

DEVELOPMENTAL PATHWAYS, INC.
Board of Directors Meeting Minutes
Thursday, 6-22-2023

Members Present: Kristin Hoover, Judge Don Toussaint, Rick Newell, Lois Vaughan, Nancy Sharpe, Mayre Lynn Schmit, Dr. Michaela McDonnell, Daniel Sampson, Michelle Kroeger, Jenn Conrad, Chris Erickson

Members Absent: Commissioner Abe Laydon, Commissioner Carrie Warren-Gully, Pastor Michael Brown

Others Present: Matt VanAuken, Karen Flores, Erica Kitzman, Ed Bowditch, Kim Tenure, Amy Grogan, Darcy Tibbles, Michelle Bauman, Kristin Yoder, Naomi Megory-Cohen, Hunter Preamschak, Katy Vaninger, Dave Schmit.

The meeting of the Developmental Pathways, Inc. Board of Directors was called to order by the Board President, Ms. Hoover at 12:06. Ms. Schmit established a quorum.

Guests: Maureen Waller

Conflict of Interest

None.

Public Comment

Ms. Hoover gave the following update regarding Developmental Pathways (DP) public comment procedure. DP will be re-introducing opportunities for in-person public comment, which was paused throughout COVID and through the first year of hybrid meetings. There will be a new opportunity to provide public comment in writing, prior to regular scheduled board meetings, along with updated virtual public comment to allow direct community engagement. Public comment will continue to be limited to fifteen minutes for each board meeting, with three minutes designated for each comment. These changes will be implemented during the next regularly scheduled meeting and will continue to be submitted through the Q&A feature today.

There were no public comments.

Consent Agenda

Approval of Regular Board Minutes – March 9, 2023, and April 13, 2023

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

Executive Committee – Ms. Hoover

Thank you to Ms. Schmit

Ms. Hoover gave a big thank you to Mayre Lynn Schmit for her many years of service and the passion, energy, and inspiration she always instills. Mayre Lynn Schmit thanked Ms. Hoover for all her kind words. Mr. VanAuken expressed his gratitude to Ms. Schmit for her mentorship and leadership over these past nine years and presented her with the Lifetime Achievement Award. Ms. Schmit expressed her gratitude and appreciation for the board and all the hard work they continue to do.

Nomination of FY2024 Executive Committee

Ms. Hoover presented the following slate of officers for FY2024:

President: Ms. Jenn Conrad

Vice President: Dr. Michaela McDonnell

Treasurer: Ms. Nancy Sharpe

Secretary: Ms. Michelle Kroeger

MOTION: Mr. Erickson moved for the approval of the slate of officers presented by the DP Board of Directors for a one-year term to expire at the annual Board meeting in June 2024; Ms. Schmit seconded the motion. There being no discussion, it was approved by a unanimous voice vote.

Upcoming Meeting Reminders

Ms. Hoover informed the board of the following meetings and to look out for upcoming calendar invites from Ms. Griggs for FY2024.

Mill Levy/Fund Balance Committee Meeting: July 27, 2023, at eleven

Public Affairs Meeting: August 24, 2023, at noon

Executive Committee Meeting: September 21, 2023, at noon

Board meeting: October 28, 2023, at noon

FY2024 Board Committees and Goals

Ms. Hoover gave board members an opportunity to step down from a committee, join a new committee, or discuss any questions or concerns regarding the FY2024 goals. There were no changes or concerns.

Finance Committee – Ms. Sharpe and Ms. Flores

Board Quarterly Financial Statement Review and Approval – Ms. Sharpe/Ms. Flores

Ms. Flores gave the following Finance Committee report. She thanked her team for all their efforts in budgeting this year, especially in the face of many unknowns. Ms. Sharpe expressed her confidence in the DP teams and their ability to prepare for anticipated expenses. Ms. Flores discussed her ongoing partnership with the Finance Committee and discussed keeping them up to date as changes continue. The board will continue to be informed and should expect an updated budgeting report by mid-year post-anticipated changes.

