



BOARD OF DIRECTORS MEETING – JUNE 2, 2020

PRESENT FROM BOARD:

Steve Ammentorp, Joe Warner, Scott Coleman, Terry Pickens, Dave Hayden, Tawny Espinoza, Marna Lake, Mike Nordine, Jim Grisier, Kevin Fitzgerald, Tracey Garchar

EXCUSED ABSENCE(S):

Justin Ward, Stephanie Keller

GUEST(S):

Justin Aubert & Randy Brown – New Board Candidates

PRESENT FROM STRIVE:

Grant Jackson, Mary Anne Lawrie, Chris Bergquist

OVERVIEW OF MEETING
Welcome and Introductions
Minutes from the previous meeting were approved.
Grant provided State and organizational updates.
The annual slate of Officers and Directors for FY20-21 was approved along with the slate of Officers for DD Housing.
Financials were presented and accepted.

A quorum was achieved, and the meeting was called to order at 12:00 p.m. Steve Ammentorp presided.

INTRODUCTIONS

Steve welcomed and introduced Justin and Randy to the meeting. Justin is the CFO for Quality Health Network and grew up in the Valley. Justin has worked with some staff members in one capacity or another and is familiar with our organization. He is excited to be a member of the Board.

Randy grew up in the Durango and is an attorney. He worked in the District Attorney's office before venturing out on his own and served as a Municipal Court Judge in Fruita. He is also excited to be a member.

MINUTES FROM 4/28/2020 MEETING

The minutes from the meeting on 4/28/2020 were reviewed and approved.

It was M/S/P (Warner/Lake) to approve the 4/28/2020 minutes as presented.

PRESIDENT/CEO UPDATES

These are trying times right now but STRIVE's teams continue to persevere in assuring the health and safety of our individuals. No one is in quarantine or isolation and we are not awaiting any test results. There were 6 or 7 individuals that were tested with negative results. Protocols and procedures are in place. If someone even shows any signs of the virus isolation, control plans are immediately initiated. The State auditors were out a couple of weeks ago to survey the preparations that are in place for addressing the COVID pandemic. The outcome was very positive, and the State was so impressed with some of our practices that they will be using them as examples of "best practices" with other facilities.

The Joint Budget Committee (JBC) is finalizing the budget and there will be a 1% provider rate decrease across the board for all intellectual/developmentally disabled (I/DD) services. Initially, the rate decrease was going to be 5.5% which would equate to over a \$1 million dollar shortfall. The JBC spared the Intellectual/Developmentally Disabled (I/DD) community due to statewide lobbying efforts in educating the JBC of the I/DD system during campaign efforts to end the waitlist.

The State will also be changing the rate structure for Targeted Case Management (TCM). In the current structure an individual is annually allotted 240 units for various services provided and this is billed in 15-minute intervals. The new structure is a monthly flat rate per enrolled person known as per month/per person (PM/PP). This would have a financial impact of \$500K less than what we currently receive and most likely we will have some layoffs within that department. Grant and the Case Management Supervisors have been meeting with the State to discuss the current duties of the Case Managers and ways to streamline some of the processes. The State informed them that a lot of the job tasks currently being done were not required and were basically considered busy work. The Case Management Supervisors will be looking at laying off about 7.2 FTE. This led to a discussion pertaining to the new pay structure of per month/per person and how other health facilities use the same system. Appropriate documentation is being completed, developing metrics to measure the accountability of case managers whether working from the office or at home, etc. At the end of the discussion, Kevin and Dave offered to assist Grant in developing metrics in monitoring accountability and values.

Another financial hit this year has been our fundraising efforts. All activities that have big gatherings have been cancelled and we continue to watch what the community is doing during this period. This is unfortunate since our first concert series was going to be an "album release" party for a very popular local band. Doug has reached out to 970 West Studios to see about the possibility of streaming some of the events. Tulips and Juleps has been rescheduled to September 5th.

The State has issued strict guidelines on the reopening of Vocational day programs, i.e. number of individuals allowed in a program, defined population on who can return including the health status of the people residing with them, etc. Vocational supervisors are familiar with individuals in their programs and are reviewing ones that are healthy and understand the importance of wearing masks and social distancing. We are looking at reopening Botanical Gardens, mobile crews, Alida's and Uniquely Yours.

