

**DEVELOPMENTAL PATHWAYS, INC.**  
**Board of Directors Virtual Meeting Minutes**  
**Tuesday, June 23, 2020**

**Members Present:** Lois Vaughan, Diane Holbert, Monique Peyton, Adam Horney, Judge Don Toussaint, Commissioner Nancy Sharpe, Mayre Lynn Schmit, Lynn Myers, Tim Batz, Beth Klein, Dr. Michaela McDonnell, Commissioner Abe Laydon

**Members Absent:** Kristin Hoover, JoAnne Zboyan, Daniel Sampson

**Others Present:** Matt VanAuken, Ed Bowditch, Bob Ward, Selina Griggs, Cindy Lichti, Karen Flores, Erica Kitzman, Casey Garcia, Tim Vincent, Brenda Poage

The meeting of the Developmental Pathways, Inc. Board of Directors was called to order by the Board Vice President, Ms. Vaughan, at 5:13 p.m. Ms. Schmit established a quorum.

**Guests:** None

**Conflict of Interest**

None.

**Public Comment**

None.

**Consent Agenda**

Approval of Regular Board Minutes – May 27, 2020

**MOTION: Ms. Holbert moved for the approval of Consent Agenda items as presented; Judge Toussaint seconded the motion. A unanimous voice vote approved the motion.**

**Executive Committee – Ms. Vaughan**

**Legislative Update – Mr. Bowditch**

Mr. Bowditch informed the Board that the Colorado Legislature is expected to adjourn on June 15, 2020. Bills that have passed the Legislature are now awaiting signature by Governor Polis. Given the massive economic disruptions caused by the Coronavirus, the State faced a \$3.3 billion General Fund shortfall – on a General Fund base of \$12 billion. To balance the budget, the Colorado General Assembly made reductions to educations, transportation, and state reserve. There is expected to be an even stricter budget for fiscal year 2022.

Specific to IDD, the State provided; 399 new emergency resources, CES and SLS waivers remain fully funded with no waiting list, and all funds in the IDD Cash Funds totaling \$6.7 million were transferred to the General Fund. A 1% provider rate decrease was implemented for IDD programs. This was a significant victory, as a 5% reduction was anticipated. With regards to Early Intervention, the Legislature provided a small increase of funds, though much less than projected. However, the Joint Budget Committee clearly stated that this might have to be considered for a mid-year supplemental appropriation depending on caseload.

Mr. Bowditch stated that the Gallagher Amendment would be placed on the ballot for the voters to consider repealing in 2020. If repealed by the voters, taxes would not increase, but residential property tax payment rates would stabilize for the future. This passed with bipartisan support and greater than two-thirds support in both chambers. If not repealed, we are expecting a decline of approximately \$4 million in mill levy funding between Douglas County and Arapahoe County in January 2022.

Mr. Batz asked if Mr. Bowditch has advised Developmental Pathways to take a position regarding the Gallagher Amendment?

After further discussion from the Board and assistance from Commissioner Laydon and Commissioner Sharpe, it was agreed that informing the individuals we serve, their families, and staff is the best strategy. Mr. Bowditch will provide copies of the state blue book provided during election time with a summary of the ballot items that most pertain to Developmental Pathways at the September 15, 2020 Board meeting.

**The Developmental Pathways Board of Directors nominates the following slate of officers:**

The Developmental Pathways Board of Directors presented the following slate of officers for Fiscal Year 2021.

President: Ms. Kristin Hoover  
Vice President: Ms. Lois Vaughan  
Treasurer: Ms. Diane Holbert  
Secretary: Ms. Mayre Lynn Schmit

**MOTION: Ms. Myers moved to approve the slate of officers presented by the Developmental Pathways Board of Directors for a one-year term to expire at the annual Board meeting in June 2021. Mr. Horney seconded the motion. It was approved by unanimous voice vote.**

**Finance Committee- Ms. Holbert**

**Fiscal Year 2021 Operating Budget, Capital Budget, and Board Designated Funding Approval**

Ms. Holbert reminded the Board that the Fiscal Year 2021 Budget was emailed out to the Board for review, and a Q&A meeting was held on June 9, 2020, to allow the Board to discuss the budget and ask questions. Ms. Holbert notified the Board that the remaining funds from the Infrastructure Development Fund was being moved to the Capacity Building Infrastructure Fund. This is a broader fund to encompass the facility-based capacity, IT infrastructure, and potentially provider capacity. It was also decided to move the Youth Housing Initiative Fund to the Community Engagement Fund. This will help manage all external initiative in a broader category of community engagement.

