



BOARD OF DIRECTORS MEETING MINUTES – OCTOBER 29, 2024

PRESENT FROM BOARD:

Dave Hayden, Tawny Espinoza, Randy Brown, Justin Aubert, Kevin Fitzgerald, Brandi Laubhan, Jeff Franklin

EXCUSED ABSENCE(S):

Krista Ubersox, David McKendry, Tamara Krizman

PRESENT FROM STRIVE:

Grant Jackson, Mary Anne Lawrie, Chris Bergquist, Desiree Aydt, Michelle Gilman, Tonya Workman

OVERVIEW OF MEETING
Introductions were made between the Board of Directors, EI Supervisors and PR/Marketing.
Minutes were presented and approved.
Early Intervention and PR/Marketing provided Department updates
July financials were reviewed and approved.
Grant provided state and organizational updates.

A quorum was achieved at 12:10 p.m. and the meeting was called to order. No conflicts of interest were identified.

MINUTES FROM 09/24/2024

Minutes were presented.

It was M/S/P (Espinoza/Aubert) to approve the 9/24/2024 minutes.

The Report section of the Agenda was moved to the first item of business. Prior to the reports, Grant introduced the Early Intervention Supervisors and the PR/Marketing Manager to members. Introductions with Board members and guests was conducted.

REPORTS

EARLY INTERVENTION (EI) – The team discussed their role as the EI broker for Colorado serving children from birth to three years old and facilitating transitions to school services. They currently support 280 children, employing six case managers and twelve in-house providers, while outsourcing certain services. A discussion ensued regarding their funding sources consisting of state dollars, Medicaid and

private insurance. In addition to community outreach with various medical entities to educate them on the services and supports provided for referral purposes.

PR/MARKETING

The PR/Marketing Department has ramped up their efforts over the past two years and highlighted on the following achievements:

- Partnered with American Furniture Warehouse to do a little PSA on STRiVE that will run statewide.
- The Food Network's Halloween Wars will be highlighting the Botanical Gardens and Harvest Illuminated in 2025.
- Ramping up our FaceBook posts and being more mindful of what is being posted.
- Tulips and Juleps was a huge success with kudos to the Bank of Colorado for being the presenting sponsor again.
- I tried a new concept with the Summer Concert Series and recruited a national act to perform. Ticket sales did not go as well as planned but the sponsorships for this event have doubled compared to previous years.
- We are just winding down from our Harvest Illuminated event. There was a disappointment in ticket sales this year and I am not sure if the weather factored in the low attendance.
- Foundation Board is starting to focus on our other events instead of just Tulips & Juleps.
- Continue to seek out grants to assist in much needed areas.
- Introducing Blue Lights at the Gardens event for Christmas this year. We have had a fair amount of interest in bringing on a presenting sponsor if anyone knows someone who may be interested.

A discussion ensued regarding the time frame and entrance fee of the Blue Lights event, future plans for the Blue Lights event, positive PR media spots about STRiVE, MBC Grand partnership for our advertising recruiting businesses on promoting STRiVE, continue to look at alternatives in educating the community on our services along with consideration leaning towards more of a grassroots marketing campaign along with providing fun and unique opportunities for the community.

Board members expressed their appreciation and gratitude for the departmental updates.

PRESIDENT/CEO REPORT

Grant provided a short update on the following items:

The Behavior Department has been experiencing quite a bit of turnover with Behavior Line Staff recently due to personal issues. In the interim, we have hired a Licensed Professional Counselor (LPC) and a Board-Certified Behavioral Analyst (BCBA). The LPC is currently working one day a week and has a small caseload. She will be coming on full-time next summer. The BBKA is currently working part-time writing behavior plans, assessments and also as line staff. She currently works with the school district and will also be coming on full-time next summer. Project Search is in full swing and going well.

The Mesa County Health Leadership Consortium (MCHLC) has scheduled a special meeting tomorrow with Larkin Health System's CEO to discuss their interest in taking over Mindsprings/West Springs Hospital along with the community's concern in maintaining these services in addition to addressing issues if MindSprings completely goes away and have to

start from scratch. One area of concern is our partnership with MindSprings to run our virtual Psych Clinic, which has been beneficial for clients, particularly those with behavioral challenges. This led to a discussion pertaining to the success of the clinic with individuals, families and caregivers, popularity of the current psychiatrist among the individuals served, the role of STRiVE's staff on the data collection and scheduling of the clinics, alternatives and access to psychiatric care if it were to go away, primary care physicians unable to take on the additional specialized care and medication oversight, etc. Grant will keep members apprised on this issue.

