

DEVELOPMENTAL PATHWAYS, INC.
Board of Directors Meeting Minutes
Tuesday, May 28, 2019

Members Present:

Kristin Hoover, Beth Klein, Dr. Michaela McDonnell, Tim Moore, Commissioner Nancy Sharpe, JoAnne Zboyan, Mayre Lynn Schmit, Monique Peyton, Lynn Myers, Diane Holbert, Adam Horney

Members Absent:

Excused: Tim Batz, Lois Vaughan, Commissioner Abe Laydon, Daniel Sampson

Others Present:

Melanie Worley, Matt VanAuken, Ed Bowditch, Selina Griggs, Lesa Stellke, Judge Don Toussaint, Cindy Lichti, Amy Grogan, Sandy Polizzotto

The meeting of the Developmental Pathways, Inc. Board of Directors was called to order by the Board Vice President, Ms. Hoover at 6:18 p.m. A quorum was established by Ms. Schmit.

Guests: Cindy Stevens, Darlene Beals

Conflict of Interest

No updates

Public Comment

Cindy Stevens: Ms. Stevens had no comment.

Darlene Beals: Ms. Beals is a parent of a son that receives services through Developmental Pathways. He is now 23 and Ms. Beals would like to see what kind of services Developmental Pathways has to offer him at this stage in his life.

Consent Agenda

Approval of Regular Board Minutes – January 22, 2019

MOTION: Mr. Horney moved for the approval of the Board minutes for January 22, 2019 and the ratification of the SUN acquisition business proposal; the motion was seconded by Ms. Schmit. It was approved by unanimous voice vote.

Executive Committee – Ms. Hoover

Legislative Update – Mr. Bowditch

Mr. Bowditch informed the Board that the 2019 legislative session ended on May 3, 2019. There were 150 new DD Waiver resources and 399 new emergency resources provided. Mr. Bowditch also updated the Board on Senate Bill 238 and its relation to CCBs. As introduced, the bill would have required agencies pass through 77% of funding to wages for certain employees. The bill was ultimately modified to get the CCBs to neutral. Ms. Worley mentioned that over four hundred individuals came to testify from CCBs and fellow advocacy agencies regarding SB-238. Ms. Worley commented on how it was nice to see everyone come together and to see what we may be able to do more of as a community. Mr. Bowditch touched on the Paid Family Leave issue and how it was decided that it needed more amending and we may see a new bill regarding this next year.

Nominations for Executive Committee – Mr. VanAuken

In preparation for the June Board Meeting, Mr. VanAuken indicated that a volunteer Board Member is needed to lead the Nominating Process for the 2020 fiscal year new executive committee. He further indicated that this person is responsible for communicating with all Board Members regarding the nominations. Ms. Klein volunteered to lead the Nominating Committee.

Ms. Hoover let the Board know that Mr. Batz decided he cannot continue as Board President but would like to remain on the Board. Ms. Klein also advised that she would be stepping down as Treasurer.

Review Board Committees - Ms. Hoover

Ms. Hoover asked if the Board had a chance to review the 2019 Board Committees list posted to the Board Portal?

Ms. Worley mentioned that Mr. Sampson may like to be a member of an additional committee and that someone should follow up with him. Commissioner Sharpe and Ms. Hoover volunteered for the Strategic Planning Committee.

MOTION: Mr. Moore moved to approve the 2019 Board Committees with the addition of Commissioner Sharpe and Ms. Hoover to the Strategic Planning Committee to become effective July 1, 2019. The motion was seconded by Ms. Holbert. It was approved by unanimous voice vote.

Review 2019 Board Goals – Ms. Hoover

Ms. Hoover asked if the Board had a chance to review the 2019 Board Goals posted to the Board Portal.? Ms. Holbert inquired on if anyone was tracking to make sure the goals were being accomplished. Mr. VanAuken let the Board know that Ms. Griggs will be tracking the goals and will submit a report to the Board President twice a year.

MOTION: Commissioner Sharpe moved to approve the 2019 Board Goals; the motion was seconded by Ms. Holbert. It was approved by unanimous voice vote.

Family Support Council Member Approval – Ms. Stellke/Ms. Polizzotto

Ms. Hoover welcomed Ms. Stellke and Ms. Polizzotto, members of the Family Support Council. Ms. Hoover commented that every two years the Board is asked to approve the nominations for the Family Support Council and reminded the Board that the bios for the nominees were posted to the portal for review. Ms. Hoover asked Ms. Stellke and Ms. Polizzotto to advise the Board about the Family Support Council and the services they provide.

