderate disabilities. Programs include:

NextWork is a customized vocational assessment, training, and supported employment program to help individuals with autism find meaningful jobs. NextWork also provides classes in a variety of subjects such as digital literacy.

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 matches 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 still in school. We integrate a case-management model as a proactive measure to assess a young adult’s needs and interests 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. The program operates Monday-Friday, from 8 a.m. to 3 p.m. With a balance of therapeutic, recreational, and leisure activities, the program encourages social interaction and integration in the community.

Columbus Residential Services offers three options for community living. Support services are based on individual need 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.

Columbus Annual Events bring together businesses, community leaders, families, and individuals with disabilities to provide community awareness and special recognition to many in our community, including the companies who employ our participants.

Bottom Line of Disabilities. Each spring, Columbus and the Global Interdependence Center convene highly regarded panelists to examine economic, social, and financial issues that impact how individuals with significant disabilities can be gainfully employed and safely integrated into their communities.

Dignity through Work. Each fall, Columbus recognizes local businesses and individuals that have partnered with Columbus to bring together workforce development and quality of life for people with disabilities. This event raises funds for our Dignity Scholarship that helps some our clients with financial assistance.

Learn more about our programs at www.columbusserves.org
Dr. Geraldine Clark’s advocacy is respected both locally and nationally. She worked with parents to help start Columbus, but she has also worked at the state and national levels to advocate for change.

A recognized professional in the area of developmental disabilities, she helped start programs in Utah that were models for efforts that later became national in scope, including the ARC (Association for Retarded Citizens).

The rest of the story:

When students at Columbus heard that President Ford was coming to Utah, they sent him a letter inviting him to the center. Their initiative paid off when he decided to visit Columbus during his brief visit to Utah. A year later, in October 1975, Columbus was recognized by the President’s Committee on Mental Retardation, as “one of the country’s leading rehabilitation and vocational training centers” for people with disabilities in the United States.

The rest of the story:

Donna Adams was one of the founding parents of Columbus. She is now in her nineties. Her son Brian still comes to Columbus and participates in programs that she and other parents started fifty years ago. Her son, Ron, attended Columbus on its opening day in 1968. He had a rewarding 44-year career working at Columbus until he passed away in 2013 at the age of 64.
The rest of the story:

Kim Peek was born when there were virtually no services for children who had severe disabilities. Kim’s father, Fran, was one of Columbus’s founding parents. After the success of Rain Man, Kim moved on from Columbus to share his talents around the world while raising awareness about the impact disabilities have on families.

Forty years ago, one of Columbus’s first business contracts was with Parker Hannifin to manually assemble O-rings. This contract gave Columbus participants opportunities to learn new skills and earn a paycheck. Steven attended Columbus on its opening day in 1968. He had a career he loved assembling O-rings for 38 years until he finally retired in 2016.

Young adults with ASD face an 80% unemployment rate. In 2016, Dylan participated in NeuroVersity, a training program to improve personal, social and vocational skills for youth with ASD. He was able to build a resume with experience as a peer tutor assisting other students in the NeuroVersity program. With a solid resume and assistance from a Columbus job coach, he has landed a full-time job with Pilkington Metal Finishing. He is a young man with a career and a future.
Program Enrollment & Service Demographics

### Race/Ethnicity
- **White**: 77%
- **Black/African American**: 3%
- **Hispanic**: 6%
- **Native Hawaiian/Other Pacific Islander**: 1%
- **Asian**: 1%
- **American Indian/Alaskan Native**: 2%
- **Other**: 10%

### Gender
- **Male**: 58%
- **Female**: 42%
- **Undisclosed**: 0%

### Age
- **14-20**: 25%
- **21-30**: 26%
- **31-40**: 16%
- **41-50**: 9%
- **51-60**: 12%
- **61+**: 11%
- **Unknown**: 1%

### Type of Disability
- **Intellectual/Developmental Disability**: 57%
- **Autism**: 27%
- **Cerebral Palsy**: 6%
- **Epilepsy**: 5%
- **Neurological Impairment**: 5%

### Programs
- **Supported Employment**: 18%
- **Columbus Connects**: 18%
- **Activities**: 18%
- **Contract Services**: 8%
- **Residential**: 12%
- **NextWork**: 8%
- **CPS**: 10%
- **Shred**: 8%

---

Unknown 1%
Success Stories

COLUMBUS CONNECTS

Pre-Employment Transition Services for Youth in Utah with Disabilities

One of Columbus Connects most recent success stories is about a young man from Horizonte Instruction and Training Center. He recently completed an internship at the Leonardo Museum because of his love for science, technology, and art. When he began our program, he scored very low in the social aspect of his assessment and expressed disinterest in working with people. During his time in the program, he did a variety of tasks, including science experiments, engineering crafts, and floor facilitations with staff. As he gained confidence, he then started to work with children and adult visitors. He says that his experience at the Leonardo completely changed his views regarding working with people. His favorite part of the job was helping children build projects in the engineering lab. The entire staff at the Leonardo praised his work ethic, likability, punctuality, and adaptability. His internship has enhanced his life, and we wish him the best in his future endeavors.

