



**BOARD OF DIRECTORS MEETING MINUTES – APRIL 29, 2025**

**PRESENT FROM BOARD:**

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

**EXCUSED ABSENCE(S):**

Randy Brown, Brandi Coleman, David McKendry

**PRESENT FROM STRIVE:**

Grant Jackson, Mary Anne Lawrie, Chris Bergquist

<b>OVERVIEW OF MEETING</b>
No conflicts of interest were identified.
Minutes from previous meeting were reviewed and approved.
March financials were reviewed and approved.
Grant and Leadership Team provided state and organizational updates.
The proposed Slate of Officers and Directors for FY2025-2026 was reviewed and will be presented at the Annual Meeting for approval.

A quorum was achieved at 12:04 p.m. and the meeting was called to order. No conflicts of interest were identified.

**MINUTES FROM 03/25/2025**

Minutes were presented.

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

**FINANCIAL REPORT**

Chris reviewed the March financials highlighting an unusually high operating income of over \$326K due to an extraordinary payment from ARPA. This payment was a percentage of claims billed and was not a recurring item. Adding donations back in reflects a positive net income of \$334K. Year-to-date operating income reflects \$378K to the good. Adding donations back in leaves a positive net income of \$803K.

There was a significant spike in revenue for March primarily driven by the aforementioned funding.

Personnel expenses are under forecast and trending up in comparison to last year.

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

As previously reported, net income is over expectations.

Actuals through March were reviewed along with projections for the remainder of the year. Chris projects to break even at the end of year. Chris mentioned the possibility of more extraordinary funds coming in the last quarter which would have significant influence on how the year will end. As to the additional funds, Grant informed members that STRiVE was one of the 3 entities that was named in a will from a lady that frequently donated to us. Grant shared the identity of the person and the estimated amount to be received. A discussion ensued in different gestures of appreciation that could be done in memory of the donor. After further deliberation, it was suggested for Grant to reach out to the Executor of the will for recommendations on acknowledgment of her generous donation.

Attention turned to the metrics.

- Behavior is slightly below target but trending in the right direction. The Department has been experiencing some major turnover over the past several months. There are three behavior line staff who have completed training and are taking on caseloads. The Director is also monitoring their activities to ensure that we capture all the appropriate billing units not only with the behavior line staff but with the Counselor and the Board-Certified Behavioral Analyst (BCBA). Grant expressed optimism about the department's potential profitability in the future, especially if they could retain skilled staff. As discussed earlier, the department has gone through major turnover along with training staff. Director is also looking at increasing his billing efforts and staff management.
- Vocational is above target due to an increase in attendance.
- Staff occupancy is slightly below target.
- Operating expenses are slightly below target. As previously mentioned, there were no extraordinary expenses in March.

The balance sheet showed a significant increase in cash metrics due to the infusion of additional funds from ARPA.

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

### **PRESIDENT/CEO REPORT**

Grant and Chris discussed the ongoing issues with the State over the Early Intervention contract, which is due for renewal in a month and a half. Chris explained that the budgeting process had changed, requiring the combination of building costs with indirect costs, which traditionally covered administrative expenses. This new requirement has led to confusion about how to accurately allocate costs, as different methodologies apply to personnel and building expenses. After extensive discussions with the State, their recent decision allows for indirect costs to be billed as line items again, but it necessitates a budget resubmission that could alter the overall budget and lead to possibly further delays. Grant also mentioned that he will continue to update Alliance and keep Representative Taggart informed on the situation since the State's Department of Early Childhood faced severe criticism during a Joint Budget Committee meeting, which was a first for the department.

Grant mentioned the ongoing negotiations with Farmer Bob regarding a potential 5-year lease. Grant proposed a 3-year lease with price increase in the fourth and fifth years. Farmer Bob appreciated the respectful offer but had concerns on the length of the lease due to his age and some time to decide on the offer. This led to an in-depth discussion on Alida's future plans, including the possibility of purchasing the property if Farmer Bob would pass away. Grant will keep members apprised on this matter.

Grant discussed the progress of the billing system and training of new staff in the Behavior Department. The Director has been diligently working to get the billable hour units to the targeted level. The new staff members are being trained quickly and are receiving real-time feedback through daily rounds with the Director. Grant expressed optimism about the department's potential profitability in the future, especially if they could retain skilled staff.

Grant also discussed the state budget, which passed with Medicaid and developmental disability services staying intact and a 1.5% rate increase. However, the JBC warned of potential budget issues next year due to the absence of one-time funding and grants. Leadership Team started discussing contingency plans for potential federal and state budget cuts but noted the difficulty in predicting where cuts would occur, as they might target specific programs while protecting others. Leadership will continue discussions and share updates on potential program cuts.

The team at Sugar and Ice had a successful month, with a record-breaking weekend at Arbor Fest and a successful Easter event at the Botanical Gardens. They also participated in a Teen Self Care event at the library and were invited to a training event at the District Attorney's Office. The team is excited and gearing up for Palisade High School's field day event the first week of May.

### **PROPOSED SLATE OF OFFICERS AND DIRECTORS FOR FY2025-2026**

The proposed Slate of Officers and Directors for FY25-26 was presented with no changes or additional nominations. MaryAnne confirmed the proposed slate would be approved at the annual meeting in June. MaryAnne also announced that Kevin will not be renewing his term. Kevin announced his decision to step down from the Board after several years of service, citing personal issues and a desire to focus on family in Castle Rock. He expressed appreciation for the Board's work and positive changes he has witnessed. Other members acknowledged Kevin's contributions and expertise, expressing their gratitude and well wishes. Grant will be forwarding Kevin contact information of the Community Centered Board for that area so he can still be involved in this area.

**It was M/S/P (Fitzgerald/Hayden) to adjourn the meeting at 12:24 p.m.**

Respectfully submitted,

MaryAnne Lawrie  
Senior Executive Assistant