Ms. Holbert also stated that the May 2020 financials were posted to the Board portal for review only.

Ms. Holbert asked the Board if anyone had any further questions? There being no further discussion, the Board motioned on the approval of the Fiscal Year 2021 Budget.

**MOTION: Ms. Schmit moved to approve the Fiscal Year 2021 Capital and Operating Budgets for Developmental Pathways; Ms. Peyton seconded the motion. It was approved by unanimous voice vote.**

**MOTION: Commissioner Sharpe moved to approve the Board Designated Funds for the Fiscal Year 2021; Mr. Batz seconded the motion. It was approved by unanimous voice vote.**

**Nominating Committee – Ms. Vaughan**

**Mayre Lynn Schmit – Second Term Ending 6/2020 (Term 3)**

Ms. Vaughan notified the Board that Ms. Schmit's second term was ending June 30, 2020. Ms. Vaughan asked Ms. Schmit if she would like to continue for a third term on the Developmental Pathways Board? Ms. Schmit replied, "Yes."

**MOTION: Mr. Horney moved to approve Mayre Lynn Schmit for a third term on the Developmental Pathways Board of Directors; Commissioner Sharpe seconded the motion. It was approved by unanimous voice vote.**

**New Business**

**CEO Diversity Council and Staff Forums – Mr. VanAuken**

Mr. VanAuken notified the Board that a statement was made internally to staff regarding Diversity, Equity, and Inclusion, and an external statement was posted to the company's website. This is a top priority, and will be added as a CEO strategic priority. Mr. VanAuken is currently working on redrafting the CEO Strategic priorities and will be communicating with the Board Executive Team regarding these changes. A cross-company/cross-department committee has been created to assist in the best path forward regarding Diversity, Equity, and Inclusion. Judge

Toussaint will be a part of this committee. Mr. VanAuken stated that several consultants were contacted, but none are available at this time. A decision has been made to move forward with the committee and try again later to bring in a consultant. Developmental Pathways will consult with other non-profits and human service organizations on what they are doing. Developmental Pathways is also looking into internal staff demographics and how it compares to our catchment area. Mr. VanAuken will keep the Board updated on how we are moving forward with the committee.

#### **ED Report – Mr. VanAuken**

Mr. VanAuken stated that there had been discussion to move the Executive Director Report from monthly to quarterly. Mr. VanAuken asked the Board for their opinion? The Board agreed on this decision. Mr. VanAuken also let the Board know that the Board President check-ins will now include the entire Board Executive Team. These meetings will be held quarterly. Mr. VanAuken informed the Board that Public Affairs and System Redesign Committee meetings will be scheduled in August. Committee members will receive a Doodle Poll email in July with date options, and the meetings will be presented via Zoom or in person.

Ms. Kitzman updated the Board on the plan to return to work in early to mid-August. A return to work survey was sent out to employees to gauge where they stand regarding return to work preferences, comfort level, and any other concerns they may have. Ms. Kitzman provided an update on Developmental Pathways operations. Tele-Health is working well, and the staff continues to work remotely. State processes are running smoothly as well. There has been a slowdown in reported COVID cases among staff and leadership continues to monitor the COVID -19 spikes happening around the United States. From mid-April through mid-June, \$61,000 was received in FFCRA tax credits.

Commissioner Sharpe and Commissioner Laydon stated that the counties continue to meet regularly internally and with Tri-County Health regarding COVID -19 as well.

Judge Toussaint asked for further clarification on unemployment claims and how they are handled?

Ms. Flores stated that non-profit agencies have the option to pay unemployment claims as they come in or pay for unemployment insurance. Developmental Pathways elected to choose to pay claims as they come in. Developmental Pathways does not tend to have significant unemployment claims, so this is a cost-savings for us. Employers have the opportunity to ask for federal assistance in paying unemployment claims up to 50%. When COVID-19 happened, we reached out and asked for assistance, so we should see that assistance reflected on our next unemployment statement.

