



An equal opportunity organization.

ANNUAL REPORT

2025



Dear friends,

It is humbling to share this report with you today as we celebrate **60 years of serving Missouri**. Not many organizations make it to 60 years, especially during turbulent times; but here we are fighting every day to help people find their way to success in the world of work.

I am filled with gratitude by the village that surrounds me. With a team of less than 50 people, Job Point is sustained by the investment of so many of our neighbors, employers and community partners, like you.

Thanks to your support, **more than 40,000 Missourians** have found employment success, dozens of homes have been built and multiple generations of families have thrived.

Thank you for 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.

As we look forward to the next 60 years, we stand at a crossroads. The landscape continues to change, but our resolve to keep moving forward and keep serving this community has remained steadfast.

For this reason, your support is not just changing the lives of the **405 people** who accessed our services last fiscal year, you are actively 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,

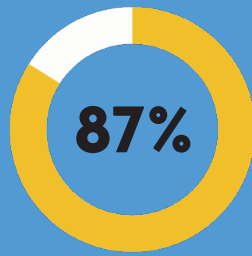
John Scalise,
President & CEO



YOUR IMPACT



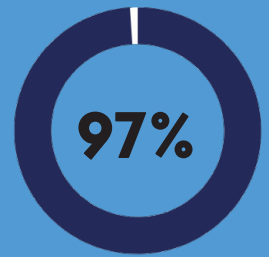
405
PEOPLE SERVED



87%
OF ADULT JOB
SEEKERS MAINTAINED
EMPLOYMENT FOR AT
LEAST 90 DAYS



\$17.51/HR
AVERAGE WAGE



97%
OF CUSTOMERS WERE
SATISFIED WITH
SERVICES RECEIVED

HIGHLIGHTS FROM FISCAL YEAR 2025

The triumphs and successes that we have had the pleasure of witnessing in Fiscal Year 2025 (October 2024-September 2025) 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.

We launched a brand-new **Hair Braiding Program in September 2025**.

In partnership with the **City of Columbia and Ameren Missouri**, students began construction on a new single-family home on Garth Ave. Construction is expected to finish in the summer of 2026.

In partnership with the **Columbia Housing Authority** students completed construction on a new home at 207 Lynn Street.

Job Point was recognized as a **Finalist for NonProfit of the Year in 2025 by the Columbia Chamber of Commerce**.

Job Point installed solar panels on the roof of the building at 400 Wilkes Blvd. with support from **Boone Electric Community Trust** and other grants, and expanded the **Solar Jobs Pathway Initiative** in partnership with **YouthBuild Global** as an add-on credential for YouthBuild Carpentry Students.

Jerrell Morton, Director of YouthBuild continued his **YouthBuild Leadership Fellowship** 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.

Job Point partnered with **Columbia Public Schools' STEP Program** to help students with disabilities explore work and career opportunities.

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.

Tania Cook was appointed to the inaugural **MOSTRIVE Board of Directors**.

Job Point completed its triennial **CARF survey** and attained the highest rating for all programs assessed, receiving a **three-year accreditation**.

Job Point became a designated **Recovery Friendly Workplace**.

Students in **Job Point's YouthBuild** program completed a **service exchange** with a sister program in Denver, CO.

Students in **Job Point's YouthBuild and Carpentry** programs partnered with the **Flourish Initiative** to build an Art Shed for youth at one of its local shelters.

FINDING THE RIGHT FIT

Kayleigh was 16 when she enrolled at Job Point. She had tried public school and homeschool. Neither format was a good fit for her learning style.

Because she wasn't old enough to take the HSET tests when she first enrolled, she focused on completing certifications in the carpentry program, earning not one, but three AmeriCorp Education Awards and becoming a Certified Peer Specialist.