Balance Sheet

Assets	\$43,496,748
Liabilities	\$6,352,628
Equity	\$37,144,120

Statement of Activities

	Actual	Budgeted	Variance
Operating Revenue	\$41,511,471	\$40,719,347	\$792,124
Gains/(Losses) and Investment Return/(Loss)	\$1,328,818	-	\$1,328,818
Expenses	\$(43,932,936)	\$(44,069,923)	\$136,987
Net Income /(Loss)	\$(1,092,647)	\$(3,350,576)	\$2,257,929

In accordance with SB16-38, we are required to review and approve financial statements at least once a quarter. Financial reports are posted on the Board Portal approximately one week prior to board meetings.

MOTION: Ms. Kroeger moved for the approval of the April 2023 YTD financials; Dr. McDonnell seconded the motion. There being no discussion, it was approved by a unanimous voice vote.

FY2024 Operating Budget, Capital Budget, and Board Designated Funding Approval

Ms. Sharpe reminded the Board that the FY2024 Budget was emailed out to the Board for review, and a Q&A meeting was held on June 7, 2023, to allow the Board to discuss the budget and ask questions. Ms. Sharpe and Ms. Flores provided a brief recap and asked the Board if anyone had any further questions. After further discussion, the Board motioned for the approval of the FY2024 Budget.

MOTION: Mr. Erickson moved for the approval of the FY2024 Capital and Operating Budgets for Developmental Pathways; Ms. Schmit seconded the motion. There being no discussion, it was approved by a unanimous voice vote.

MOTION: Mr. Erickson moved for the approval of the FY2024 additions to the Board Designated Initiatives to include \$2.4M in the Community Engagement Initiative and \$1.95M in the Capacity Building Initiative; Ms. Sharpe seconded the motion. There being no discussion, it was approved by a unanimous voice vote.

Nominating Committee – Ms. Schmit

Rick Newell: Ratify Electronic Vote

On April 13, 2023, an electronic meeting was held with the DP Board of Directors asking for a motion to approve Rick Newell to serve on the DP Board. The motions were approved unanimously by electronic vote. Ms. Schmit informed the board that the following motion would need to be ratified.

MOTION: Ms. Sharpe moved to ratify the approval of Rick Newell to serve on the Developmental Pathways Board of Directors; Dr. McDonnell seconded the motion. There being no discussion, it was approved by a unanimous voice vote.

Committee Report Out

Ms. Schmit informed the board that the Nominating Committee last met on April 13, 2023. Moving forward, Ms. Jenn Conrad will serve as the committee chair for FY2024. Ms. Schmit also shared that DP staff has revamped the Board of Directors Guide which supports new board members in getting a comprehensive sense of the board and important work of the agency. The Nominating Committee is also working to develop new board profile templates to plug in new members and ensure existing members have a sense of their partners on the board.

Public Affairs Committee – Ms. Schmit

Ms. Schmit gave the following Public Affairs Committee update. The Public Affairs Committee last met on April 27, 2023. Ms. Michelle Kroger has graciously agreed to serve as the committee chair for FY2024. This committee will be diving into post-CMRD changes and ensuring DP remains inclusive and supportive of incoming individuals and families. The committee also continues to track and plan for DP's upcoming 60th anniversary. Ms. Schmit also shared out two podcasts, [Making Our World Better Podcast](#) and the [Oppenheim Nonprofit Report](#), that Mr. VanAuken spoke on regarding DP.

Mill Levy/Fund Balance Committee – Ms. Tibbles

Ms. Tibbles gave the following Mill Levy Fund Balance Committee (MLFB) update. The committee last met in April and rescheduled their June meeting for July 27th, 2023. A focus for this committee continues with the DP staff and our local counties to think through the current metrics used to identify and support access to I/DD funding, which currently includes requiring a formal I/DD determination as made by a Community Center Board (CCB). We will work on this during FY2024 and plan to implement FY2025. The goal of this work is to ensure community members with I/DDs have access to appropriate funds while minimizing barriers to access. The current goals for FY2024 may shift and are posted on the board portal, but the three placeholder objectives for the coming year include ongoing stewardship of mill levy and fund balance strategies, right-sizing and adjusting MLFB spend for expected future business and related contingencies, including organizational capacity building, and identifying and recommending funding collaboration opportunities for greater community impact.

