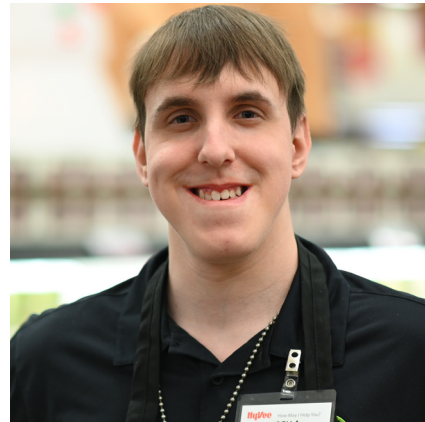
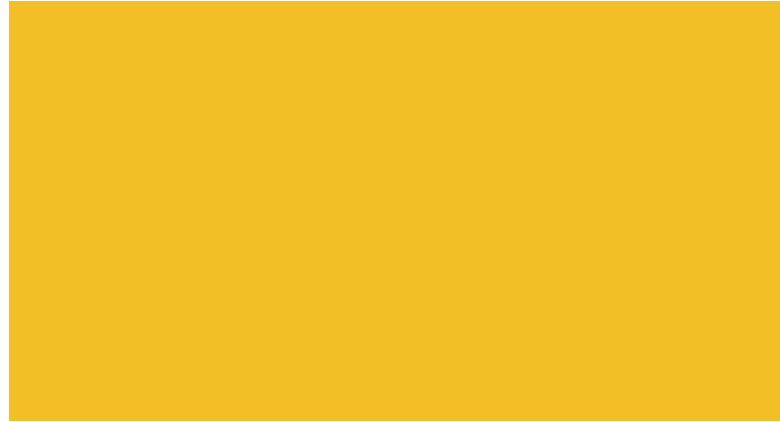


ANNUAL REPORT



Dear friends,

Reflecting on my first few months at the helm of Job Point, I am humbled by the village that surrounds me. With a team of less than 50 people, Job Point benefits greatly from the investment of so many of our neighbors, employers and community partners.

We are so lucky that you are here, walking alongside our team, encouraging them and aiding us in our goals of empowering our students

and job seekers through education, vocational training and employment success.

It's not the dream of work that fuels our forward momentum, but the dream of all the things work makes possible: **stability and comfort for today and building a legacy that lasts beyond our time on this earth.** When someone finds a great career not only does it change their life, it changes the lives of everyone who relies on them.

In this way, your support is not just changing the lives of the 329 people who accessed our services last fiscal year, you are helping shape the future of our community.

Thank you for trusting in my stewardship of this bold vision and helping us continue to serve our neighbors.

Sincerely,

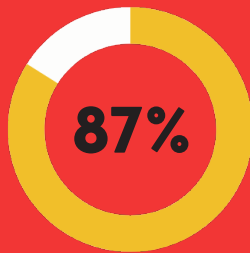
John Scalise,
President & CEO



YOUR IMPACT



329
PEOPLE SERVED



OF ADULT JOB
SEEKERS MAINTAINED
EMPLOYMENT FOR AT
LEAST 90 DAYS



\$16.40/HR
AVERAGE WAGE



OF CUSTOMERS WERE
SATISFIED WITH
SERVICES RECEIVED

HIGHLIGHTS FROM FISCAL YEAR 2024

The triumphs and successes that we have had the pleasure of witnessing in Fiscal Year 2024 (October 2023–September 2024) are made possible because of friends like you. It takes a village to create a pathway for change in a person's life and we are so glad that you are a part of our village.

The Thom Lutz Student of the Year Award was awarded to **Jackson Weathers, Braeden McCollum and Oliver Bauer** at our Winter and Summer Graduation Ceremonies hosted by Columbia College.

Khija Roberts was recognized as our **AmeriCorp Spirit of Service** Student of the Year. **Braeden McCollum** was Alumni of the Year.