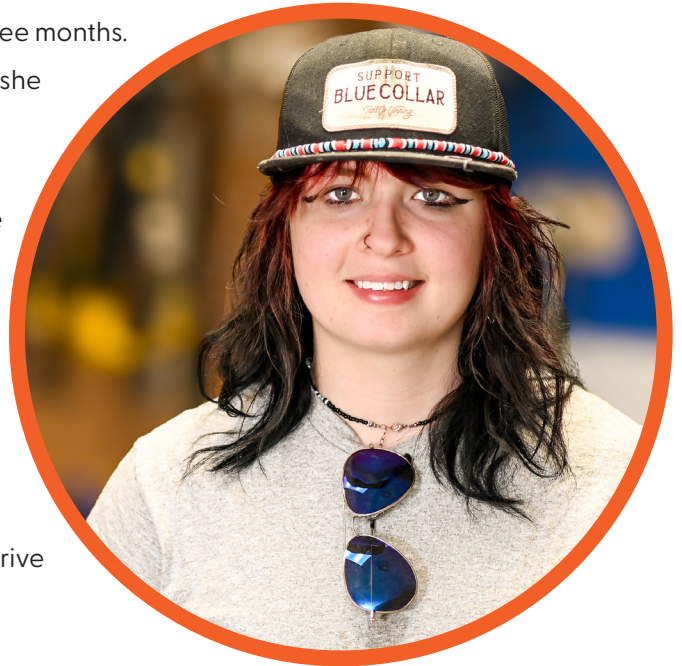
Kayleigh enjoyed the hands-on learning environment and working with engaged instructors whom she felt truly cared about her goals. While she continued with her schooling, she worked various part time jobs even without reliable transportation. As soon as she turned 17 and was eligible to take her HSET tests,

she passed all five within three months.

While completing her HSET, she worked at Walmart and Hot Topic. She struggled with transportation, but with support from YouthBuild, she was able to dependably get to class and work.

She passed her driver's license test and has purchased a vehicle.

Kayleigh is still trying to decide where she wants her career to go, but knows that she has the capability and drive to find success.



Kayleigh Wiecken
Award of Excellence Winner

READY TO ROLL IN THE DOUGH



Kyle Oliver
Award of Excellence Winner

When Kyle first began working with Job Point and Vocational Rehabilitation, he had no competitive employment history. He had worked at Mid MO Production and Packaging Services, a sheltered workshop in Moberly, doing various assembly work. He didn't have his driver's license or his own means of transportation and relied heavily on family support for budgeting and other aspects of his life. He was ready for a change but wanted to do it carefully.

"I wanted to work in the restaurant world. I enjoy cooking," Kyle said.

Thus began his exploration of opportunities in the Moberly area. He had already acquired his food handler's certification when he started working

with Becky Curry Roe, Employment Services Coordinator at Job Point.

Kyle knew he wasn't interested in working in a fast-food restaurant, and he knew where some of his weaknesses may impact his success in a faster-paced, high-stress environment.

As a hands-on, visual learner, Kyle hoped to find a friendly restaurant environment that could accommodate his need for written checklists and reminders. After a few job trials around town, he found exactly what he was looking for at Pizza Hut.

In the almost two years that Kyle has been with Pizza Hut, he has obtained his driver's license and a vehicle. He's increased his job responsibilities and built new friendships with his co-workers.

"I like my co-workers, they're friendly and fun to work with," Kyle said.

VISION

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

1960s: In the Beginning

In 1964, the **Columbia Cosmopolitan Luncheon Club** conceived the idea of an organization to provide employment and training services to adults with disabilities. Funding of \$9,000 was secured with the help of Missouri U.S. Senators Symington and Long for the "sheltered workshop project."

In 1965, a lease was signed at the old bus depot at 722 West "Sexton Road off Highway 40". The "**Cosmopolitan Workshop**" named **Robert A. Daugherty III** its first director. The founding fathers turned the Workshop "... over to its permanent committee (consisting) of 15 members - five Cosmos, five Office of Economic Opportunity representatives (and) five local citizens".