COLUMBUS

SUPPORTED EMPLOYMENT

Creating employment opportunities for people with disabilities.

The Supported Employment Department was busy in 2017-2018. Within that time, we have gone from working with 39 clients to working with 78 clients in a variety of jobs in the community. Some of the locations where we have placed our clients include Five Guys Burgers, the Dining Room at EBAY, Smith’s Grocery Store, Boeing, Solid Tech, Upland Terrace Elementary, and FedEx. One of the biggest successes was having a participant begin at Boeing as a full-time employee. We are thrilled for his transition, and Boeing is very impressed with his performance there. We are pleased with our entire staff and thier years of years of experience in this field and have “hit the ground running.” Congratulations to the entire team for their efforts and successes!

COLUMBUS

next WORK

Transition services for young adults with autism.

NextWork was created in 2015 in response to the need for Utah’s 3rd highest rate of autism in the United States. NextWork continues to grow and add new participants. In the first week of February we held a NeuroVersity class with 5 new students. The highlight was the creation of NextWork’s first paid internship with Oak-Tree Engineering in Centerville. This internship is for a DevOps Engineering position, and will likely become a full-time, benefited job placement.

Mason is a young man with a career and a future after participating in Columbus programs.
## 2017-18 Financial Information

### SUMMARY OF AUDITED RESULTS

<table>
<thead>
<tr>
<th>2017-2018 Revenues</th>
<th>$</th>
</tr>
</thead>
<tbody>
<tr>
<td>Federal Fees for Service</td>
<td>3,493,660</td>
</tr>
<tr>
<td>Contract Income</td>
<td>2,762,537</td>
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<tr>
<td>State Fees for Service</td>
<td>1,394,463</td>
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<tr>
<td>Donations</td>
<td>1,150,427</td>
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<tr>
<td>Other</td>
<td>706,992</td>
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<tr>
<td><strong>Total</strong></td>
<td>9,508,079</td>
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</table>

<table>
<thead>
<tr>
<th>2017-2018 Expenses</th>
<th>$</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff Salaries &amp; Benefits</td>
<td>5,348,528</td>
</tr>
<tr>
<td>Client Salaries &amp; Benefits</td>
<td>678,673</td>
</tr>
<tr>
<td>Buildings, Equipment, Operations</td>
<td>847,827</td>
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<tr>
<td>Indirect Rate*</td>
<td>1,544,959</td>
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<tr>
<td><strong>Total</strong></td>
<td>8,419,987</td>
</tr>
</tbody>
</table>

*NOTE: Indirect Rate is “Total Supporting Activities” from audited financial statements.

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**Financial and program information in this annual report is based on the 2017-2018 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, 2018, prepared by Shaw and Co. Audited financial statements and Columbus’s current IRS 990 form are posted online at www.columbusserves.org.**
THANK YOU TO OUR GENEROUS SUPPORTERS

$100,000 - $300,000
Ruth Eleanor Bamberger and John Ernest Bamberger Memorial Foundation
Daniels Fund
The Louis and Gladyce Foster Family Foundation
McCarthey Family Foundation
Utah State Governor’s Office of Economic Development

$10,000 - $99,000
Ally Bank
American Express Center for Community Development
Nancy Hogarty Baker and Lew Baker
Dominion Foundation
Goldman Sachs Bank USA
Gulton Foundation
Cheri Miller
Morgan Stanley Bank
Salt Lake City Corp. Housing and Neighborhood Dev.
Sorenson Legacy Foundation
Synchryn Financial
UBS Bank USA

$1,000 - $9,999
Bank of American Fork
Bill and Helen Bearinger
Boeing Matching Gift Program
Kent & Deborah Bowman
Julie Buchhalz
Catherine Chambless
Deseret Industries
Brian K. Hackwith
Harmons
Housing Authority of the County of Salt Lake
L3 Communications

Cindy McCarley
Jeff and Katie Nelson
Eric and Jowy Olofson
Pitney Bowes Bank
Rocky Mountain Power Foundation
Sam and Victoria Souvall
Utah Association of Financial Services (UAFS)
Utah Lodge - Independent Order of Odd Fellows
Welfare Square Bishop’s Storehouse
Wells Fargo Bank
WEX Bank
Mike and Tammy Willhard
Workers Compensation Fund