We launched a stand-alone **CDL Program**.

In partnership with the **Boone County Children's Services Fund**, Job Point launched **Boone County Builds Youth**, serving students in Columbia, Hallsville, Centralia and Ashland.

Job Point's YouthBuild joined programs from across the state to create the **Missouri YouthBuild Coalition**.

We were able to purchase a new-to-us forklift to further expand our Warehouse Training. Students continued their education through internships at **Columbia Safety & Supply**, our *Partner of the Year*, and the **Food Bank of Central and Northeast Missouri**.

One of the houses built in partnership with the **City of Columbia** sold in early 2024 and is now the proud home of a single mom and her children.

In partnership with the **Columbia Housing Authority** students began construction on a new home at 207 Lynn Street. Construction was completed in early 2025 and it is currently on the market.

Job Point was recognized as **Partner of the Year** by **Missouri River Relief** in February 2024.

John Scalise, previously Job Point's Director of Rehabilitation Services, was appointed President and CEO after the retirement of Steven A. Smith who served in that role the last ten years

Jerrell Morton, Director of YouthBuild received the 2024 **Service and Solidarity to the YouthBuild Network Award** and was accepted to the first **YouthBuild Leadership Fellows** program.

Rising high school juniors and seniors who have disabilities participated in our Summer Work Experience for six weeks at **C&R Market** in Boonville, **Randolph Area YMCA** in Moberly, **Level Up**, and **Shelter Insurance** in Columbia.

Thanks to support from the **Boone County Community Trust** and the **City of Columbia**, Job Point was able to complete long-overdue renovations at its headquarters to enhance safety and well-being.



Trevor Lutz
Award of Excellence Winner

Trevor and Tyler pose with their parents, Cora and the late Thom Lutz and younger brothers.



'HE'S GONNA BE ALRIGHT'

TREVOR'S JOURNEY FROM DROPPING OUT TO RISING UP

"His dad used say, "I just don't know what I'm gonna do with that boy," Carrie Brown, YouthBuild Manager said.

Trevor is the second oldest of four boys and according to Carrie, the most like his father, the late Thom Lutz.

Thom was Job Point's Education Instructor until the very end of his long battle with cancer. Every day that he could get out of bed, he was in the classroom supporting his students.

And just like his father, every day that he is able, Trevor shows up for his family.

"He's a hard worker. He has become a strong young man, one who walks with integrity," Carrie said.

But Trevor says he wasn't always this way.

"I had injured myself. I couldn't play sports and I just sort of stopped going to school," Trevor said.

It was in those hours of desperation and concern, that his father encouraged him to give YouthBuild a chance.

Reluctantly, he did.

He enrolled and worked hard to complete his HISET and continue his education in the Highway Maintenance and Repair program.

"It's not like school at all. They work with you and assume that you can do it, that you can pass the test," Trevor said.

After graduation he was offered an On The Job Training Opportunity with Emery Sapp and Sons and after successfully completing his training, he was hired. That was in 2021.

Reflecting on his early days on the job, he remembers a time when he and his brother, Tyler, had not budgeted well.

"We were working over in Hannibal, away from home, but not out of reach of Job Point and Ms. Brown," Trevor said.

"She called to see how we were doing. We said we were fine, but she knew better and before we knew it, she was at our door with food," he added.

After those early months on the job, getting

to know himself and adjusting to being independent and responsible, Trevor poured himself into his work.

"Trevor has always been a good employee. Always on time. Usually in a good mood, works hard and gets along with others; willing to stay after work to make sure everything's done and comes in early if needed. He's all around a good hand," Darrin Elder, his supervisor, said.

Trevor is never afraid to ask questions, he is eager to learn and expand his knowledge of equipment, procedures and all aspects of his job.

"I want to be a Project Manager someday," he said. "And I will be."

And his diligence has paid off, giving him the strength to step up and help support his mother and siblings after his father passed away in 2023.