The first 20-30 individuals enrolled in a **36-week training** program. "The boys ... (worked on) **repairing Pepsi cases**, and the girls ... (started) **ironing with brand new irons and boards** supplied by 'Friendly Fred Dickinson.'"

In 1968, the second Executive Director, **Frank Allevan**, was appointed.

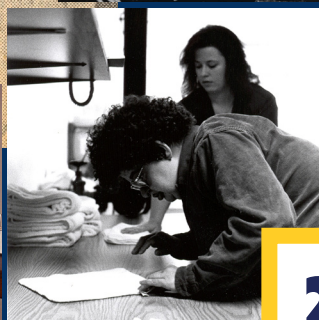
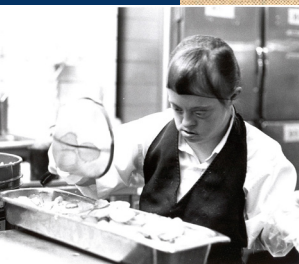
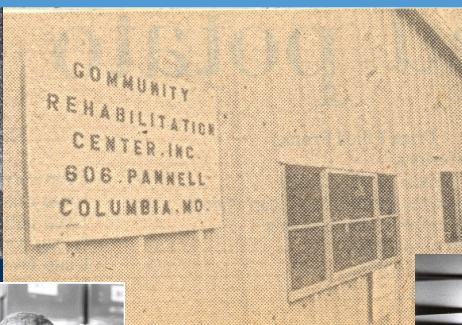
1970s: Let's get going

Through the **Comprehensive Employment and Training Act**, funding services for persons with economic disadvantages became available.

The organization moved to Pannell Street, and became the **Community Rehabilitation Center**.

We launched a civic recycling program.

In 1976, we obtained our very first initial accreditation through the **Rehabilitation Accreditation Commission (CARF)**.



1990s: Moving on up

In 1995, we relocated our residential services to a fully furnished, accessible apartment complex offering a supervised and supported living environment along with temporary housing called **Excel "Inn" Independence**.

We **merged with Job Center** to increase efficiency and opened offices in the **Missouri Career Centers in Moberly, Jefferson City and Columbia**.

Youth programs and services for ex-offenders were offered.

2000s: Let's Build it!

Launched the **YouthBuild** program to provide construction training, leadership skills and academic support to at-risk young people, aged 16-24.

Certified as an **Employment Network** for the Social Security Administration's **Ticket to Work** program.

In 2005, we became Job Point!

We became a **Community Development Corporation**. We broke ground on our first independently developed homes in Columbia and Wellsville, MO.

Launched programs for Highway/Heavy Construction with funding from the **Missouri Department of Transportation**.

1980s: Here we grow again!

Helene Worthington was named Executive Director. Under her leadership, the organization's budget grew to over half a million dollars with daily average client attendance increasing 50%. In 1981, a grant was received to provide **rehabilitation services for the Veteran's Administration**, and the center's job training programs doubled in size. We became increasingly focused on job placement outcomes and opened a satellite office in Jefferson City.

During the late 80's we launched the **Annual Awards Banquet and Comedy Night** fundraiser to expand public awareness and community support. We launched a temporary employment service, **Personnel Advantage**, along with specialized programming for persons with deafness, hearing loss and traumatic head injuries. A **federal grant was also received to provide supported employment**. This model of services offers job placement and coaching to persons traditionally employed in non-integrated and non-competitive work settings, while providing on-going support to ensure successful work adjustment. In 1982, **J. Russell Doumas** assumed leadership.



2010s: Made to Serve

During the first half of this decade, we launched **Certified Nursing Assistants training and Heating, Ventilation & Air Conditioning certification**.

In 2012, we initiated an application to the **Missouri Department of Higher Education** to become a Proprietary School, and in 2013 our skills training programs were approved to operate.

Columbia locations were consolidated in 2015.

We initiated a **summer work experience (SWE) program** in partnership with **Shelter Mutual Insurance Company, Vocational Rehabilitation** and local schools.

