



BOARD OF DIRECTORS MEETING MINUTES – JUNE 3, 2025

PRESENT FROM BOARD:

Tawny Espinoza, Randy Brown, Brandi Coleman, Jeff Franklin, Tamara Krizman, Dave Hayden, David MacKendrick, Krista Ubersox

EXCUSED ABSENCE(S):

Justin Aubert, John Flanagan, Kevin Fitzgerald

PRESENT FROM STRIVE:

Grant Jackson, Mary Anne Lawrie, Chris Bergquist

OVERVIEW OF MEETING
No conflicts of interest were identified.
Minutes from previous meeting were reviewed and approved.
The proposed Slate of Officers and Directors for FY2025-2026 was reviewed and approved.
April financials were reviewed and approved.
Grant provided state and organizational updates.

A quorum was achieved at 12:02 p.m. and the meeting was called to order. No conflicts of interest were identified.

MINUTES FROM 04/29/2025

Minutes were presented.

It was M/S/P (Ubersox/Coleman) to approve the 4/29/2025 minutes as written.

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. Proposed Officers for FY25-26 are:

Randy Brown, Chair
Tamara Krizman, Vice Chair
Jeff Franklin, Treasurer
Krista Ubersox, Secretary
Dave Hayden, Ex-Officio

It was M/S/P (Coleman/Krizman) to approve the FY2025-2026 Officers.

The following Directors agreed to extend their terms for another 3 years:

Brandi Coleman
Dave Hayden
Tamara Krizman
Krista Ubersox

It was M/S/P (Coleman/Hayden) to approve extending the FY2025-2026 Directors for another three-year term.

Prior to proceeding with the Financial Report, the Chair discussed the Board's need to complete Grant's performance evaluation and submit organizational goals. He also requested board members to email their evaluations within two weeks to either himself or the Vice Chair. One member suggested they include specific financial metrics in the goals to ensure they are measurable along with the importance of providing clear direction to Grant and his team. Another member reported that she did not receive the evaluation form or goals and requested MaryAnne to mail them to her.

The other issue is an email that was received recently from a guardian that expressed concerns with STRiVE's administration and services and supports offered which was forwarded to all of you. The Chair informed her that her email asserts a substantive issue and would need to adhere to the procedure of STRiVE's Grievance Policy by writing a formal complaint outlining the allegations and facts of the issues to further assist to see if any corrective action needs to be taken. The Board agreed to adhere to the policy and procedures of filing a grievance. Grant informed members that Khristina and Megan are working on a summary of events on this matter and will forward to members upon its completion.

Grant announced "V" was going to provide an update on the Behavioral Department but had another meeting to attend so the meeting can move forward to the Financial report.

FINANCIAL REPORT

Chris reviewed the April financials highlighting an operating income of \$88K largely attributed to a \$30K increase in health insurance reserves. Adding donations back in reflects a net income loss of \$1,400, nearly breaking even. Year-to-date operating income reflects a positive \$288K, boosted by \$300K in ARPA funds received in March. Donation income also contributed significantly, with a positive net income of \$801K

Revenue is where we projected it to be.

Personnel expenses are slightly above forecast with an increase to the health insurance reserve being the primary driver.

Operating expenses were close to forecast. There were a few minor maintenance and repair costs but nothing significant.

Net income is over expectations due to the health insurance previously reported.

Actuals through April were reviewed along with projections for the remainder of the year.

Chris projects to end the year on a positive note.

Attention turned to the metrics.

- Behavior is slightly below target but trending in the right direction. Year to date is over target forecast.
- Vocational is slightly under target due to a decrease in attendance.
- Staff occupancy is slightly below target.
- Operating expenses are slightly below target.

Nothing too noteworthy to report on the balance sheet. Cash metrics are down due to the pay down with improvement to debt to equity.

Regarding Tulips and Juleps, Chris reported a net income of \$45K, which is lower than last year due to fewer table sales. The Foundation Board will be meeting in the near future to review the event's structure including open bar sponsorship pricing.

The topic turned to the upcoming concert series, with the first concert featuring The Dreamboats, a cover band of 1950s and 1960s music that appeared on America's Got Talent. A handful of tickets have been sold so far with Grant explaining that this concert is part of an experiment to bring in bigger acts than usual, moving away from local performers.

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

PRESIDENT/CEO REPORT

Grant discussed a meeting that occurred last week involving four other CEOs from the Western Slope, Alliance and Congressman Hurd's regional staff, Betsy Bair, to discuss the implications of Medicaid cuts and the need for deregulation in the health sector. Congressman Hurd supports maintaining Medicaid for its original purposes while opposing expansion that was caused by the pandemic. The meeting was positive, Bair demonstrating knowledge about developmental disability services. Grant highlighted the potential challenges for Colorado's Medicaid funding, including a possible 10% decrease in federal support for states providing services to undocumented citizens. While IDD services are not directly targeted, the state's budget shortfall may impact these services as they are a significant portion of the Medicaid expenditures. The full extent of the impact will become clearer when state budget discussions begin in September or October of this year.

The Vocational Director and Manager are currently working on a business plan for the Sugar & Ice (CMU) location with focus on staffing and operational challenges. The plan is currently on hold since the owners had to go out of state to receive medical attention. Negotiations will commence once they have returned and we can obtain the financial information needed. The Sugar and Ice "Shack" has been successful at the events they've participated in so far with additional ones coming up in the near future. They are becoming quite successful and businesses are contacting them to schedule with them.

Vocational programs have also improved with better staffing retention and new supervisors creating a more positive culture.

We still have no 24-25 contract with the State for Early Intervention and they are working on a “holdover” letter that will keep us moving from July through September until the 25-26 contract which will contain changes on how the system is run. Alliance will be conducting a couple of more meetings with them to understand the changes that will occur. Despite challenges, the Early Intervention Team continues to provide excellent services, with a new co-manager system showing positive results.

The Chair informed members that an Executive Session will be held on June 18 to discuss Grant’s performance evaluation and grievance issues. Members also discussed the format of future meetings, agreeing to maintain a balance between in-person and virtual sessions.

Brandi provided an update on her business noting the popularity of her cookies and upcoming events in June. She announced a price increase for her cookies and requested suggestions for future flavors.

It was M/S/P (Coleman/Krizman) to adjourn the meeting at 12:52 p.m.

Respectfully submitted,

MaryAnne Lawrie
Senior Executive Assistant