

DEVELOPMENTAL PATHWAYS, INC.
Board of Directors Virtual Meeting Minutes
Thursday, September 9, 2021

Members Present: Lois Vaughan, Diane Holbert, Monique Peyton, Tim Batz, Daniel Sampson, Adam Horney, Commissioner Abe Laydon, Mayre Lynn Schmit, Commissioner Nancy Sharpe, Beth Klein, Jenn Conrad, Judge Don Toussaint

Members Absent: Dr. Michaela McDonnell, Kristin Hoover, Pastor Michael Brown

Others Present: Matt VanAuken, Bob Ward, Selina Griggs, Karen Flores, Erica Kitzman, Daniel Harcey, Kim Tenure, Ed Bowditch, Brenda Poage, Tim Vincent, Ben Mettlach, Nikalous Abowitz, Evan Stevens

The meeting of the Developmental Pathways, Inc. Board of Directors was called to order by the Board Vice President, Ms. Klein, at 12:04 p.m. Ms. Schmit established a quorum.

Guests: None

Conflict of Interest

None.

Public Comment

None.

Consent Agenda

Approval of Regular Board Minutes – June 22, 2021

MOTION: Commissioner Sharpe moved for the approval of Consent Agenda items as presented; Mr. Batz seconded the motion. There being no discussion, it was approved by a unanimous voice vote.

Ms. Klein reminded the Board that on June 22, 2021, a Youth Housing Colorado Board Meeting was held to approve the FY2022 Budget and Officer Slate. The minutes for the meeting need approval, which requires suspending the Developmental Pathways meeting and opening a meeting for Youth Housing Colorado. Ms. Klein made the following motion.

MOTION: Mr. Horney moved for the approval to pause the Developmental Pathways Board Meeting at 12:06 p.m.; Ms. Peyton seconded the motion. There being no discussion, it was approved by a unanimous voice vote.

The meeting of the Developmental Pathways Board of Directors was called back to order by the Board Vice President, Ms. Klein, at 12:08 p.m.

Self-Advocate Interns – Ms. Tenure

Ms. Tenure, Associate Director of I/DD Policy, introduced Mr. Nikalous Abowitz and Mr. Evan Stevens, self-advocate interns, that have joined her team. Mr. Abowitz and Mr. Stevens will be assisting in helping to raise awareness on voter registration and educating individuals among the I/DD community on their rights. Goals for this year are to engage in social media posts, create and distribute a non-partisan voter guide, and host a virtual town hall event scheduled for October 18, 2021. Town Hall event partners include Disability Law Colorado, Colorado Cross Disability Coalition, ARC of Arapahoe and Douglas Counties, ARC of Aurora, and Arapahoe County Elections. Ms. Tenure is reaching out to Douglas County Elections to see if they would partner for the event.

Legislative & Policy Update – Mr. Bowditch and Mr. VanAuken

Mr. VanAuken informed the Board that an update regarding Initiative #27 is on the Board Portal for viewing at their convenience.

Upcoming Meeting Reminders – Ms. Klein

Ms. Klein reminded the Board of the following meetings and asked if anyone did not receive a calendar invite to let Ms. Griggs know.

Mill Levy/Fund Balance Committee Meeting: 11/4/2021 at noon

Nominating Committee Meeting: 11/11/2021 at noon

Public Affairs Committee Meeting: 11/18/2021 at noon

Executive Committee Meeting: 11/30/2021 at noon

Finance Committee Meeting: 12/14/2021 at noon

Board Meeting: 12/16/2021 at noon

Executive Committee/Strategic Planning Committee – Mr. VanAuken

Mr. VanAuken updated the Board on topics discussed at the Executive/Strategic Planning Committee meeting. The focus of the meeting was finalizing the Committee Charters. Ms. Hoover and Ms. Kitman are working on the final drafts now.

Board Holiday Dinner – Mr. VanAuken

Mr. VanAuken recommended that the Developmental Pathways Board join the CoC/NMSC Board for a Holiday Happy Hour in November. The Board agreed that this was an excellent idea. Ms. Griggs will send the Board a Doodle Poll with November date options and work on securing a location.

Finance Committee – Ms. Holbert

Review of Draft 2021 EOY Financials – Ms. Holbert

Ms. Flores provided an update regarding the June 2021 preliminary financials. Developmental Pathways ended the fiscal year with a net income of \$6.2M. Contributing factors included salary expenses being better than budget by \$1.8M due to open positions. In Early Intervention and Case Management, a decision was made not to fill open positions to help offset reductions in revenue for the year. Overall operating costs were better than budget due to providing services remotely and staff working from home during COVID. This includes savings in staff mileage reimbursements, occupancy costs, supplies, and support services. In June, Developmental Pathways received an additional \$264,000 from the state for COVID and vaccination awareness efforts. Lastly, Developmental Pathways had \$3.6M in unbudgeted investment earnings and interest income over the last year. Eide Bailly will begin the FY21 audit in mid-September and present the draft to review and approve at the December 2021 Board meeting.

July 2021 financials will be posted to the Board Portal for review but will not be approved at this time.

Fund Balance – Ms. Holbert

Ms. Holbert suggested the Board set the authorized fund balance expectation for Developmental Pathways to be five months of operating expenses. Fund balance reserves are utilized to maintain financial solvency and mitigate the risk that may adversely impact the organization's ability to maintain operations and continue serving individuals. Ms. Flores stated that the fund balance would be used for state billing system implementation, delay in contract execution, and unanticipated maintenance repair. Ms. Holbert asked for the following motion.

