

DEVELOPMENTAL PATHWAYS, INC.

Board of Directors Meeting Minutes

Tuesday, September 26, 2017

Members Present:

Tim Moore, Beth Klein, JoAnne Zboyan, Mayre Lynn Schmit, Adam Horney, Kristin Hoover, Monique Peyton, Nancy Sharpe, Dave Weaver, Michaela McDonnell

Members Absent:

Excused: Alison Dronkers, Chris Becze, Tim Batz, Lynn Myers

Others Present:

Melanie Worley, Matt VanAuken, Lloyd Sweet, Ed Bowditch, Bob Ward, Gillian Kennedy, Deidra Tjerandsen, Tim Vincent

The meeting of the Developmental Pathways, Inc. Board of Directors was called to order by the Board Vice President, Ms. Hoover at 6:38 p.m. A quorum was established by Board Secretary, Ms. Schmit.

Conflict of Interest

No updates.

Public Comment

None.

Consent Agenda

- a. **Approval of Regular Board Minutes – June 27, 2017**

MOTION: Mr. Horney moved for the approval of Consent Agenda items as presented, the motion was seconded by Mr. Moore. It was approved by unanimous voice vote.

Executive Committee – Ms. Hoover

Mr. Batz was unable to attend, so Ms. Hoover facilitated the meeting. The Executive Committee has not met since the last meeting.

Legislative Update – Mr. Bowditch

Mr. Bowditch advised that due to a technical tax issue, 100 legislators will attend a special session at the Capitol on October 2, 2017. There is a large reversion of unspent General Fund that includes \$94 million from Medicaid. Why can't Medicaid spend those dollars? Analysis not yet done. Mr. VanAuken indicated that he asked the Director of DIDD at HCPF how much of the \$94 million was specific to our population? – they had no idea, historically it has been \$24 million dollars. But still they don't provide provider rate increases, or take people off wait lists as they should. Mr. Bowditch discussed the change in hospital provider fee and the State is expected to be way below TABOR limit, so no TABOR refunds unless drastic change. Medicaid payments are an ongoing issue due to State's new payment system. There are a lot of concerned Medicaid providers having to take out loans/mortgages as payments are not coming in. We have two new JBC staff analysts Ms. Robin Smart and Mr. Vance Roper.

Mr. Bowditch advised that some of the top issues for the upcoming 2018 session include 1) Elections (Governor, Congress, State Treasurer and Attorney General positions) 2) Transportation Funding (Possible sales tax measure on ballot) 3) Rural Colorado (Sustainability to include education funding, transportation and workforce training) 4) PERA

(Legislature may consider changes to PERA plan). Mr. Bowditch also updated the Board that Ms. Worley has been busy meeting with members of the local legislative delegation including Senator Priola.

Finance Committee – Ms. Klein

Ms. Klein advised that the Finance Committee did not meet this month due to 3 of the 4 members being unable to attend the meeting.

Ratification of Motion for Investments Change – Ms. Hoover

RATIFICATION: On September 7, 2017 an online motion was sent out to the Board concerning approval to open a new investment account with \$5 million excess operating funds currently held at CoBiz and transfer those funds to Innovest. These funds would be placed in an investment account that reflects a similar risk/return profile that we currently have (which has earned approximately 2.2% year to date). Mr. Moore moved to approve opening an additional investment account at Innovest, the motion was seconded by Commissioner Sharpe.

Nominating Committee – Ms. Schmit

Ms. Schmit advised that no Board members are up for renewal until January 2018.

Development Committee – Ms. Worley

Ms. Worley began by highlighting the Shining Stars Gala and shared that the donations are still being counted from the evening. Ms. Schmit indicated that even though there was a power outage, Ms. Bosch did a great job at holding it together and her hard work on the event really showed. Ms. Schmit advised people who have special needs in their lives don't give up easily, they adapt. The power was out of our control. Ms. Cheryl Preheim was amazing and she advised she would love to come back next year, she loves Developmental Pathways. Everyone loved the 1920's theme. Commissioner Weaver advised maybe make the centerpieces lower, hard to see presentation. Ms. Schmit commented that maybe an award could be added for a family/person directly benefiting from the work of SUN Foundation. There needs to be a better connection to see where the fundraised dollars are going and a better introduction of the speaker at the gala.

