



BOARD OF DIRECTORS MEETING MINUTES – MARCH 25, 2025

PRESENT FROM BOARD:

Tawny Espinoza, Randy Brown, Kevin Fitzgerald, Brandi Coleman, Jeff Franklin, David McKendry, John Flanagan, Tamara Krizman, Dave Hayden

EXCUSED ABSENCE(S):

Justin Aubert

PRESENT FROM STRIVE:

Grant Jackson, Mary Anne Lawrie, Chris Bergquist, Khristina Kukus, Heather Parga, Vittawat Sriphong-Ngarm, Nicole Roche, Kayla Purdy, Megan Hale

OVERVIEW OF MEETING
No conflicts of interest were identified.
Minutes from previous meeting were reviewed and approved.
Grant presented Alliance’s DSP Recognition Award to Nicole Roche.
Grant and Leadership Team provided departmental updates.
February financials were reviewed and approved.

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

MINUTES FROM 02/25/2025

Minutes were presented.

It was M/S/P (Franklin/Coleman) to approve the 2/25/2025 minutes as written.

The Chair noted that Brandy, Tamara, David H., Kevin, and Krista terms are up for renewal, and all expressed their intention to continue serving on the Board. Kevin will meet with Grant to discuss whether he will renew his term next week. Additionally, the group was encouraged to propose any potential candidates for board membership.

DSP RECOGNITION

Alliance hosted their annual IDD Awareness Day at the Capitol last week. This event recognizes and awards Direct Service Professionals (DSP), Case Managers and advocates statewide who go beyond to support individuals and families we serve. This year we nominated Nicole Roche for DSP of the year for her outstanding contributions while working the Sugar and Ice truck. Khristina highlighted on her ability to empower individuals and help develop essential like skills to be successful in their work. Kayla noted Nicole’s readiness to step in during staff shortages and her effectiveness in working with the

individuals. Nicole expressed her enthusiasm for the job, describing it as exciting, challenging and constantly new. She also introduced “Staff Pick of the Month Drink” encouraging the Sugar and Ice staff to create new drinks by experimenting with different flavors and participate in taste tests. The Board commended Nicole’s willingness to help in other programs during staff storages and her creativity in developing new menu items with the individuals. Board members look forward to participating in the taste tests.

DEPARTMENT UPDATES BEHAVIOR

“V” discussed the progress of the professional staff level, including the new behavior consultant and the new behavior specialist. The behavior consultant is currently working on scheduling sessions for individuals. The behavior specialist is transitioning from her current role at the School District and is conducting individual assessments. “V” added they continue to recruit for additional line staff.

The team also submitted a grant to aimed at exploring the impact of nutrition on behavior. The Behavior Department will be working a dietician on training providers on managing and educating individuals the importance of nutrition. Additionally, the Department is collaborating with the Health Department to potentially conduct blood work related to dietary impacts.

RESIDENTIAL

The Department continues onboarding of new providers. Several in-take meetings are scheduled for new individuals requesting our services. There are currently eighty-one individuals being served with nine of them living independently. Staff-wise, the department is stable. We currently have seven staff and are in the process of onboarding another PCA (Personal Care Alternative) staff. Additionally, discussed the various activities and events organized in the community, including a host home barbecue, a dance, a carriage ride, baseball games and is currently making plans for another barbecue and various sports activities.

CULTURE COMMITTEE

The Committee continues to foster staff involvement through events and surveys to gather feedback. A STRIVE Store was created that is being utilized and pairing that with a retention system for employees. An employee bowling event is scheduled for later this week.

HUMAN RESOURCES

Heather discussed the current staffing situation with only three Direct Support Professional openings and one Early Intervention Service Coordinator position. Open enrollment and benefits fair was very successful with nine participants meeting with Mutual of America to discuss retirement benefits. Ongoing efforts are being made to improve communication with staff regarding benefits, including exploring text messaging as an alternative to email.

NURSING

The Department is always looking for opportunities to help generate more revenue. They just recently entered into a third-party contract with Ariel to assist with their nursing delegations. They also completed the application process for a Class A license and are awaiting to hear back from the State when they will be conducting a survey. The Class A license allows the nurses to bill for a variety of services including direct nursing care, medication administration, wound care and other clinical tasks performed on individuals

enrolled in the CES and SLS programs. Admissions for these two programs have increased with individuals that need these type of services.