"I told Thom that everything would be ok. Trevor has got it," Carrie said. "That boy is gonna be alright, he is going to take care of his family. And he is."

REVENUE

\$3,039,976

EXPENSES

\$2,941,040



David Bligh, Award of Excellence Nominee

PLAYING TO HIS STRENGTHS

HOW DAVID BLIGH LEARNED TO HARNESS HIS ASSETS FOR CAREER SUCCESS

One of the hardest parts about entering the workforce is reconciling the reality of work with your own expectations and needs. Often the vision we have of an ideal workplace is shattered once we begin actually working. In an ideal world, these two realities would be one and the same and easy to find.

But, as we all know, it takes a lot of careful research, and a little trial and error to nail the job that is ideally suited to your skillset, interests and personality.

Fortunately, Job Point's Employment Services department is here to help people do just that. From the first meeting and assessment, advisors, like Terry Nickerson, work closely with job seekers to identify what their passions are, what skills they have (especially if they don't realize they have them) and what their ideal work environment looks like.

That's how the conversations began with Award of Excellence nominee, David Bligh. David faced several barriers to

employment, including his preference for limited social interaction, a self-identified tendency to not handle confrontation well, and the desire for an outdoor work environment. These factors made finding a job challenging, but as the hunt began, Terry and David focused on emphasizing his strengths rather than letting his potential barriers get in the way.

As they narrowed in on what environment would work best for long-term success, they found a position that met most of David's must-haves. Even though David says he misses working outside, he admits he is pretty happy with his position at The Broadway Hotel.

And it seems like they enjoy having him on the team, too.

One of his supervisor's shared, "One of David's greatest strengths is his ability to stay focused and complete his work with minimal supervision. He prefers working independently or in a small team, and when given a task, he sees it through to

completion with precision and dedication. His experience in landscaping has given him a strong understanding of outdoor work and he takes pride in maintaining clean and well-kept spaces."

For almost a year, David has proven himself to be a dedicated and reliable employee and he is grateful for the support he has had along the way from his team at the Broadway Hotel and Job Point.

"I nominated David because he exemplifies perseverance and dedication in the face of employment challenges. His journey demonstrates a strong commitment to finding work that aligns with his skills and interests, while accommodating his personal needs. Rather than allowing his barriers to define him, David has taken proactive steps to identify suitable job opportunities, demonstrate workplace reliability, and seek support when needed," Terry said.

VALUES

ABLE & ADAPTABLE • COLLABORATIVE SPIRIT • INTEGRITY
EXCELLENCE IN CUSTOMER SERVICE • CLARITY IN COMMUNICATIONS

LEARNING TO THRIVE IN THE WORLD OF WORK

HOW RANDY FACED THE FIRST-JOB-JITTERS HEAD-ON

Like many young people his age, Randy was worried going into the hunt for his first job. He had recently graduated from high school, overcome some serious and life-threatening health issues and was adjusting to life with his new foster family all within a couple of years.

After surviving so much change, Randy admitted that he wasn't terribly excited about the idea of throwing himself into even more unknown situations. He shared that he worries a lot and has anxiety about messing up on the job, encountering new and unexpected things and other environmental factors.

Despite his concerns, Randy knew he wanted to work so that he could make progress toward his long-term goal of becoming independent.

That's when he met Becky Curry Roe, Job Point Employment Services Coordinator.

Together they began discussing his goals, aspirations and concerns.

"Randy expressed a lot of anxiety about social interactions," Becky said.

Rather than dwell on this potential barrier, Randy came up with a solution, suggesting that he practice verbal communication to increase his comfort level. After several weeks of practicing with the support of Becky and his guardian, he felt more prepared for the next stages of his job search.

Together, they began exploring potential job opportunities. Randy continued to practice the skills he knew would make him more successful on the job and worked closely with Becky and his job coaches on job trials and skills development.

