



BOARD OF DIRECTORS MEETING MINUTES – JUNE 4, 2024

PRESENT FROM BOARD:

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

PRESENT FROM STRIVE:

Grant Jackson, Mary Anne Lawrie, Chris Bergquist

| OVERVIEW OF MEETING |
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| Minutes were presented and approved. |
| Grant provided state and organizational updates. |
| A discussion regarding the 403(b) occurred. |
| The Nominating Committee provided an update on the Slate of Officers for 2024-2025. Election was deferred to the June 25, 2024, meeting. |
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A quorum was achieved at 12:02 p.m.

MINUTES FROM 04/20/2024

Minutes were presented.

It was M/S/P (Aubert/Laubhan) to approve the April minutes.

PRESIDENT/CEO REPORT

Grant has a short report today and highlighted on the following items:

- The State showed up yesterday to conduct an abbreviated survey involving host homes and a couple of vocational programs. A meeting is scheduled this afternoon to discuss some of their findings to make sure we are staying within the regulations. One member wondered about the status of new regulations for host homes that was brought up in the last legislative session. Grant reported the Stakeholder Group has only had a few meetings that were not productive. They have divided the group up into different Committees to address different topics. Grant's understanding is that they should be regrouping soon. Alliance will be participating in these meetings and reporting back to the providers on the outcome.
- The State granted our Community Centered Board (CCB) designation for the next ten years. Grant added that there were discussions with the Executive Committee about consideration to expanding services to the Delta/Montrose area. This was brought about when the Montrose CCB was considering foregoing their designation. The State did reach out to Rocky Mountain Health Plans to see if they would become the CCB for several regions of State since there were a few CCBs decided not to apply for the designation. A question arose regarding conflict of interest with CCBs and service providers which led to an account of the role of CCBs in managing local

- funds and the difference in funding allocations among different CCBs.
- We hired a new Behavior Director based out of Salt Lake City. He came out for a couple of days to meet the staff and individuals. He has a lot of ideas and is currently working with his team to develop new ways in providing behavior services within our organization. He is planning to come out again in September.
 - Alliance announced the State approved a mandatory rate increase for DSPs. What we know is that the base rate will go up to \$17/hour which is a \$1.50 per hour increase. This led to a lengthy discussion regarding concerns of limited funding accompanying the increase causing compression across board, distributing the increase fairly, negative impact on morale for some staff, complexities of payroll compliance by the State regulations and the financial repercussions if there are any discrepancies with the start date, etc. On top of that, they also approved a 2% rate increase across the board.
 - On a positive note, Grant and the CMU/STRiVE Lawn Crew were invited to attend the CMU Board of Trustees' meeting and were taken aback when they were presented with the Human Scale University Champion Award. This award focuses on finding future leaders, innovators, creators and change makers, getting them here on campus, welcoming them, and supporting them as they begin their journey together learning. We will be inviting the crew to the Board meeting on June 25th to have the members give each one of the crew their award. Grant will also be writing a letter to the Board of Trustees and John Marshall expressing appreciation and gratitude for this honor on behalf of Board members. Kudos to Tamara for setting this up!
 - Project Search held a graduation ceremony for the students. There were five students that participated this year and all of them have secured jobs when they graduate from high school. They will also be supported by our Employment Consultants until they are no longer needed. We are excited for the second year to begin this fall.
 - The Juco Picnic was a big success with a big shout out to the Bank of Colorado for volunteering, in addition to providing us with a huge amount of service and support at our events. Everyone got to interact with the players whether playing games, getting autographs, or just hanging out with the teams. The teams handed out hats and t-shirts which the individuals much appreciated.
 - Lastly, Hilltop is looking at condensing programs and moving downtown leaving a couple of their properties available. Grant and Chris had the opportunity to tour the Family Resource Center. They both believe the building would fit our needs in addition to being more convenient for the individuals we serve. Grant reported about the space, affordability, parking, and location along with expressing an interest in potentially selling 790 and relocating to another site. This led to brief conversation regarding the Framing for the Future campaign donors and their perception of the sale, unpaid pledges, communicating the message to the community, families, and guardians, etc. This topic will be readdressed and discussed further if something were to occur.

FINANCIAL REPORT

Chris apologized for not completing the April financial presentation due to three audits that are still ongoing, the annual budget and payroll. Chris apologized Chris was able to do a quick review of April financial reflecting an operating income of \$131K, adding donations back in reveals a net income of \$173K. There has been a significant decrease in health insurance claims which has helped the bottom line. Other than that, there was nothing noteworthy to report to report.

Attention turned to discussions with the Executive Committee regarding auto enrollment and vesting schedules. In addition, they requested financial projections in implementing these programs. Chris provided an in-depth analysis projections based on DSP wages and the results. Chris expressed concern about increased spending with the two plans in addition to employees' lack of understanding of a retirement plan. This led to lengthy conversation regarding pros and cons of auto enrollment, vesting schedules and its impact on employee retention, retention rate of employees, current employee participation, increase 403(b) education to all employees. After further discussion it was the consensus of the Board for the Finance Committee to further discuss the implications of changing the 403(b) plan and make their recommendations to the Board in moving forward.

The Board will also review the April and May financials at the meeting on June 25, 2024.

PROPOSED SLATE OF OFFICER AND DIRECTORS 2024-2025

The Nominating Committee reports that Kevin is looking at retirement and declined the Chair position. Dave will become Ex-Officio with Randy becoming Chair. Tamara has agreed to become Vice-Chair and Jeff will become Treasurer. Since there a few open seats available, the Nominating Committee welcomes any suggestions and/or recommendations for potential Board candidates. Dave and Grant will be meeting with a potential candidate tomorrow who has shown an interest in being a member of the Board.

The meeting adjourned at 1:23 p.m.

Minutes were approved on 7/9/2024

Secretary

Date