



**BOARD OF DIRECTORS MEETING MINUTES – MARCH 26, 2024**

**PRESENT FROM BOARD:**

Dave Hayden, Tawny Espinoza, Randy Brown, Krista Ubersox, Kevin Fitzgerald, Jeff Franklin, Brandi Laubhan, Tamara Krizman

**EXCUSED ABSENCE(S):**

Mike Nordine, Terry Pickens, Justin Aubert

**PRESENT FROM STRIVE:**

Grant Jackson, Mary Anne Lawrie, Chris Bergquist, Khristina Kukus, Heather Parga, Megan Hale

<b>OVERVIEW OF MEETING</b>
Minutes were presented and approved with amendments.
Grant provided state and organizational updates.
Financials were reviewed and accepted.
The Nominating Committee provided an update on the upcoming election.

A quorum was achieved at 12:01 p.m.

**MINUTES FROM 2/26/2024**

Minutes were presented.

**It was M/S/P (Franklin/Ubersox) to approve the February minutes.**

**PRESIDENT/CEO REPORT**

We continue to implement the one-on-one model (Supported Employment) in the Vocational programs. Grant reminded members that this type of programming will be more financially sustainable than the prior model (Day Habilitation). Human Resources has been diligently working on recruiting and hiring the right candidates for the positions. One member wondered what the wage and requirements for these type of positions are. Grant responded that the starting wage is \$15.75 which is comparable to a few other providers. The ideal candidate would be 21 years old or older with a driver’s license. They also undergo a two-week training period on all aspects of the organization and requirements of the position.

Grant’s report was paused for a few minutes for Board and Leadership Team introductions.

We are working on reopening Uniquely Yours. We figured five staff, and five individuals would fit comfortably down there without being overcrowded. Grant is scheduled to meet next week with the Vocational team to discuss the vision of the store.

Sugar and Ice is officially over at Mesa County Library on the corner of Grand and 6<sup>th</sup>. A TV

interview was conducted last week promoting the new location. There definitely has been an improvement in sales since being there. This will be Sugar and Ice's primary location for the time being. They will be involved with local events as well, i.e., Downtown and Palisade Farmer Markets, Cedaredge's Applefest, etc.

The Woodshop officially transitioned over to a Supported Employee program last week. Individuals are extremely excited to start building again.

Pixel moved over to 508 last week. We are looking into adding interactive/physical games instead of just video games. We are hopeful this will attract more individual participation in the program. 508 staff is also creating various sensory rooms with activities for the Adventurous Minds program. As an example, one room has an ocean with bubble tubes and ocean smells. An Open House is planned once all the rooms have been completed.

The Host Home Department has gone under a lot of changes with staff turnover and the addition of a new Residential Director and Manager. In an effort to improve on communication and build relationships with families and/or guardians, they will be hosting a "Host Home Day" once a month to address various training opportunities in addition to an open forum addressing any concerns and suggestions in improving supports to them. This led the discussion on the current number of host home providers being served, the number of host homes served previously compared to present day, how competition has had a financial impact over the past several months, other options available if host homes no longer existed, formation of a host home advisory council, etc.

Grant has reinitiated conversations with CMU Tech on how we can partner with each other to provide opportunities for our individuals and CMU students. CMU Tech informed Grant that one of the professors also works with Leitner-Poma and has a training background in supported employment. The professor is currently out of town and CMU Tech will schedule a meeting to strategize customized business training opportunities, i.e., graphic design for Styles, woodworking, etc.

CMU Tech also informed Grant that they will be meeting CMU's President to discuss a specific grant for a transitional program strictly for the I/DD community to have access to further their education in a field they may be interested in pursuing.

On a final note, we are in the process of hiring a new Behavior Director.

### **FINANCIAL REPORT**

Chris reviewed February financials. Operating income reflects a \$53K deficit. Adding the gain of extraordinary items back in leaves a net income at a \$53K loss. From a year-to-date perspective, operating income reflects a \$28K deficit. Adding donations and gain on sales back in reflects a net income of over \$1 million.

Revenue is slightly over forecast.

Personnel expenses are under forecast. With the majority of Vocational programs transitioning to the one-on-one model, we are having to hire additional staff. This figure will increase once all the positions have been filled.

Operating expenses are close to forecast. There were no extraordinary expenses for the month.

Operating income is close to forecast. Net income is similar to operating income.

Actuals through February were reviewed along with projections for the remainder of the year. Chris expects a \$110K loss through the remainder of the year.

Attention turned to the following Metrics:

- Behavior is below target due to staff turnover in addition to the Behavior Director drastically cutting her hours.
- Vocational is slightly below target due to attendance issues.
- Staff occupancy is under target.
- Operating costs are under forecast as expenses were very minimal for the month.

Attention turned to the Balance sheet. All cash metrics along with current ratios are down for the month.

One member wanted to know the date for Tulips and Juleps. Chris responded it is scheduled for May 4<sup>th</sup> and informed members to contact him if they know anyone that may be interested in sponsorship or donating to the silent auction.

Chris added they are making improvements to the Summer Concert series. He and Tanya have been working with MBC Grand's Program Director on looking for a national band that is making a name for themselves. Some of the concerts are well attended and others are not. We thought we would attempt something new with the hope that it would be well received. Bands booked so far are the Boys of Summer and Stray Grass. We have already garnered sponsors for the event.

**It was M/S/P (Coleman/Espinoza) to accept the February Financials as presented.**

#### **NOMINATING COMMITTEE REPORT**

The Nominating Committee has had a couple of conversations regarding Board member terms. Mike N and Terry P terms are ending this year taking the Board down to ten members. The Nominating Committee is requesting member assistance with potential candidates that may be interested in being an advocate for the organization. A short discussion ensued pertaining to different types of potential candidates, i.e., family members, law enforcement, government entity, etc.

#### **OTHER NEWS**

Brandi announced that she had an individual to assist her with packaging her cookies.

**The meeting adjourned at 1:09 p.m.**

Minutes were approved via Zoom

03/26/2024

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Secretary

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Date