In 2016, services to men and women who serve our country were expanded through a unique partnership with the **Veterans Administration and Missouri Division of Vocational Rehabilitation**.

In 2017, employment services were enhanced through contracts with **Department of Mental Health Division of Developmental Disabilities and Ticket to Work**.

In 2018, SWE was extended to **YMCA in Moberly**.

2020s: Looking ahead

In 2020, Job Point was selected by the **Columbia Chamber of Commerce as the Small Business of the Year**, began receiving funding through the Boone County Children's Services fund, and navigated our way through the Coronavirus pandemic.

In 2021, our Highway Maintenance and Repair course was approved by the **U.S. Department of Labor as an apprenticeship program**.

In 2022, we began providing vocational training, career readiness and through a contract with a professional counselor, therapy sessions for youth placed at the **Boone County Juvenile Justice Center**.

In 2023, we launched a warehousing and logistics program with assistance from a grant in partnership with **Central Missouri Workforce Development Board**.

In 2024, **Steve Smith retired** and the Board of Directors selected **John Scalise**, Job Point Director of Rehabilitation Services, as President & CEO.

In 2025, we added solar panel installation training, and were key to the establishment of a **Missouri YouthBuild Coalition** with the intention of raising awareness at the state legislative level for YouthBuild programming and funding needs.

ON THE ROAD TO EXCELLENCE

Alex Cason first began his journey at Job Point in late 2023 as a student in Job Works.

After completing this week-long class, he enrolled in the Heating, Ventilation, and Air Conditioning program with support from Vocational Rehabilitation and taught by instructor, Jim Smithee.

"Alex was a good student. He always came prepared for class," Jim said. "He often came early or stayed late to ask questions. He always wanted to make sure he understood exactly how everything came together."

Although Alex lives in Moberly, he commuted twice a week for class throughout 2024, graduating with the December class that year.

He completed his internship and was able to leverage that experience along with his certifications to attain a job in the maintenance department at Columbia Housing Authority where he has continued to commute daily from Moberly. Alex is committed to do the best he can to apply his knowledge to help the residents at Columbia Housing Authority.

His supervisor, Justin Anthony, describes Alex as a dedicated employee who is always willing to step up.

"I'm proud of Alex," Jim said. "He was a star pupil. I hope to have more students like him."



Alex Cason
Award of Excellence Winner

SETTING THE STAGE FOR SUCCESS



Andrew Tutin III
Award of Excellence Nominee

After graduating with his bachelor's degree from the University of Missouri in 2022, Andrew Tutin III says he struggled to find a full time job; so he continued to work as a part-time delivery driver for Dominoes.

"After graduation, I gave myself a deadline to find something," Andrew said. "I was putting in applications at lots of places."

But when he didn't meet his personal deadline, he turned to Vocational Rehabilitation and Job Point for help with his employment quest.

He says his advisors helped him explore a lot of different opportunities before he found his current position with MU Health

Care as an Operating Room Supply Clerk.

He says he enjoys the work and knowing that he gets to be a part of helping people by ensuring the doctors and nurses have everything they need for each procedure.

His supervisor, Lachlan Smith, describes him as a detail orientated employee who reliably works all of his own scheduled hours and is always willing to pick up extra shifts when there is a need.

Andrew has developed a great relationship with his colleagues and recently planned a team-building night out together.

Andrew is eager to continue growing with MU Health Care and dreams of leveraging his new experiences to continue his education.

REVENUE
\$3,054,261

EXPENSES
\$3,092,352

THANK YOU TO OUR AMAZING FY25 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.