Mr. Ward stated that Developmental Pathways continues to navigate through the current state guidelines regarding day programs and transportation. Some families are hesitant to start back up with services. Developmental Pathways continues to support these individuals in navigating through this challenging time. Ms. Kitzman updated the Board on the current restrictions with Day Programs, Transportation, Home and Community Supports, and Supported Employment.

Mr. Ward discussed Developmental Pathways' partnership with Douglas County Human Services and other community partners on developing a unique collaboration of services for individuals with the most complex medical, social, and mental healthcare needs. This pilot program, called Care Compact, aims to develop the best practices in care coordination, individual engagement, information sharing, and tracking of outcomes. Identifying which sub-populations will benefit from which interventions and reducing cracks in care are the primary focus of this introductory phase. Ms. Grogan, Director of Case Management, has been designated to be a part of this committee. We are very excited to be part of this pilot and will provide updates from this group as they are available.

Mr. VanAuken provided an update on the American Network of Community Options and Resources (ANCOR) Congressional Briefing. The annual report focused mainly on COVID-19. ANCOR also discussed other items like; providing support to Medicaid providers with the Families First Act, an increase in the Federal Medical Assistance Percentages (FMAP) that allows us to pay retainer payments for day programs that were shut down, and tax credits for paid sick leave. Mr. VanAuken also gave an update on the Alliance Summit that was hosted virtually in June. The Alliance Association includes 20 Community Center Boards (CCBs) and 45 of the largest providers across the State. There were many updates, one being that even with all the cuts to the general funds, the JBC still approved funding

for almost 400 new emergency waivers for individuals on the DD waitlist. Time was spent with the Office of Community Living (OCL) to advocate for post-COVID flexibility. One thing we would like to continue is virtual check-ins with families. Mr. VanAuken informed the Board that Alliance has voted him as President of the Alliance Board for the Fiscal Year 2021.

Ms. Lichti informed the Board that the Department of Human Services will be making a 10% cut across the Board. This equates to a \$6 million reduction within Early Intervention. For Developmental Pathways, that could equal up to \$1.5 million. The Office of Early Childhood has informed Developmental Pathways that they anticipate growing numbers in Early Intervention. They are looking at taking the eligibility criteria that are currently at a 25% delay in one or more areas and making it more challenging to qualify by raising the eligibility criteria to a 33% delay in one or more areas. The Office of Early Childhood is expecting a reduction of 2,000 children each year. For Developmental Pathways, that could mean a reduction of 500 children a year. Early Intervention is also waiting on a new contract from the State. The current contract will be extended for a few months, but we have been told that we will not be receiving any salary increases. There will also be a 10% cap in general management fees. This should not affect EI as we are already following those standards.

Ms. Kitzman informed the Board that with the anticipated budget cuts, Developmental Pathways has agreed to freeze all pay increases for the next fiscal year, for directors and above. Developmental Pathways has also agreed to a flat 2% overall merit increase for all other staff.

Mr. VanAuken let the Board know that a donation was received from the ARC of Colorado and the Sie Foundation/Global Down Syndrome Foundation of 7,000 masks for providers, staff, and persons in services. 2,000 masks were cloth, made by staff from the ARC, and 5,000 were disposable. Mr. VanAuken also thanked Ms. Holbert for assisting Ms. Kennedy in applying for our second grant with Pacific Western Bank.

**All Company Annual Meetings with New Executive Committee Slate – Ms. Vaughan**

Ms. Vaughan reminded the Board that each year an annual meeting must be held for each company. Ms. Vaughan asked that the Developmental Pathways meeting be paused to open a new meeting for Youth Housing Colorado.

**MOTION: Ms. Peyton moved for the approval to pause the Developmental Pathways Meeting at 6:32 p.m.; Dr. McDonnell seconded the motion. It was approved by unanimous voice vote.**

**The meeting of the Developmental Pathways, Inc. Board of Directors was called back to order by the Board Vice President, Ms. Vaughan, at 6:35 p.m.**

Ms. Lichti concluded the meeting by highlighting an individual that receives services with Developmental Pathways and about how thankful the family is with the support they are receiving.

**Adjournment**

There being no further business to come before the Board, the meeting was adjourned at 6:38 p.m. Adjournment motioned by Dr. McDonnell and seconded by Ms. Schmit. Approved unanimously.