Ms. Stellke stated that the Family Support Council helps to provide oversight to the Family Support Program and is a state funded program that provides services to individuals 3-18 years of age. This fiscal year the program has supported 360 individuals. The state has made a few changes that will begin in July. A document will be going out to the families regarding these changes. The Family Support Council partners with the Community Outreach Department within Developmental Pathways and works with individuals on the waitlist. They are working together to come up with creative ideas on how to serve these individuals. Ms. Stellke stated that the council is a group of volunteers that meet once a month as an advisory committee that focuses on family outreach and educating the families. They have recently partnered with the training department on training the new case managers. They meet with them once a month for an hour to help them learn what to expect when they meet with families for the first time and what the families have said they would like to see from their case managers. They are also working on creating videos that can be shared with case managers in case they are unable to meet with them in person.

Mr. VanAuken introduced Ms. Grogan, the Director of Case Management. Ms. Grogan said that she is very thankful for the Family Support Council and the insight they have been able to provide the case managers.

Ms. Polizzotto stated that the Family Support Council has been working to bring someone to the council that is being served by Developmental Pathways or with a disability. Ms. Polizzotto's son, said that he would like to be a part of the council. Mr. Polizzotto is being voted in tonight.

MOTION: Mr. Moore moved to approve the addition of Ryan Polizzotto to the Family Support Council for a two-year term; the motion was seconded by Ms. Klein. It was approved by unanimous voice vote.

MOTION: Commissioner Sharpe moved to approve to reappoint the seven existing members of the Family Support Council for a two-year term; the motion was seconded by Dr. McDonnell. It was approved by unanimous voice vote.

Finance Committee – Ms. Klein

Board Financial Statement Review and Approval - Ms. Klein

The April 2019 YTD financials were reviewed. Below is a summary of the Developmental Pathways Consolidated April 2019 Financials:

Balance Sheet:

Assets	\$30,589,592
Liabilities	\$3,829,918
Fund Balance	\$26,759,674

Statement of Operations

	Actual	Budgeted
Revenues	\$35,639,369	\$35,756,147
Expenses	\$(35,738,618)	\$(36,983,402)
Excess of Revenues Over Expenses	\$(99,249)	\$(1,227,255)

In accordance with SB16-38, we are required to review and approve financial statements at least quarterly. With that said, we will not present financials at every Board meeting, but rather on a quarterly basis. Financial reports are posted on the Board portal approximately 1-week prior to Board meetings. Ms. Klein provided a brief overview of the April 2019 YTD Financials.

MOTION: Mr. Moore moved for the approval of the April 2019 YTD financials; the motion was seconded by Ms. Holbert. It was approved by unanimous voice vote.

2020 FY Proposed Budget Preview and Discussion-Mr. VanAuken

Mr. VanAuken updated the Board on the FY2020 Budget. The final budgets were reviewed by the executives and will be posted to the Board Portal by May 30th for review. An email notification will be sent to the Board as soon as they are posted to the Portal. Mr. VanAuken gave the Board details regarding the Q&A meeting on June 11th. The Board is welcome to attend in person or by Zoom. This meeting is for the Board to gain a better understanding of the budget and ask questions. The final budget will be presented at the June 18th meeting for approval.

DP Budget Review Q&A

June 11, 2019

3:30-4:30pm

Inverness Boardroom or Zoom

<https://nmscolo.zoom.us/j/203378941>

Or call in: +1 669 900 6833 US

Meeting ID: 203 378 941

Nominating Committee – Ms. Schmit

Ms. Schmit welcomed the Honorable Don Toussaint and asked him to speak a little about himself. Judge Toussaint is a County Court Judge for Arapahoe County. Previously, he was an Assistant City Attorney for the City of Aurora. He received his undergraduate degree from the University of Colorado and his law degree from the University of Denver Sturm College of Law. Judge Toussaint is married and has two children. He has ten years of corporate and finance experience, as well as ten years of litigation and transactional experience. His nephew has a developmental disability. He is looking forward to contributing and learning more about Developmental Pathways.

Mr. VanAuken informed him that Mr. Harcey and Ms. Griggs will be coordinating training sessions with him.

Development Committee – Ms. Worley

Ms. Worley spoke regarding the SUN Foundation and reported 525 gifts totaling \$432,070 from July 1, 2018 to May 28, 2019. Ms. Worley stated that the gala was a huge success with 210 attendees. The gala raised \$95,000 before expenses with a net of \$35,000. She also mentioned that the foundation is working on a cohort application with the Rose Foundation. Ms. Myers has offered her assistance in the application process.

Upcoming Events: Colorado Gives Day – December 10, 2019

New Business

Early Intervention and Community Outreach Annual Updates – Ms. Lichti

Ms. Lichti, the Vice President of Early Intervention and Community Outreach, gave her annual update as she was unable to present at the Board Retreat in February.

Early Intervention supports children birth to 3 years of age that identify as having a disability or delay. Services provided range from coaching families to partnering with school districts. Early Intervention has seen a 5-8% growth in the last three years. There are 2,348 children and families that are currently being served. Early Intervention have witnessed increased staff collaboration and a low turnover.