Action Group Staffing/City of Muskogee
Amazon
Arrow Senior Living Westbury, LLC
Ashley Manor
Best Buy
Bethesda Southgate
The Bluffs
Boone County Government
Bootheel In-Home Care
Break Time
Burrell Behavioral Health
Cedarhurst
Chipotle
Columbia Public Schools
Compass Health
D.A.S. Services, LLC
Dollar General
The Domain at Columbia
Doolittle Trailer
Emery Sapp & Sons, Inc
Engineering Survey & Services
Ever True, dba Lenoir Woods
Fed Ex
First/Last Mile
Forefront Dermatology

Fulton Reception & Diagnostics Center
Gerbes
Habitat for Humanity
Hampton Inn
Handyman Express, LLC
Harbor Freight
Heisinger Bluffs Senior Living
Community
Home Depot
Home Goods
Hot Spot
HyVee
Impact Support Services
Isle of Capri
Job Point
Keeping Good Company
Kingdom Care
Lakeview Healthcare & Rehab
Lakota Coffee
The Learning Star Day Care
Lenoir Senior Services
Local 270 Sheet Metal Union
Love Seat
Manor Roofing
Manpower
Marceline Pizza Company

Marshall's
McDonald's
Mercy
Mid-Missouri Supported Living
Mid-State Grading
Missouri Auto Auction
Missouri Baptist Medical Center
MK Machining
Morrison Living/Unbridled Living
Munchi's Fish and Chic'n
OPAA Food Management
Panera Bread
Planet Fitness
Plaza Tire
Precision Precast
Pulse Medical Staffing
QDOBA Mexican Eats
Raising Cane's
Randolph County Family Support
Division
River City Living Center
RJD, Inc
Rusk Rehabilitation Hospital
Schnuck's
Sevita Health
Shift Key

Sonic
Spartan Light Metal Production
SSM Family Medicine
Sunrun Solar
Swartz Insurance
TAB Services, LLC
Taco Bell
Thompson Center for Autism & Neurodevelopment
Thyme Universal, LLC
Tiger Place
Tiny Treasures Learning Center of Excellence
Tractor Supply Company
Trail Stop Brewery
Trinity Center at Luther Park
University of Kansas Medical Center
University of Missouri Health Care
Vest Fiber
Villa at Blue Ridge
The Villages of St. Peters
Volt Workforce Solutions
WALMART
Employer of the Year
Wilson's Total Fitness
Wireless USA
YMCA Ashland

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 Community Trust
- Downtown Optimists
- Heart of Missouri United Way: SPIRES
- Heinkel Foundation
- Love Your Block Grant
- Miller Family Foundation
- Patterson Family Foundation
- Upward Momentum
- Veterans United Foundation

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.

VALUES

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

BOARD OF DIRECTORS

2025-2026

OFFICERS

Kelli Hathman, Chair

Senior Manager, Human Resources
MEM Mutual Insurance

Mark Stinson, Vice Chair

Vice President of
Financial Operations
Shelter Mutual Insurance
Company

Tim Howald, Treasurer

Assistant Teaching Professor
University of Missouri

Jonathan McQuilkin, Secretary

Attorney and Partner
Eng & Woods Law Firm

Liz Lea, Member-at-Large

Vice President
of Software Engineering
Veterans United Home Loans

Jeanne McGuire, Member-at-Large

Retired

Tom Dugan, Past Chair

General Sales Manager
KOMU 8 & Mid-Missouri's CW

DIRECTORS

Mary Hall

Legal Assistant/Intake Specialist
Mid Missouri Legal Service

Jennifer Barrett

Human Resources Business Partner
Columbia Safety & Supply

Nick Knoth

Government Relations Manager
Transfr

Curtis Shuman

Assistant Vice President
Emery Sapp & Sons, Inc

Matthew Prescott

SBA/Commercial Loan Officer
Midwest Regional Bank

Todd B. Ruthruff

President & CEO
Columbia Insurance

Angie Wallace, CPA

Vice President
EquipmentShare

Lonna Trammell

Senior Gas Account Executive
Ameren Missouri

Sean Thomas

Analytics Manager
Veterans United Home Loans

PROGRAMS & SERVICES

EMPLOYMENT SERVICES WITH SUPPORTS

We support individuals with the most 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
- Hair Braiding



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

REFER A STUDENT OR JOB SEEKER

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

