



BOARD OF DIRECTORS MEETING MINUTES – DECEMBER 6, 2022

PRESENT FROM BOARD:

Tawny Espinoza, Tamara Krizman, Kevin Fitzgerald, Dave Hayden, Randy Brown, Justin Aubert, Mike Nordine, Terry Pickens, Stephanie Keller

EXCUSED ABSENCE(S)

Jim Grisier, Krista Ubersox, Brandi Coleman

PRESENT FROM STRIVE:

Grant Jackson, Mary Anne Lawrie, Chris Bergquist, Khristina Kukus

OVERVIEW OF MEETING
Minutes were presented and approved.
Grant provided state and organizational updates
Financials were reviewed and accepted.
Khristina provided a Quality Assurance update.

A quorum was achieved at 12:01 p.m. Dave Hayden presided.

MINUTES FROM 10/25/2022.

Minutes were presented and approved.

It was M/S/P (Espinoza/Fitzgerald) to approve the minutes from 10/25/2022.

PRESIDENT/CEO REPORT

Grant reported that we are in the process of transitioning Olson into a new residential model of care and have been notifying parents and guardians of our plan. This was inevitable with the staff shortages we continue to be under and to avoid another emergency closure. Grant informed members that State surveyors were recently here from a complaint that was received stemming from that closure. The complaint was unsubstantiated. Staff have also been notified and have the choice of either assisting in the Plus One model or transfer to a vocational program. The "Host Home Plus One" model is similar to a host home setting but will offer staff assistance to the provider at their expense. Grant and Chris have been working with a provider on the front range who are utilizing these plus models. Our target date for Olson moving to this new model is schedule for the first of February. We have also reached out to KARIS and notified them that we will need to have Victoria back by the first of the year. Homes that will recognized as Plus One model will be Olson, Victoria, 680 and 385. One or two of the individuals at Olson will transition to a host home with the remaining ones either staying at Olson or relocating to Victoria.

The year 2022 brought STRIVE a lot of changes not only in residential but also vocational due to the implementation of the Final Settings Rule which focuses on heightening community integration and inclusion for individuals with an intellectual/developmental

disability. A few of the programs are fully in compliance. We are struggling with the ones mainly at the Chipeta building, i.e., Creative Creations, Uniquely Yours and Woodshop. The State visited this site a couple of months ago and basically referred to it as large-sheltered workplace that does not fall within the guidelines. After several strategy meetings, it was decided to combine Uniquely Yours with Creative Creations and the Woodshop would remain the same. The programs will transition from a supported employment program to a special habilitation program. One problem we struggled with was individuals in these programs receive a paycheck and are very proud of that. Instead of taking that away from them, we opted to continue paying them but for less hours worked. Since it is a specialized hab program, this enables us to bill for a group setting and would be cost neutral. They will continue making items and selling the product in the community, i.e., Farmer's Market, mall kiosk, etc.

We continue to work with community partners such as Enstrom's and PowerPro. Enstrom's actually kept them a couple more weeks this year and love working with our individuals. We had to put a pause on individuals helping out at the Community Food Bank due to COVID and staff shortages. We will also be meeting with the Food Bank of the Rockies once their new facility has been completed. The new facility will have a huge food dehydration system and will need assistance with the process and packaging. We are looking forward to partnering with them on that. Grant has also been in discussions with Western Community College and Colorado Mesa University on potential internships with some of their students working day programs or other opportunities. Grant commented that WCCU's woodshop is interested in partnering with ours. One crew is helping fill gift bags at CMU today. We have also secured a kiosk at the mall for the holiday season to sell products from Alida's, Woodshop and Creative Creations.

FINANCIAL REPORT

Due to the timing of this meeting, November financials are not finalized. Chris reviewed the October financial report instead. Operational income reflects a positive \$22K; adding donations back in reflects \$26K to the good. Year-to-date operational income reflects a deficit \$85K; adding donations back in reflects \$103K to the good.