$1,000 and below
Donna Adams
Vera Archuleta
Sharon Backurz
Amanda Bakian
Paul Barnes
Tom Barnes
Nancy and Thomas Barron
Richard Batt
Chris Bray
Aaron and Barbara Breen
Peter Bromberg
Lee and Linda Brown
Cameron Construction
Kristy Chambers
Chautauqua Fire Dept. Auxiliary
Ginger Chinn
Carlton J. Christensen
Karen Crompton
Cumberland Advisors
Jay Curtis
Troy D’Ambrosio
Crystal Devoll
Daniel Ederer
Joanne Evans
Ricky Everett

Gale Frandsen
Michael Gallegos
Candice Garcia
Carol Gnade
Marianne Goldthorpe
Mary Lane Grisley
Kathy Hale
Val Hale
Dillon Hase
Andrew Hatton-Ward
Sharen Hauri
Jennifer Hedman
Katrina Sue Holt
Todd and Shauna Hood
Shalana Howell
Brian Hutchinson
Phillip Johnson
Susan R. Johnson
Kathy Jones
Safia Keller
KeyBank National Association
Kevin Brent Keyes
Brian King
John Kinnear
Dolores M. Kizima
Beverly Kreh
Kris Liacopoulos
Leah Ann Lobato
Daisy G. Lopez
Colleen Luncford
Stephanie Mackay
Judith V. Martin
Ted McAleer
Scott McCullough
Jeff Miller
Jennifer Miller
Tony Milner and Matt Barraza
Gayland Moffat
Judith Molanari
Debbie Monroe
Mark R. Mowatt
Alan and Linda Nelson

TK Nichols
Kim Nortz
Michael O’Malley
Michael Ongkiko
Kent O’Quinn
Dr. Carol Osborn
Monica Owen
Levi Pace
Linda Pampinin
Stephanie Pappas
Pathway Associates
David Perry
Cassandra Pierce
Sharon Prizant
Ron Raddon
Rahit Raghavan
Gina Rasmussen
Carole Reeder
Cheri Richardson
Tressa Roberts
Marsha Roth
Chad Salvadore
Stephanie Simons
SmartGo Foundation
David Sorenson
Lin Sorenson
Cathleen Sparrow
Stephen Spaulding
Josephine Springer
Paola Stauffer
Eric Storey
Vicki Tuua
Debra Vest
Gwen Webb
Stephanie White
Karen and Larry Wiley
Amanda Wilhelm
Mark and Julie Wilkinson
Kevin Williams
Thom and Gail Williamsen
Cheryl Wright
2018 marked a significant year for Columbus’ new facility—the Hub of Opportunity. With the commitment and generosity of our donors, as well as the incredible planning of our development team, financing partners, and community partners, we were able to move forward on a project that will change the landscape not only for our organization and clients, but for our entire community. In June of 2018, Columbus officially broke ground on the Hub of Opportunity site, and our doors will open to the first Hub residents in January of 2020.

The Hub is a 156-unit, mixed-use, transit-oriented development located in South Salt Lake adjacent to the Meadowbrook TRAX station at 3900 South West Temple. Of the 156 units, 129 will be designated as much-needed affordable housing. Approximately 20% of Hub tenants will have a disability and receive support services that ensure they are integrated into the community in a safe and meaningful way.

No real estate project has ever been designed taking into account the number of individuals with disabilities in our community and the obstacles they must overcome to be fully integrated—public transportation offers community access, affordable rents ensure individuals are an integral part of the larger neighborhood, and on-site services provide support for individuals with disabilities and peace of mind for their families.

The highlight of The Hub is the NextWork Autism Center, which will support young adults with autism spectrum disorder (ASD). The most vulnerable time for those with ASD is young adulthood, yet that is when families realize they are no longer eligible to receive services through the public school system and have virtually no community-based options for supported employment and residential accommodations. The NextWork facility will provide residential, life-skills, and employment training programs to bring adults with ASD into the community, where they can demonstrate their unique attributes and commitment to pursuing a career and living independently.

Building upon 50 years of supporting and championing individuals with disabilities, Columbus now makes its most significant community impact and statement with the Hub—bringing to life a model of inclusion, innovation, community, support, and growth.

“‘When you support this organization’s work, you’re creating hope — hope for the families, hope for the individuals, and hope for our community. You make a real, immediate impact.’”
— Stephanie Mackay, Chief Innovation Officer

JOIN US IN SUPPORTING COLUMBUS COMMUNITY CENTER’S LABOR OF LOVE.
For Ways to Give, visit bit.ly/hubcampaign