Leadership Team has made the decision to relinquish the lease on Uniquely Yours and focus on future opportunities for reopening it. Additionally, we are in the process of renting out space at 2850 Chipeta between Creative Creations and Woodshop programs.

Attention turned to 790 and the EI space that is available. As a recap, the one company that was interested backed out of the agreement. We were approached by another party who used to work with us and now runs a business working with autistic children and teens. She has toured the place twice and is interested in renting it. Chris updated the Committee on the lease for the EI space, informing them that the organization interested backed out of the agreement which was probably a good thing according to the realtor. We were contacted by another party who is interested in renting the space. The party actually used to work for us and now runs a business working with autistic children and teens. This led to an in-depth discussion pertaining to the amount of square footage and appropriate rate to charge, responsibilities of tenant and landlord, terms of lease, paying off existing note, status of the Hilltop property, to sell 790 or not, pros and cons of selling with or without a tenant, 790 appraisal came in lower than expected, etc. After further deliberation, it was suggested Chris contact the interested party and have them make an offer to lease the space.

Chris did raise the question on whether the Board needs to approve the lease agreements for 2850 Chipeta and 790. Members discussed 2850 with the consensus that this did not have a negative impact on the financials and is considered more of an operational decision and not a Board decision. As far as 790 goes, this would need approval since this would have a financial impact due to the loan payoff.

FINANCIAL REPORT

September financials were close to a break-even month aided by donation income. Operating income reflects over a \$6K loss. Adding donations back in reflects a net income of \$5K. Year-to-date operating income is a deficit of \$98K attributed to staffing challenges in the Behavior Department. Adding donations back in leaves a positive net income of \$28K. Leadership continues to strategize on controlling operating expenses and staff retention to further enhance on financial outcomes.

Revenue is slightly above forecast. When reviewing the graph in comparison to last year, Chris reminded members that Case Management was factored into the forecast through November and Behavioral billing for the month was low due to staffing issues.

Personnel expenses are below forecast due to recent staff turnover.

As previously reported, operating income is running a deficit of \$98K.

Net income is similar to operating income but slightly above expectations.

Actuals through September were reviewed along with projections for the remainder of the year. Chris projects to finish the year on the positive side.

Attention turned to the Metrics:

- Behavior is lower than target. As discussed earlier, the department has gone through major turnovers along with training staff.
- Vocational is slightly above target for the month.
- Staff occupancy is below target. We continue to experience turnover and are working on staffing schedules to identify programs that are over or understaffed.
- Operating expenses are slightly below target. There were no major repairs and/or maintenance costs over the last couple of months.

Nothing too noteworthy on the balance sheet.

A member inquired about the funding outcome on Harvest. Chris responded that the event did not do as well as expected and netted around \$15K. One big factor was the carvers' expenses were higher than they were in the past and their work was not what we were expecting along with some comments we have received. The plan next year is to issue a Request for Proposal (RFP) for carvers. Other factors were 40% decrease in ticket sales along with inclement weather.

The Executive Committee reviewed the financials at their meeting and recommend the Board accept them as presented.

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

Chris provided a quick update on the status of the sale of 3301. Chris provided a quick summation of the appraisal process and highlighted the difficulties due to its modified structure and lack of comparable properties. The appraiser suggested a value range of \$390K to \$420K but could be potentially higher if it were more of a traditional home. Our realtor suggested an estimate of \$390K to \$420K. The potential buyers were approached with the \$420K and are still interested in purchasing. They are in the process of working with a lender and will be reporting back to us once the paperwork has been completed.

It was M/S/P (Coleman/Espinoza) to adjourn the meeting at 1:25 p.m. and proceed into Executive Session to discuss personnel issues.

At 1:44 p.m. the Executive Session adjourned and proceeded into the business portion of the Board of Directors.

The topic discussed during Executive Session were the By-Laws and the Board's process in authorization of the CEO's wage increase. Board members agreed to formally approve the across-the-board 5% salary increase to all staff and the CEO that were issued in September.

It was M/S/P (Aubert/Fitzgerald) to approve an across-the-board 5% increase to for all employees.

On a final note, a suggestion to have a "Holiday Get-Together" was made and schedule it

for the same day as the Board meeting. The consensus of members present thought this would be a good idea.

It was M/S/P (Fitzgerald/Espinoza) to adjourn the meeting at 1:48 p.m.

Respectfully submitted,

MaryAnne Lawrie
Senior Executive Assistant

Approved on 12/10/2024 (Fitzgerald/Laubhan) in person.