



BOARD OF DIRECTORS MEETING MINUTES – AUGUST 26, 2025

PRESENT FROM BOARD:

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

EXCUSED ABSENCE(S):

Krista Ubersox

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.
Old Business was addressed involving formal approval of Resolution to Sale Real Estate along with the guardian complaint.
Grant provided state and organizational updates.

A quorum was achieved at 12:13 p.m. and the meeting was called to order. No conflicts of interest were identified.

MINUTES FROM 06/24/2025

Minutes were presented.

It was M/S/P (Coleman/Krizman) to approve the 06/24/2025 minutes as written.

OLD BUSINESS

The Board discussed the formal approval of the resolution to authorize the sale of 3301. Chris announced the closing would take place on September 9.

It was M/S/P (Franklin/Aubert) authorizing the sale of corporate estate – 3301 Laurel Lane.

The Board also addressed the guardianship issue that was addressed in June. It was the consensus of members to draft and send a letter to the guardian in question formally closing the matter while ensuring due diligence.

PRESIDENT/CEO REPORT

Grant informed members that Leadership Team will be attending due to a situation that arose and two of them are attending the Alliance Conference. The department updates were forwarded onto the Board prior to the meeting.

Grant reported that the Behavior Director recently resigned, and we are struggling to fill this position that requires a Behavior Certified Behavioral Analyst (BCBA) due to stringent state certification requirements and the limited pool of candidates. Grant also reported that he recently interviewed a potential candidate who was interested and declined because of health benefits costs. A discussion ensued regarding the state requirements for behavior billing, competitive wages, social media sites used for position posting, and new state requirements for specialized positions. Grant mentioned the possibility of recruiting Ariel Clinical Services to support the behavior during the recruitment process. In addition, the State is now requiring all Behavior Line staff to obtain a Registered Behavior Technician (RBT) certification which led to a brief discussion on absorbing the costs for the certification program and a potential wage increase.

Grant discussed the ongoing special legislative session where the legislature has deferred key decisions to the Governor that will be addressed this Thursday. They are recommending the one percent rate increase that was approved for the new fiscal year be frozen effective September 1st. In addition, it is expected that federal funding for vocational rehabilitation will decrease by approximately six percent which will lead to reduced state funding and an "order of selection" process prioritizing individuals with the significant disabilities affecting programs like supported employment. Grant will keep members apprised of changes to federal and state funding when received.

Grant announced the lease agreement with Alida's has been renewed for five more years. The rent was increased to \$1,800 for two years and then it would go \$2,000 for the remainder of the contract. There was a clause added allowing the lease would remain in place if the property were to sell during that term of the agreement. On a side note, we were contacted by a farmer friend down the street who is moving and willing to work out a deal with us to purchase his property. Grant added that he did investigate this further but there would need to be quite a bit of renovation to the building to make it operational for our needs.

FINANCIAL REPORT

Chris reviewed the July financials highlighting the operating income was positively impacted by a \$200K insurance reimbursement hail damage, though this created accounting complexities as the revenue will be capitalized and offset by depreciation. We are seeking a new contractor to complete roof repairs after a dispute with the original contractor and insurance company. Operating income reflects a positive \$163K. Adding donations back in reflects a net income of \$170K. Year-to-date figures are identical to monthly since July is the start of the new fiscal year.

Revenue is better than last year with gaining a few individuals back. Chris explained that the increase is from the \$200K insurance reimbursement and is false revenue associated to a capitalized expense.

Personnel expenses were higher due to recent one-on-one staffing changes implemented around December and January.

Operating expenses were close to forecast. There were no big-ticket items for the month.

Operating income is just under \$200K which was reflected in the first slide. Net income is identical to operating income.

Actuals for the next 11 months will end the year on a positive note if there are no dramatic changes between now and then.

Nothing too noteworthy on the balance sheet except for an increase with accounts receivable due to timing issues of weekly payments and revalidation of a site. The organization maintains a strong cash position with 8 to 9 months of unrestricted cash.

Personnel expenses were lower than forecast due to unfilled positions.

One member wondered the outcome of the Garden Groove concerts. Chris reported the concert series was not financially successful, with inclement weather, poor attendance, and significant costs, particularly for national acts. Next year we will be considering hiring local bands to reduce expenses.

It was M/S/P (Franklin/McKendry) to approve the July Financials as presented.

COMMENTS

The Board also discussed the possibility of bringing in an external consultant to help with fiduciary responsibilities. They explored options for training, with a preference for afternoon or evening session rather than weekends due to member availability. The Board also considered the onboarding process for new members to ensure they are well informed about the organization's operation and along with identifying potential candidates who have a background in law enforcement or emergency services.

Brandy provided an update on "Brandy's Blessings," highlighting her new license and the upcoming business cards. She is seeking volunteers to help with banking and has initiated a fundraiser for nonprofits, raising almost \$400 for STRiVE.

On member wondered if there was still an interest on property on Colorado Avenue. Grant responded that Hilltop is planning to sell it for half of what they were originally asking for it and since we have now rented out the space here at 790, we are content on remaining where we are for now.

It was M/S/P (Espinoza/Hayden) to adjourn the meeting at 1:00 p.m.

Respectfully submitted,

MaryAnne Lawrie

Senior Executive Assistant

Minutes were approve (Espinoza/Ubersox) on 9/30/2025 via Zoom.