



BOARD OF DIRECTORS MEETING MINUTES – FEBRUARY 27, 2024

PRESENT FROM BOARD:

Dave Hayden, Tawny Espinoza, Terry Pickens, Randy Brown, Krista Ubersox, Kevin Fitzgerald, Jeff Franklin, Justin Aubert, Brandi Coleman, Tamara Krizman, Mike Nordine

PRESENT FROM STRIVE:

Grant Jackson, Mary Anne Lawrie, Chris Bergquist

OVERVIEW OF MEETING
Minutes were presented and approved with amendments.
Grant provided state and organizational updates.
Financials were reviewed and accepted.

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

MINUTES FROM 1/30/2024

Minutes were presented. One member suggested to note the time the Executive Session adjourned.

It was M/S/P (Franklin/Fitzgerald) to approve the January minutes as amended.

PRESIDENT/CEO REPORT

Grant provided an update on the Vocational programs that are transitioning to a one-on-one employment model from a group model. Grant reminded the Board the one-on-one employment models are where an individual works side by side with staff. This model can also be very profitable from a financial perspective. The majority of vocational programs have moved to this model with the exception of a few.

- **Uniquely Yours** – We are excited to announce that we will be reopening Uniquely Yours downtown as a new program. Chris ran the figures on five staff with five individuals for a six-month period netting a little over \$100K. Annualized would be over \$200K. There are quite a few individuals interested in participating in this again.
- **Pixel** - Will be moving out of the downtown location to the 508 location so Uniquely Yours can reopen.
- **Woodshop** – We are also extremely excited to be reopening the Woodshop back up under the one-on-one model. This will enable them to get back to their woodworking full-time and filling special orders requested by the community. We hope this will attract individuals that were previously in the programs prior to the final settings rule change.

One member inquired about Uniquely Yours. Grant responded Uniquely Yours was a little retail store that sold products made by Creative Creations, Alida's, and the Woodshop. It has been around for years but was not very profitable. The one-on-one model will allow it to be sustainable. Another member wondered about the signage and if was going to be replaced along with community awareness that the store is a part of STRIVE. Grant confirmed the signage did indicate STRIVE.

- **508** – A lot of changes are happening at 508. With Pixel moving over to that location, we believe that the program will have the opportunity to take off more than at the downtown location. This location provides service and support to the medically fragile. There were a few individuals interested in participating in the program, but we were unable to provide their support need at the downtown location. One individual had adaptive gaming equipment so now he will have the opportunity to participate. We will also be looking into purchasing additional adaptive gaming equipment if more individuals are interested in participating. This move should occur within the next couple of weeks.

We have also been brainstorming on making this location a meaningful and valuable experience for the individuals that participate in Adventurous Minds. Interns from CMU's OT Department trained staff on therapies and writing therapy programs. This year they are interested in creating sensory based rooms with specific activities based on the theme. We are now working with community partners on the design along with the Woodshop assisting with building the cabinetry work. We are hoping to host an Open House once this project has been completed.

- **Sugar & Ice** – Mesa County Library reached out to us to see if we would be interested in operating outside their main office on the corner of 6th and Grand. We entered into a six-month lease with the option of renewing it for another two to three years. They will be moving over next week.

FINANCIAL REPORT

Chris reviewed January financials. Operating income reflects a \$90K deficit. Adding the gain of extraordinary items back in puts the net income at a break-even status. From a year-to-date perspective, it reflects a positive operating income of \$24K due to the County money being acknowledged in December. Adding donations and gain on sales back in reflects a net income of \$1.1 million.

Revenue is where it was forecasted. This reflects a decrease in revenue from the loss of case management services and several individuals over the past quarter.

Personnel expenses are where they were projected to be. There are still a few positions that need to be filled.

Operating expenses were also under forecast. There was minimal repair, maintenance and consulting costs for the month.

Operating income is under and substantially better than the previous year. Net income is similar to operating income.

Actuals financials for January were reviewed along with projections for the remainder of the year. Chris clarified that the forecasted numbers do not account for certain improvements and programs until they come to fruition. Grant added that financials should improve over time when all the one-on-one models are implemented in addition to recruiting new staff and individuals for the programs.

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 above target.
- Staff occupancy is under target.
- Operating costs are under forecast as expenses were very minimal for the month.

The balance sheet looks pretty healthy with the exception of accounts receivable. As explained in previous meetings, this is all about the timing of payments. This led to a conversation pertaining to the majority of receivables come from Medicaid and the State, terms of payment, i.e., net thirty, challenges with length of time of an individual's financial eligibility, write-offs, overdue bills with the idea of hiring a collection agency to pursue those unclaimed debts and those challenges, etc.

The topic then shifted to fundraising, with a focus on diversifying and growing fundraising events. Chris commented that he and Tanya are making changes to the summer concert series and have been working the radio station on booking someone with national notoriety. The Boys of Summer and Stray Grass are already scheduled to play. We will also be partnering with Snob Productions to provide a better sound and lighting system than previously offered. Also looking at building a portable bar to be used instead of tents and tables. One member recommended the band "Dot Zero" to consider when booking bands.

It was M/S/P (Coleman/Ubersox) to accept the January Financials as presented.

In other news, one member commented on the meeting invites and wondered if the Team information could be removed since it makes it confusing if the meeting is on Zoom or Teams. MaryAnne will take care of this and get it corrected.

A reminder was announced that the March meeting will be in person.

At 12:45 p.m., it was M/S/P (Coleman/Ubersox) to adjourn the meeting.

Respectfully submitted,

MaryAnne Lawrie
Sr. Executive Assistant

Minutes were approved on 03/26/2024