



BOARD OF DIRECTORS MEETING – JUNE 2, 2015

PRESENT FROM BOARD:

Joe Warner, Marna Lake, Dick Dowell, Jessie Quintana, Wendy Schnell, Jeff Kuhr, Jeff Parker, Steve Ammentorp, Cathy Staten

EXCUSED ABSENCE(S):

Fred Burmeister, Tom Motz, Mike Nordine, Scott Coleman, Judy Thornburg

SPECIAL GUEST(S):

Councilman Duncan McArthur and Dr. Kevin Fitzgerald (Community Stakeholders)

PRESENT FROM STRIVE:

Sharon Jacksi, Mary Anne Lawrie, Chris Bergquist, Doug Sorter, Joan Levy, Sarah Sharp, Valita Speedie, Sandy Cooper, Eric Moore (Community Employment)

OVERVIEW OF MEETING
Minutes from 4/28/2015 were approved.
Sharon highlighted on the achievements and challenges for the past year.
Financials were presented and accepted.
Slate of Officers and Directors for FY2015-2016 was approved
Sandy & Eric provided a PowerPoint presentation on the role of the Community Employment Department.
Doug reported on developmental updates.

A quorum was achieved and the meeting was called to order at 12:10 p.m. Joe Warner presided. Joe introduced and welcomed community stakeholders to the annual meeting.

MINUTES 4/28/15

The minutes were presented and approved.

It was M/S/P (Schnell/Dowell) to approve the minutes as amended.

CEO REPORT

Sharon will highlight on some of the accomplishments made this year:

- One of our major focuses this last year was to increase financial accountability and stability. Chris has forecasted that we should end the year at around \$250K to the good. This is a huge improvement over last year. This will also allow us to distribute raises to a select group of employees that have not received any wage increase for several years. Sharon expressed her appreciation to Chris for his due diligence in trying to control personnel and operating expenses in addition to holding staff accountable for the overages.
- We started out the year with a huge staff shortage. We are happy to report that we have only 12 positions opened. Sharon attributes this to changes that have been made in our recruiting efforts.
- Started a new program called Sweet Success. Uniquely Yours has taken on a new look.
- Public relations and the Foundation Board continue to educate the community on who and what we are. The Foundation hosted their first signature event "*Tulips & Juleps*" which was well received by the community.
- Our media coverage continues to grow.

All in all the organization has weathered a lot this past year but with the perseverance of the Board, Leadership Team and staff, we have gone from a dark place and are able to see a glimmer of light at the end of the tunnel.

FINANCIALS

MONTHLY STATEMENT AND TRENDS

The focus this month will be on the agency's financial performance over the past 10 months. He will resume spotlighting on specific programs at next month's meeting. Chris then referred to the following charts:

- Revenue is slightly up in comparison to last year.
- Personnel expenses are trending down in comparison to the past two quarters. Leadership continues to monitor the payroll expenses on a weekly basis.
- Operating expenses continue to run high but are slightly trending down. Reducing the limits on the "P" cards has definitely helped along with hiring of a Purchasing Agent.
- Net income has improved in comparison to last year.

Balance sheet reflects:

- Cash is up from last year.
- Working capital remains the same.

- Accounts receivable was slightly down due to a technical problem.
- Net assets are around the same.
- Debt to equity is .33
- Months of restricted cash is 2.54.

Jeff P. suggested that Chris explain our primary sources of revenue to the guests in order to provide them with a better understanding of our funding stream. Chris provided a brief summation of where all our funding resources come from. This opened the floor up to a question and answer period surrounding Medicaid issues, future capital campaigns, the role of the Foundation and fundraising.

It was M/S/P (Staten/Schnell) to accept the financials as presented.