Then, in October 2023, Randy was hired at Bratcher's Market in Moberly. To help ease him into his new role, he continued to work with a job coach during onboarding the first month or so. But by November, Randy felt confident in his new position and

began independent employment.

He worked diligently as a Stock Clerk, learning the rhythms and routines of the store and performed so well that he was offered additional hours. Having concerns about the unknowns of a new schedule, Randy at first declined the offer. He had developed a routine he was comfortable with and wasn't ready for change yet.

But when he was ready, he accepted.

He works three days a week on his set schedule but routinely picks up extra hours when he is needed. This is a huge step for someone who had previously avoided erratic schedules and spontaneity.

Today, he is thriving.

"From his first day of discovery to now being a key stocker over a year later, he's shown tremendous growth socially and within his role. He's even helped train and encourage prospective employees in the rules and procedures of stocking products. We're very happy to have Randy on our team!" John Warner, Bratcher's Manager said.

Now Randy looks forward to the opportunity to come to work, do his job and socialize with his coworkers.

"I love my job and my team," Randy said.



Randy Bobbitt
Award of Excellence Winner

VISION

TO UNLEASH HUMAN POTENTIAL BY CREATING LIFE CHANGING SOLUTIONS FOR PERSONAL FULFILLMENT AND ECONOMIC INDEPENDENCE.



Tyler Lutz, *Award of Excellence Winner*

PURSuing AN OLYMPIC DREAM

HOW TYLER LUTZ FOUND THE INSPIRATION TO KEEP PUSHING FORWARD

Tyler Lutz is not what you typically think of when you imagine a YouthBuild student. He had already earned his high school diploma from Southern Boone before he enrolled in April 2020.

He was full of energy and ambition, and he knew he wanted to go to college, but he wasn't sure where that drive was going to take him.

Tyler was doing some soul searching for his path in life; was it straight into the workforce or was college the answer? He decided to enroll in Job Point's Highway Maintenance and Repair course along with his younger brother, Trevor. Tyler quickly earned his certifications.

He signed up for On-the-Job Training with Emery Sapp and Sons and was hired upon completion.

But he quickly realized that his calling was not construction, and he pivoted his course and enrolled at the University of Missouri.

He earned his Bachelor's of Science in

Nutrition and Exercise Physiology (NEP) in May 2022. Afterwards, he began working as a personal trainer with Athletes Performance Institute (API), something that he said was extremely rewarding.

But his story didn't end there.

"I had first heard about Skeleton from a strength coach named Chad, just a few months after I had initially quit track and field due to the passing of my Dad," Tyler said. "I had promised my Dad that someday I would make it to the Olympics and after I gave up, God placed this opportunity in my hands."

Tyler says that although he has always been a gifted athlete, he never really felt like he belonged in any of the sports he played growing up.

"This is the first time I've felt like I belong thanks to my awesome teammates and staff within USA Bobsled/Skeleton," Tyler said.

Last year, Tyler had the opportunity to

compete in the North American Cup. He describes himself as one of the least experienced athletes on the team, but in October he took second place, losing by just 0.04 seconds to the first-place time.

Encouraged by this success, he hopes to earn a spot on the U.S. Team in the 2030 Winter Olympics.



MISSION

JOB POINT PROMOTES THE ABILITIES OF INDIVIDUALS SEEKING EMPLOYMENT THROUGH INNOVATIVE TRAINING, EDUCATION AND BUSINESS PARTNERSHIP, ENRICHING THE COMMUNITIES WHERE WE WORK AND LIVE.

THANK YOU TO OUR AMAZING FY24 EMPLOYER PARTNERS!

We are proud to partner with these incredible companies. Just like finding the right job can change your life, so too can finding the right employees. We applaud these businesses for choosing to see the potential of our job seekers and giving them a chance at employment and a better life.