Ms. Worley then spoke about Colorado Gives Day. Mr. Moore advised that individuals can create a Colorado Gives Day page, linked to an organization, so individual email contacts can be sent. Mr. Moore created a page last year for another non-profit he is active with and indicated that it was an easy way to raise money. Moreover, it was determined that if the Board wanted to participate, 15 minutes could be set aside at future meetings to set up individual pages.

New Business

Employee Engagement Survey Results – Mr. VanAuken

Mr. VanAuken advised that an employee engagement survey was completed two years ago through the Denver Post and Developmental Pathways was listed as a top employer. Recently, Developmental Pathways hired Mountain States Employers Council, Inc. to complete a deeper dive employee engagement survey. A third party was intentionally used so that the data would have the most integrity. The survey was comprised of 49 multiple choice questions, 3 open ended questions and 8 demographic questions. 185 of 248 employees completed the survey, which is a 75% response rate. Overall average of answers was 3.9, which is very positive, this was the highest mean score that Mountain States had ever seen. Because of the great outcome, the Director from Mountain States was invited to present the results at a Developmental Pathways All Staff meeting and to the Director Group. Developmental Pathways is thrilled with the results as there has been such monumental growth over the last several years. The area which scored the lowest was compensation and the highest was work life balance. Ms. Zboyan asked for a copy of questions. The open-ended questions showed that employees are very happy with their supervisors and teams. This is directly showing in retention numbers being the best they have ever been. Employees wanted more learning and development and more opportunities for informal meetings with other staff members and

departments. Mr. Moore advised this is the best snapshot the Board has ever seen. It is very impressive feedback. Ms. Hoover liked the open-ended nature of the questions. Commissioner Sharpe asked how Developmental Pathways celebrated the results with employees? Mr. VanAuken indicated that the results will be recognized in the next quarterly leadership meeting. The Board expressed interest in attending that meeting. Ms. Kennedy will send an invite to the Board.

CFO Report – Mr. Sweet

Mr. Sweet advised that the financial reports are uploaded on the portal for review. They will always be posted several days before a meeting for the Board to review. The finance committee will then review the financials and make a recommendation to the full Board. Ms. Sweet highlighted that audits have been completed for the 401k and housing, and are now working on the Developmental Pathways audit that includes the government piece. The final delivery of audits will be mid-November. Developmental Pathways audit partner will be out of town for the November 28, 2017 Board meeting. His presentation will be made at the December meeting. Mr. Sweet advised that this year will still be a consolidated audit for all four companies. Due to the separation of the companies as of July 1, 2017, next year the audits will be separate.

CEO Report – Ms. Worley

Ms. Worley introduced Mr. Vincent from the I.T. department and Ms. Tjerandsen who will be the new Executive Assistant to the CEO. Ms. Worley advised she has been to Washington D.C. twice since the June meeting. Ms. Worley and Mr. VanAuken attended an ANCOR conference and met with members of the delegation along with Mr. Knoedler for the Coalition to discuss the issues of rural exemption and definition of financial interest. Ms. Worley met with Mr. Bicha about two issues Developmental Pathways is really concerned with regarding Early Intervention (short of funding and software issue). Ms. Worley also discussed dual diagnosis and how Developmental Pathways is being turned away from crisis and regional centers and how individuals are ending up in emergency rooms, the most expensive place.

Ms. Jennifer Martinez from HCPF has visited Developmental Pathways twice recently to observe the case management department and take a tour. A group of 15 people, including legislative staff and analysts from CDPHE will be coming for a tour. Developmental Pathways was informed that our SB 38 audit will be starting soon. Ms. Worley then advised the group that Developmental Pathways had been contacted just this morning that El Pueblo closed today, and Developmental Pathways had until the end of business to move our individual out. The State suspended the license. This highlights why Developmental Pathways is working towards the youth housing initiative. There is a need, Developmental Pathways has no alternative place for these children. Ms. Hoover, Mr. Batz and Ms. Worley were able to meet over the summer to discuss the Board. Mr. Batz and Ms. Hoover want to build more of a connection with the organization. They would like two or three Board members at each event organized by Developmental Pathways. Mr. Batz asked to schedule a BOD Cocktail Hour so members can spend time with each other socially. This will take place on October 2, 2017. Also, instructions were provided to the Board of how to place the Developmental Pathways email account on cell phones for easy access.

Adjournment

There being no further business to come before the Board, the meeting was adjourned at 8:12 p.m. Adjournment motioned by Mr. Moore, seconded by Dr. McDonnell. Approved unanimously.