Conflict-free case management has been tabled until 2025.

The Final Settings rule will still go into effect. This rule ensures that individuals receiving

services through residential and vocational programs have full access to the benefits of community living. Some of our programs would be considered a sheltered workplace and these would need to be revamped for more community inclusion. We are currently strategizing on having some programs be housed in the Admin office. Grant added that Doug has been taking a nationwide community employment training workshop online. He said he was listening to presentations from Oregon and Washington and they were light years ahead of Colorado in terms of how far we are behind on community connectiveness. Our objective will be to create more community inclusion opportunities to the individuals we serve.

ANNUAL ELECTION

Steve discussed the nominations and requested a motion for the slate of Officers and Directors to be approved for FY2020-2021, in addition to STRiVE's Officers will be DD Housings' Executive Committee for FY 2020-2021

It was M/S/P (Coleman/Warner) to accept and approve the following Slate of Officers for STRiVE and DD Housing along with the appointment of five (5) STRiVE Directors for FY2020-2021:

OFFICERS:

**TAWNY ESPINOZA – CHAIR
DAVE HAYDEN – VICE CHAIR
KEVIN FITZGERALD – TREASURER
KRISTA UBERSOX – SECRETARY
STEVE AMMENTORP – EX-OFFICIO**

DIRECTORS (THREE-YEAR TERMS):

**STEVE AMMENTORP
TAWNY ESPINOZA
JIM GRISIER
JUSTIN AUBERT (NEW MEMBER)
RANDY BROWN (NEW MEMBER)**

DD HOUSING OFFICERS:

**TAWNY ESPINOZA – CHAIR
DAVE HAYDEN – VICE CHAIR
KEVIN FITZGERALD – TREASURER
KRISTA UBERSOX – SECRETARY
STEVE AMMENTORP – EX-OFFICIO**

FINANCIAL REPORT

Chris provided an overview of April financials. Items to consider when looking at the report are receipt of the PPP loan and the retainer payments for the Vocational programs. Chris reminded members that these fees were based on our average attendance billing and that we are actually paid more since there are no reported absences. From today's standpoint our revenue picture looks promising; but the shortfalls will be coming with the 1% rate reduction, a potential major cut to Children Services, and reduction to the mil levy allocation. With these uncertainties, we opted to keep the PPP loan. April's net income is running over \$123K with donations, removing donations we stand at \$68K. Year-to-date income is running over \$849K with donations.

Attention turned towards the various graphs presented:

- Revenue is slightly higher than forecast. This is due to not spending much money since quarantine.
- Personnel expenses are right on target.
- Operating expenses are under forecast as previously noted.
- Operating income has improved.
- Net income shows an increase over the prior month.

Chris then reviewed the metric analysis for April, highlighting on the following areas:

- Total residency occupancy, inclusive of group homes and host homes, is at 93.4% which is over the target goal of 93%.
- Group home residential occupancy is at 82.50% and is below the target goal. This is based on a couple of deaths that have occurred and vacancies in the home due to no referrals and the quarantine due to the COVID pandemic. Grant & Chris have been talking with another entity who may be interested in purchasing one of our homes.
- Case Management billing units were over the target by 787 units. Case Managers appear to be more efficient working at home.
- Behavior billing units were over target amount.
- Total Vocational units billed were over the targeted goal.
- Staffing is below the targeted goal.
- Operating costs were under projection.

The balance sheet reflects quite a bit of change due to the PPP funding and various COVID grants which is reflected in the cash and working capital. Net assets went up slightly. Accounts receivable is improving. Current ratio is 1.88. Debt to equity is .44 and months unrestricted cash is at 4.56. A question arose in relation to the amount of the debt consolidation. Chris will get back with members after he has had a chance to look at that calculation.

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

On behalf of the Board, Steve expressed his appreciation and gratitude to Joe and Marna for their dedicated service and leadership they provided during their tenure. MaryAnne will be in contact with them to arrange for their appreciation gifts.

Steve requested to end the business portion of the meeting and proceed into Executive Session to discuss legal issues.

At 12:54 p.m., it was M/S/P (Grisier/Hayden) to adjourn the business portion of the meeting and proceed into Executive Session to discuss legal issues.

Approved at June 30th Meeting, not signed
Due to Covid

Secretary

Date