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Atkins, Inc.
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Bonkers
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Christensen Construction Company
City of Columbia
Employer of the Year
City of Columbia Parks & Recreation
Columbia Campaign Petition
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Columbia Orthopaedic Group
Columbia Post Acute
Columbia Public Schools

Columbia Safety & Supply Partner of the Year

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Olive Garden Italian Restaurant
Onin Staffing
PAM
Panera Bread
Pasta Factory
Phoenix Home Care & Hospice
Pizza Hut
Plaza Tire Service

Professional Contractors
& Engineers, Inc.
Professional Turf Works
Pulse Medical Staffing
QSI Sanitation
Rainbow House
Riverdell Care Center
Rock and Roll Construction, LLC
Schneider Electric
Sonic Drive-In
The Spay & Neuter Project
The Terrace Retirement Center
The Broadway Hotel
The Neighborhoods
Tradesmen International
United Parcel Service
University of Kansas Health System
University of Missouri
Campus Dining Services
University of Missouri Health Care
United States Postal Service
White Castle



Special thanks to the following foundations for their significant support during the last year:

- AmerenCares Foundation
- A.P. Green Foundation
- Boone County Community Trust
- Boone Electric Cooperative Foundation
- GP M.A.D.E. Foundation
- U.S. Bank Foundation
- Veterans United Foundation
- Dollar General Literacy Foundation



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PROGRAMS & SERVICES

EMPLOYMENT SERVICES WITH SUPPORTS

We support individuals with significant disabilities in identifying their ideal work goals as well as securing and successfully retaining employment. Ongoing support is provided with job tryouts, work readiness, development of employment opportunities, job coaching and long-term follow-up services.



JOB WORKS

We give job seekers who are unemployed or underemployed a jump-start in their career search through this free week-long class focusing on building confidence, overcoming barriers, identifying skills, practicing interviews, resume writing and job search assistance.



COMMUNITY HOUSING DEVELOPMENT

With assistance from the City of Columbia and private donations, Job Point students construct new homes for sale to income-eligible individuals and families, helping rectify the affordable housing deficit in the city. Students also assist others throughout the community with construction projects that enhance overall quality of life.



EMPLOYMENT SERVICES

We equip candidates with the tools they need for a successful job search. We provide individualized services to help job seekers find their best match. We help them evaluate their interests, skills and experiences and match that to employer needs. Once employment is secured, follow-up support is provided as needed to ensure they keep the job or advance their career.



YOUTH SERVICES

We assist youth and young adults with advancing their educational levels, earning their high school education, obtaining vocational skills, developing leadership abilities, and eventually advancing towards high growth, high demand occupations.



SKILLS TRAINING & CERTIFICATE COURSES

We prepare individuals for careers in a specific field. Our current offerings:

- Certified Nursing Assistant
- Office Technology
- Heating, Ventilation, & Air Conditioning
- Highway Maintenance & Repair
- Warehousing
- Retail Sales
- Carpentry
- Commercial Driver License Training



LET'S CONNECT

COME SEE US

400 Wilkes Boulevard
Columbia MO 65201
(573) 474-8560

We serve Columbia, Moberly, Boonville and surrounding communities.

VISIT US ONLINE

jobpoint.org

JOIN THE CONVERSATION



Plus, be sure to check out our new podcast, **"WHAT'S THE POINT?"** now available on Spotify and Apple Podcasts.

HOW TO GET INVOLVED

GET HIRED

We are here to help you find the job you've been searching for and learn how to keep it.

HIRE OUR CANDIDATES

Looking to hire someone great for a specific job opening? Submit your listing online at jobpoint.org/post-a-job

ENROLL IN A COURSE

Train for your dream job! See all of our courses at jobpoint.org/train-for-a-job

VOLUNTEER

We are always looking for volunteers to help our students and job seekers!

DONATE

In-kind donations like food, office furniture, interview clothing, professional services, household objects are accepted as space and need allows.

MAKE A GIFT

Your gift helps change lives! Make your gift securely online at jobpoint.org/donate