MOTION: Ms. Schmit moved for the approval to set the authorized fund balance expectation for Developmental Pathways to be five months of operating expenses. Mr. Batz seconded the motion. There being no discussion, it was approved by a unanimous voice vote.

Public Affairs Committee – Ms. Schmit

Ms. Schmit reminded the Board that the Shining Star Gala would be held virtually on September 30, 2021, at 5:30 p.m. To sign up for a complimentary ticket, go to www.dpcolo.org/gala. Seventeen sponsors have committed, and 3,328 people have reached out due to flyers on Instagram and Facebook.

Ms. Holbert suggested an advertisement be put on LinkedIn. Mr. VanAuken will contact Ms. Kennedy about this option.

Ms. Schmit also reminded the Board of the following events.

- Hearts of Glass – September 22, 2021 (film screening and panel about employment for disability community)
- Virtual Townhall – October 6, 2021, at 4:00 p.m.
- Colfax Marathon – October 16-17, 2021
- Halloween Virtual Event – October 28, 2021, at 2:00 p.m.

Mill Levy/Fund Balance Committee – Commissioner Sharpe

Commissioner Sharpe provided an update from the August 19, 2021, Committee meeting. The Committee reviewed and adopted their Board Charter and agreed that the overall role of the Committee is oversight, guidance, and direction for the analysis and spend down of the current Pathways Fund Balance and the development and implementation of the Community Engagement mill levy programs. Mr. Ward reported on current Community Outreach/Community Engagement efforts (utilizing mill levy funds) and planning efforts to further develop mill levy accountability and programming over the past year. Their next meeting is scheduled for November 4, 2021.

New Business

HCPF DD Waiver Waiting List and Enrollments – Mr. Ward

Mr. Ward updated the Board on the FY2022 DD Waiver enrollment authorizations for Developmental Pathways. Developmental Pathways was allocated 139 DD Waiver authorizations from HCPF (Health Care Policy and Finance) for FY2022. Of the 139 individuals, 80% of them are selecting a family caregiver setting. Mr. Ward reminded the Board that the State controls the waitlist, not Developmental Pathways. Mr. Ward referred the Board to the Board Portal for the full report.

Mr. Ward then referenced the FAQ document that HCPF provided regarding the waitlist. He encouraged the Board to review the document located on the Board Portal.

Company Updates – Mr. Harcey

Mr. Harcey highlighted the following items. Staff will begin a hybrid work environment on September 20, 2021, at the Jewell location. Employees will continue to work remotely, coming together on occasion for team meetings and strategic planning. A reservation system will be used to manage workflow and help maintain client confidentiality when coming into the office. There have been four tours regarding the sale of the Inverness building, but no offers have been made at this time.

The Human Resources team actively looks at salaries for specific positions and addresses compensation to combat employee turnover. The LOD department has launched a professional development training series with tremendous success. Mr. Harcey concluded that teams would be encouraged to connect after the Halloween event on October 28th.

Quarterly Strategic Planning Themes: Internal Teams – Ms. Kitzman

Ms. Kitzman provided the following update on internal strategic planning. The Executive Team meets with Directors semi-annually for updates on strategic plans, capturing key deliverables for the next six months, along with potential risks and resource needs. Ms. Kitzman stated that there is an extraordinary degree of work ahead across all business lines and that teams are diligently attending to their planning. Ms. Kitzman shared significant risks for the next six months, which included staffing shortages and COVID. NMSC is closely tracking individual support needs for Developmental Pathways, and all teams are collaborating well. Ms. Kitzman asked the Board to help staff maintain focus in these core areas of work. Ms. Kitzman's briefing document is located on the Board Portal for further review.

Kingston Sale Update – Mr. VanAuken

Mr. VanAuken informed the Board that a provider agency that works with high-needs/high-risk youth is interested in purchasing Kingston from Developmental Pathways. Mr. VanAuken will provide an update to the Board at the December 2021 meeting.

EI Changes – Mr. VanAuken

Mr. VanAuken informed the Board that The State Department of Human Services wants to change how families are served through intake, eligibility, and enrollment. The new plan makes it harder for families to enroll and be served if they do not meet specific criteria by adding two extra steps and is not family, school, or CCB/Provider friendly. Developmental Pathways will be working with Alliance and Mr. Bowditch, our lobbyist, to communicate concerns to the State Health Department and request that they delay their start date to May 2023 instead of May 2022. Mr. VanAuken will update the Board when new information becomes available.

Commissioner Sharpe asked Mr. VanAuken to send her, Commissioner Laydon, Mr. Makelky, and Ms. Ternes a summary on this issue. Mr. VanAuken will have Ms. Griggs set up a follow-up meeting to discuss this topic to include Mr. Ward and Ms. Kitzman.

Kudos – Ms. Kitzman

Ms. Kitzman stated that over the last year, the work of the Diversity, Equity, and Inclusion (DEI) Committee has been to frame and articulate the organization's DEI aspirations and create a strategy for sustainable and transformative change. Collecting input from staff, leadership, and the outside consultant has led to the creation of three working documents that together form an Equity Blueprint. To introduce this Blueprint to the staff, the DEI committee created a short video. Ms. Kitzman shared the video with the Board, and it is on the Board Portal for additional viewing.

Open Discussion

None

Adjournment

There being no further business to come before the Board, the meeting was adjourned at 1:38 p.m. Adjournment motioned by Ms. Schmit and seconded by Mr. Horney. Approved unanimously.