VOCATIONAL

SUGAR & ICE - The team is scheduled to participate in Arbor Fest at Lincoln Park and Mesa County Library's Teen Event next month. They have also applied to participate at JUCO and should hear back whether they were accepted or not next month. In an attempt to increase sales, Sugar & Ice will be adding breakfast burritos to their menu in the near future.

ALIDA'S - The team is focused on increasing sales. Khristina informed the Board that a National Park representative contacted her and is interested in selling Alida products. After sampling some of the product, he would like to sell the product in Black Canyon to start. He will be taking the samples to their headquarters for potential sales at some other national parks. Alida's is also gearing up for farmer's market and peach season. They are also working on updating the website.

WOODSHOP – Currently working on increasing inventory. The shop will also be participating in the farmer's market. They are also working on developing a website to sell their products.

QUALITY ASSURANCE

Khristina reported that she has been assisting the residential department with their SLRs. She is also working on monitoring and billing to ensure we are capturing everything that is billable.

PRESIDENT/CEO REPORT

Grant informed members that there are no updates on the potential Medicaid cuts. Grant will update the Board if he hears anything that would specifically impact our services.

Grant reported that Health Solutions has taken over MindSprings and had the opportunity to talk the Vice-President of Outpatient Services regarding our Psych Clinic. They have no intention of closing that. A community meeting has been scheduled in the next couple of weeks to discuss future plans. Grant will keep members apprised of any updates on this issue.

Grant reminded the Committee of the State's Office of Early Childhood \$4 million dollar shortfall and reported that they met with the Joint Budget Committee (JBC) last week to discuss funding for the remainder of the year. The JBC approved \$2 million into the current year's budget to help with the shortfall so families would not lose services. They will be working with the JBC very closely to ensure this does not impact any services. On top of this, we continue to still struggle with the State in securing an approved contract for fiscal year 25, particularly regarding the indirect rate disputes and the merging of financial lines that complicate the process. In addition, our auditor also provided an explanation on the particular line items in question. We continue to be optimistic in resolving the issue soon.

Grant recently met with Farmer Bob to talk about our lease since it will end in August. We are currently paying \$1,000 a month for rent and Farmer Bob will be requesting \$2000 per month on the new lease for a three-year period. This led to a discussion regarding lease negotiations, potential future scenarios, including the possibility of purchasing the property or securing a right of first refusal if it should go up for sale along with the importance of

maintaining the current location and the need to plan for various contingencies in the new lease agreement.

Grant discussed the organization's strategic planning with focus on communication, culture committee support, staff retention and role clarification across all departments. Grant emphasized the importance of effective and consistent communication both internally and externally along with developing a budget for the culture committee.

FINANCIAL REPORT

Chris reviewed the February financials highlighting a negative operating income of \$22K. Adding donations back in reflects a positive net income of \$10K. Year-to-date operating income reflects \$50K to the good. Adding donations back in leaves a positive net income of \$469K.

Revenue is on target but attendance has been lower than expected due to vacations and illnesses.

Personnel expenses are up compared to last year.

Operating expenses were slightly under forecast. There were no extraordinary expenses that arose for the month.

Operating income is running slightly under forecast. Net income is slightly over expectations.

Actuals through February were reviewed along with projections for the remainder of the year. Chris projects to break even at the end of year.

The balance sheet showed a slight increase in cash and in debt due to the recent payment of the primary note. Current ration is 10.5 up from last month. Debt to equity is down .11 from .13. Months unrestricted cash is up 7.25 from 7.21 last month.

It was M/S/P (Fitzgerald/Espinoza) to approve the Financial Report as presented.

Randy discussed the CEO evaluation process and the development of a new form. The goal is to create a comprehensive evaluation that includes both quantitative measures and qualitative comments from all board members. The finalized will be reviews in a future board meeting.

Brandi informed the Board that she had to increase the price on her cookies.

It was M/S/P (Coleman/Hayden) to adjourn the meeting at 1:26 p.m.

Respectfully submitted,

MaryAnne Lawrie
Senior Executive Assistant
Approved on 4/29/2025 (Fitzgerald/Ubersox) via Zoom