ANNUAL ELECTION

Joe moved that the following slate of Officers and Directors be approved for FY2015-2016:

OFFICERS – 1-YEAR TERM

**JOE WARNER – PRESIDENT
SCOTT COLEMAN – VICE-PRESIDENT
JUDY THORNBURG – SECRETARY
MIKE NORDINE – TREASURER**

DIRECTORS – 3-YEAR TERM

**SCOTT COLEMAN
DICK DOWELL
JEFF KUHR**

It was M/S/P (Lake/Parker) to approve the Slate of Officers and Directors for FY2015-2016.

Since there are a couple of vacancies on the Nominating Committee, Joe suggested contacting MaryAnne if anyone is interested in serving on the Committee.

PRESENTATION

Prior to the presentation, Sharon introduced Valita Speedie as the new Vocational Director. Sharon then proceeded to provide members and guest a brief background on Valita's experience and knowledge. Members welcomed

Valita to STRIVE. Valita expressed appreciation and gratitude to the Board and introduced Sandy Cooper and Eric Moore.

SUPPORTED EMPLOYMENT

Sandy has been with STRIVE with the past 36 years and has been an Employment Consultant for 20 years. They were planning to have two individuals present today, but one of them had to leave due to a prior commitment. Sandy introduced Michelle Roe to talk about her job at the Fruita Community Center.

Michelle has been working at the Center for the last year. Her job is a Facilities Worker. She likes her job and the people that she works with. She states they make her feel like she is part of their family. Michelle works Wednesday and Fridays from three to five and assists with special events. Michelle lives in Fruita so she is able to walk to work. The Board expressed their appreciation to Michelle for taking the time to share her experience with them and guests.

Eric & Sandy provided a PowerPoint presentation consisting of the following slides:

- What is community employment?
 - With the assistance of an Employment Consultant an individual will apply for positions, go through the hiring process, be hired by the business and create new relationships. The business is also provided information on tax credits they will receive in hiring individuals with disabilities.
- How does the process of seeking community employment start?
 - A referral is made to the Division of Vocational Rehabilitation (DVR) for determination of eligibility, opens and creates an individualized plan for employment.
- What are the financial implications of this process?
 - Partnering with DVR provides limiting funding and supports for job seeking activities.
- What services does STRIVE provide to individuals seeking community employment?
 - Job Placement Plan – assisting with networking and communication skills.
 - Networking and Coaching – gathers the individuals work history and job skills to develop a master application.
 - Master Application – creating job specific resumes and cover letters.
 - Resume and Cover Letter – assist the individual complete applications.
 - Complete Applications – practice interview techniques with

individuals.

- What services does STRiVE provide to individuals currently employed?
 - Assist individuals with their work schedules.
 - Visits individuals work sites to answer questions and provide on-going support.
 - Ensure that transportation needs to and from work are being provided.
 - Provide social coaching on appropriate communication and behavior in a working environment.

There are 15 individuals currently seeking community employment. Six individuals have been at their jobs for over 20 years. Ten individuals have been employed for ten years and thirteen individuals have been at their jobs for five to nine years.

Members expressed appreciation to Sandy and Eric for taking the time to provide a better understanding on their role in the Supported Employment Department.

REPORTS

DEVELOPMENT UPDATES

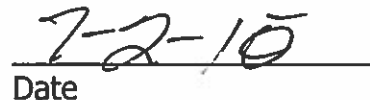
- Doug would like to schedule another workshop with Joe Breman to include the Foundation, Board of Directors and Leadership Team. The workshop would last between one and two hours. Doug inquired on the best time of day to hold it. It was the consensus of the Board to schedule for early morning.
- Garden Groove concerts are starting up again with Ralph Dinosaur opening this Saturday. Upcoming concerts include The Boys of Summer, The Fab 4 and Hard Scrabble.
- Tulips and Juleps was very successful even with the inclement weather.

Next meeting is on June 30th.

Vocational and Residential tours are available after the meeting if anyone is interested.

It was M/S/P (Kuhr/Quintana) to adjourn the meeting at 1:20 p.m.


Secretary


Date