Revenue is slightly below forecast especially with vocational billing based on attendance issues, staff shortages and COVID.

Personnel expenses are close to target forecast due to a combination of the staffing shortage and the closure of another group home creating a savings in this category.

Operating expenses are trending up with the increase in host home providers. We are seeing a decrease in expenses on contracting services assisting with staffing in the group homes.

Current ratio is 3.77, debt to equity 0.27 and month's unrestricted cash 6.91.

It was M/S/P (Krizman/Aubert) to approve the financials as presented.

Chris had one more agenda item pertaining to the 403(b). The Finance Committee requested to look at making changes on the premise of increasing employee participation into the plan. Chris met with Mutual of America on different options available, i.e., different match percentage by age of employee and/or length of employment or increasing the match percentage, implementing a vesting schedule, increasing, or decreasing eligibility and

vestment periods, etc. Options were discussed with Leadership Team, and they opted out of making any changes to the for a couple of reasons. First, we don't have the extra money to expend on increasing match percentages or a vestment schedule and believe this would not make any difference in participation. Secondly, our main focus is to increase wages once resources are available. Changes to the plan can be made at any time and we may look at it again in the future.

REPORTS

Quality Assurance Updates

Khristina provided members updates on Quality Assurance involving, Quality Management Plan (QMP) and PTP (Provider Transition Plan) updates, MANE (Mistreatment, abuse, neglect & exploitation) overview and next year's goals.

QMP Updates

- 2746 Olson – Covid vaccination status/reporting is updated weekly through EmResource. Gastrostomy site documentation is 100% completed and time tracking documentation is 85% or above completed. Effective February 1, this site will transition to a Host Home Plus One Model.
- Host Homes – Service Plans are not completed. Processes are in place and 60% are completed. Health and Safety Plans are also not completed. Processes are in place and 78% are completed. Behavior and sleep time tracking is 65% or above.
- Home Health – Quarterly visits are not completed due to no supervisor. There is a new supervisor now and quarterly visits will start to begin. Job descriptions, employee evaluations and DORA checks are all completed.
- Vocational – Not all sites maintain a monthly activity calendar. Skill Programs, Community Integration and Documentation of Service and Delivery all maintain a 95% completion with the exception of Wellness.

Provider Transition Plan Updates

- Residential – 100% in compliance.
- Vocational – Uniquely Yours will be combined with Creative Creations at the first of the year. Woodshop is pending approval from the State. Project 970 and Rocky Mountain Heights are scheduled to be visited by the State.

MANE Overview

- There were 11 MANE allegations for the month of July.
- A total of 21 allegations were made in month of August. Eight of these claims were substantiated and disciplinary action has been taken.
- September reported 4 allegations with one substantiated.
- There were 8 allegations for the month of October with one substantiated.
- Nine were reported for the moth of November with three investigations pending.

2023 Goals

- Recruitment and retention.
- Improve on-boarding and on-site training in addition to offering continued education opportunities and supervisor training
- Complete Therap separation from CCB.
- Continue to update policies and procedures.
- Obtain Class A License for Home Health.

Members appreciated the detailed information provided by Khristina especially with the MANE reports. One member wondered if there was a way to quantify whether or not the substantiated MANE incidences have increased or decreased due to the staffing shortages. Khristina responded that she was still gathering data and will be happy to provide that information in her next quarterly report. Since Khristina investigates all the cases, she reported that there was neither an increase and/or decrease in claims since most of them stemmed from host homes with a small handful that occurred in the vocational programs. One member suggested to start looking at trends, i.e., contributing factors around the closure of group homes and the transition over to the Host Home Plus Model and what level of impact that is going to have on MANE allegations. Khristina will also gather data to incorporate a trend analysis into the QA report.

The meeting adjourned at 12:58 p.m.

Minutes approved via Zoom on 01/31/2023

Secretary

Date