Community Outreach provides support and funding for those needs that are not fully met by other programs. Some of the services Community Outreach provides are respite, and the 3+ Program. One of the newest programs is with Buckley Airforce Base. This program will help military families with respite care. Community Outreach has received \$44,301 in kind donations and 2,429 individuals have been served.

COO/Finance Report – Mr. VanAuken

Mr. VanAuken reminded the Board that his report is available on the portal for review.

Mr. VanAuken stated that the 2018 Mill Levy reports were completed on time and submitted to Arapahoe and Douglas County. Ms. Worley, Mr. VanAuken and the Communications Team presented the Mill Levy report to Arapahoe County and are scheduled to present with Douglas County this summer.

Mr. VanAuken noted that we have begun working with our insurance vendor to create a scope of work regarding a complete assessment of our current risk and safety protocols.

Case Management and Quality Assurance: Enrollments year to date total 374. 288 were projected. We have eliminated the State SLS waitlist which was about 60 persons.

Community Outreach: The Family Engagement Initiative has expanded to become the Community Engagement Initiative. With the expansion, extensive planning through the Summer of 2019 is required to determine how we can make Developmental Pathways the premier service provider of I/DD and ensure that everyone with I/DD who needs to engage in the system has access to all the information they need to make informed decisions. Community Outreach also hosts a monthly parent training that had over 100 people from different schools to learn about behavioral issues.

Information Technology: IT will be starting a new laptop replacement cycle and supported 12,550 ticket requests to date this fiscal year.

People Strategies: The Learning and Development department has Graduated 34 individuals from Hi-Po professional development services across all companies. They are also restructuring the Risin' Up to Management Leadership Program to start in late July.

Human Resources and Talent Acquisition: Unique Employee Guidebooks were finalized for each company and will be distributed in July. They have also rolled out a Harassment Prevention course that will be launched at the beginning of the fiscal year.

Mr. VanAuken thanked everyone that came to the Jewell grand opening.

2019-2021 Strategic Planning Update – Mr. VanAuken

Mr. VanAuken reminded the Board of the Strategic Plan versions that have been previously used by the companies. He stated that it has been decided to update how they are presenting the information by providing a three-year document with information that is constant and then provide an update once a year in an annual report. This report will be available to print, as well as electronically on the websites. Mr. VanAuken asked for the Boards approval to move forward with finalizing the Strategic Plans for printing and posting to the websites. The Board agreed on moving forward with the drafts as approved.

CEO Report – Ms. Worley

Ms. Worley mentioned that the Executive Team Retreat was held recently, and it was very productive. Ms. Worley is working on a demographics project and is meeting with Douglas and Arapahoe Counties for information. The purpose of this project is to see what the next five to ten years look like for Developmental Pathways catchment area

Ms. Worley is a Board member of Pro 15 and attended the Voices of Rural Colorado conference. This was a great opportunity to meet with the new Governor and Lt. Governor and most of his new cabinet. She has also been working with Colorado Counties as part of the Transportation Committee and Health and Human Services Committee. Ms. Worley was recently nominated as Secretary for Alliance and is looking forward to assisting them.

In March, Ms. Worley attended the NACO conference in Washington, D.C. and met with our legislators. This year, a CCDD member went with Ms. Worley. Mr. Tom Turner is the CEO from Community Options, Inc. in Montrose, CO. Ms. Worley and Mr. Turner talked with legislators about the needs regarding Conflict Free Case Management legislation.

Ms. Worley met with Ms. Cheryl Ternes, Director of Human Services for Arapahoe County and Mr. Dan Makelky, Director of Human Services for Douglas County. She intends to meet with them quarterly

Ms. Worley has asked Developmental Pathways staff to work with Sterling Ranch staff on a park with adaptable equipment.

Executive Session

Ms. Hoover asked for a motion to move for Board of Directors to go into executive session to discuss legal Issues and all associated issues as per section 3.9 of Developmental Pathways Bylaws and Colorado Revised Statute 24-6-402 (4)(f).

MOTION: Mr. Horney moved for the approval for the Board of Directors to go into Executive Session to discuss legal matters and all associated issues as per section 3.9 of Developmental Pathways Bylaws and Colorado Revised Statute 24-6-402 (4)(b). The motion was seconded by Commissioner Sharpe. It was approved by unanimous voice vote.

MOTION: Ms. Myers moved for the approval for the Board of Directors to come out of Executive Session; The motion was seconded by Dr. McDonnell. It was approved by unanimous voice vote.

After leaving executive session, Ms. Hoover asked for a motion to approve Judge Don Toussaint to serve on the Developmental Pathways Board.

MOTION: Ms. Myers moved for the approval for Judge Don Toussaint to serve on the Developmental Pathways Board. The motion was seconded by Ms. Holbert. It was approved by unanimous voice vote.

Adjournment:

There being no further business to come before the Board, the meeting was adjourned at 8:23 p.m. Adjournment motioned by Ms. Zboyan and seconded by Ms. Myers. Approved unanimously.