



BOARD OF DIRECTORS MEETING – FEBRUARY 25, 2020

PRESENT FROM BOARD:

Steve Ammentorp, Joe Warner, Dave Hayden, Terry Pickens, Marna Lake, Kevin Fitzgerald, Stephanie Keller, Scott Coleman, Tracey Garchar, Jim Grisier, Krista Ubersox, Tawny Espinoza

EXCUSED ABSENCE(S):

Mike Nordine, Justin Ward

PRESENT FROM STRIVE:

Grant Jackson, Mary Anne Lawrie, Chris Bergquist, Doug Sorter

OVERVIEW OF MEETING
The minutes from the previous meeting were approved
Grant provided state and organizational updates.
The Financials were presented and accepted. Minimum wage increase was discussed and
Doug updated the Board on PR/Market efforts.

A quorum was achieved, and the meeting was called to order at 12:01 p.m. Steve Ammentorp presided.

MINUTES FROM 1/28/2020 MEETING

The minutes from the meeting on 1/28/2020 were reviewed and approved.

It was M/S/P (Coleman/Fitzgerald) to approve the 1/28/2020 minutes as presented.

PRESIDENT/CEO REPORT

Grant informed members of changes that were made to the organizational structure of the Case Management and Early Intervention Departments with the recent dismissal of the VP. The problems within the departments has been continuous over the years and, just recently, Grant started receiving complaints from community stakeholders, families and/or guardians. In the interim, Grant is overseeing both departments and is having discussions with staff on their input on restructuring along what type of leader that would best fit the group and the organization. Some of the issues brought forward were that case managers were not having any interaction with individuals and families, frustrations expressed not knowing who the appropriate case manager is due to constant changes on caseloads, ongoing communication issues within the department, etc.

Grant announced that Health Care Policy and Finances (HCPF) has scrapped all the Business Continuity Plans that were submitted by all Community Centered Boards (CCBs) in addressing conflict-free case management and will be starting from scratch. They have hired a certified Center for Medicare & Medicaid (CMS) consultant firm to assist with the development of a new plan. The firm supposedly is an expert in this field and has assisted other states in developing plans for transitioning to the conflict free case management model. Their first meeting is scheduled for next week which Grant will be attending. This led to an in-depth discussion pertaining to previous meetings regarding debates involving exemptions for rural areas, time and cost involved with attorneys in developing the Business Continuity Plan, all new leadership at the state level with no communication, the possibility of parents approving a waiver allowing the CCB to provide both services allowing them the freedom of choice, lobbying efforts at the state level on the issue with the assistance of Gayle, the potential impact of mil levies on the CCBs, status of the single entry point contract, etc. Grant will keep members apprised on this issue.

The federal government is looking at phasing subminimum wage over the next several years. This new bill will not only impact some individuals who are currently employed, and their wages are based on piece work, but also have a major financial impact on the organization as well. Health Care Policy and Financing will be allotting \$25K to each employer to assist with transitioning from the subminimum wage model. Though this may be a great thing for equality and integration to the I/DD community, the downside is it make the job market more competitive and more difficult for the I/DD community to obtain employment. Families and advocates have been expressing their concerns over this bill and how it will affect their loved ones by not having the opportunity to earn money. This new model could potentially impact their benefits as well. Grant will keep Board members apprised on this issue.

Another bill being implemented is the Final Settings Rule which ensures that individuals receiving services through residential and vocational programs have full access to the benefits of community living. Leadership Team has been working on the residential part and will be looking at changing vocational programs into integrating individuals more into the community. Again, this will have another financial impact on the organization, and we are looking to the state for additional funding to implement the new model.

FINANCIALS

Chris provided an overview of the January financials which reflects a net income loss of \$5900 with donations, ignoring donations shows a loss net income of \$17K. Year-to-date net income is \$659K with donations, ignoring donations shows a net income of \$427K.

Attention turned towards the various graphs presented:

- Revenue is right at forecast.
- Personnel expenses are running close to forecast. Chris commented on health insurance claims have been phenomenally low and credited \$40K from the premium reserve originally budgeted. Chris will continue to monitor and if claims continue to run low will continue to book the remaining premium savings to year end.
- Operating expenses are running close to forecast
- Operating income is right at forecast
- Net income is running slightly above forecast.
- A new slide was incorporated to show actual financials through February along with

what financials are expected to be at year end

The department highlighted this month is Botanical Gardens. The Gardens is currently operating at a loss for the past couple of months due the season and no events. A revenue increase should occur once the weather warms up and events start happening. A question arose regarding the City's involvement and led to an in-depth discussion pertaining to new leadership with Park & Recreation, different opinions between the two agencies on the interpretation of the agreement, the City considering in forming an Advisory Council to oversee the Gardens, discussions with the City on current maintenance issues that need to be completed, events and fundraising efforts, job opportunities available to individuals, partnering with John McConnell Science to conduct their summer camps there and collaborations with other community agencies holding their events at the Gardens, etc.

Chris then reviewed the metric analysis for December highlighting the following areas:

- Total residency occupancy, inclusive of group homes and host homes, is at 92.9% which is under the target goal of 93%.
- Group home residential occupancy is at 80.65% and is below the target goal of 93%. This is due to the moratorium that we are currently under in addition individuals transitioning to a host home setting. On a positive note, Chris notified members that DOLA agreed to parcel out the three homes on the grant and will be drafting up three different contracts for the houses.
- Case Management billing units are under the target goal.
- Behavior billing units are slightly over the target goal amount.
- Total vocational units billed were slightly under the target amount.
- Staffing is below the targeted goal.
- Operating costs are below the targeted goal.

Balance sheet reflects nothing too noteworthy. All ratios are down. Accounts receivables were slightly lower from the previous month due to timing issues of payments.

It was M/S/P (Coleman/Ubersox) to accept the financials as presented.

REPORTS

PR/MARKETING

We continue to have a strong community presence with the assistance of the local media. The TV station is running PSAs 4 times daily along with the radio. Doug was also so interviewed during the coverage of the Lion's Parade which we won for the best themed float. Khristina Kukus was nominated as one of the candidates for the "*Remarkable Woman*" contest and interviewed by the TV station.

Colorado Mesa University's Marketing students have formed 4 teams to work on a new promotional marketing packet for Alida's along with a new logo. Once they have completed this project, they will present their ideas to Grant, Chris and Doug.

As far as fundraising, Doug remarked that unfortunately he was not able to meet the "Framing the Future" campaign goal and still struggles with collecting some of the pledges. The campaign sort of "fizzled out" once we moved into the building and alternative fundraising efforts are in the works. Doug then reviewed donations made from January 1 to present amounting to over \$150K. Because funding for the campaign came from larger foundations, we are unable tap into them for three years. Doug has found a couple of new

potential grants to apply for through DOLA and USDA. He will also be applying for a CDBG, Economic Impact Fund, Daniels Fund, Kaplan Foundation and RMHP and focus on enhancing some of the vocational programs.

On a final note, Tawny is open for recommendations for new board members. She requested members to forward their suggestions to her and/or Steve.

It was M/S/P (Fitzgerald/Warner) to adjourn the meeting at 1:24 p.m.

Not Signed due to Covid – approved at the April meeting – No meeting in March

Secretary

Date