New Business

Legislative and Policy Updates – Mr. VanAuken/Mr. Bowditch/Ms. Tenure

Mr. Bowditch provided the following legislative update. The Colorado Legislature adjourned on Monday, May 8, 2023. In the I/DD arena, the legislature focused on provider rates. For 2024, discussions have already begun around addressing the waiting list. While provider rates were a point of interest, the JBC discussed refocusing on the waitlist. Of most importance in 2023 was the property tax bill (SB 23-303) which is conditional upon voter approval at the November election. This measure is in response to the significant increases in property values. If passed by the voters as Proposition HH, this measure provides property tax relief, allows the state to retain more revenues, and adjusts the current "backfill" for local governments. DP continues to monitor the situation as it is too soon to tell if this property tax relief will impact DP.

The board requested further details regarding the impact Proposition HH would have on Developmental Pathways. Mr. Bowditch reiterated that it's too soon to tell, but it could have a negative or equal impact on Mill Levy revenues. With the dramatic increase in real estate values, there is already a rise in property taxes. If the bill passes, there would be a slight reduction over 10 years, but even so, there would be backfill from the state. The citizens are proposing a more dramatic reduction but that hasn't been approved for the ballot yet.

Mr. Bowditch informed the board that the JBC staff director is retiring, and this could have a "cascading" impact on budget assignments. In addition, the staff analyst for Health Care Policy and Financing (HCPF)– Andrew Forbes – is leaving for a job out-of-state. Any new analyst in the I/DD area will require a lot of staff education and tours. Additionally, there is one other JBC partner that will need to be trained along with a new Office of State Planning Budget (OSPB) staff member.

Ms. Sharpe asked for more clarification on what "backfilling" would mean for Proposition HH. Mr. Bowditch explained that in the past, TABOR funds provided a partial backfill to local governments. This policy continues with Proposition HH and includes a partial debrucing of state revenues and could help support local governments. This would effectively reduce real estate taxes and also reduce TABOR funds. This issue will be a third of what is being voted on. Even for informed citizens, this is an exceedingly complicated topic.

Mr. Erickson inquired if it is possible for two measurements to pass on the ballot that are conflicting. Mr. Bowditch stated that it is possible, but it will ultimately be up to the judges if this occurs. As a reminder, this affects DP by potentially impacting Mill Levy funds down the road and DP has budgeted fairly conservatively in preparation.

Ms. Tenure reiterated the legislative priorities outlined in the spotlight chart and the outreach efforts regarding new JBC staff education.

FY2024 Strategic Priorities Dashboard (Stoplight Chart) – Ms. Kitzman

Ms. Kitzman gave the following FY2024 Strategic Priorities update. Legislative Strategic goals are shifting back towards addressing the waitlist. Internal Strategic Goals continue to be built around leading the organization through transformational growth and operational changes, with work prioritized around key stakeholders including people served, staff, board members, and the DP community. Moving forward you will notice a focus on whole health solutions. Support to the individuals we serve involves CMA transition planning, EI evolutions, and expanding and supporting the provider network. Regarding the community, DP will continue targeting local supports, Conversation for Change events, organizational branding and communications, LTSS community building, and legislative watch. Support for DP staff continues to be cultural resets, capacity building, and leveraging technological automation. The governance continues to focus on vision, mission, guiding principles, stewardship, and oversight. Ms. Kitzman provided a brief overview of the Board Committee Goals, which can also be found on the Board Portal for review.

The board discussed the timeline for evaluating the vision and mission of DP. Ms. Tibbles informed the board that there will be a late fall soft launch, with a brand updated next fall in tandem with DP's 60th anniversary. Ms. Hoover reminded the board that as a member the goal is to focus on how to support messaging. Ms. Tibbles noted that in the future DP will be hosting forums that board members can attend and will continue to inform members of opportunities to plug into DP spaces. Ms. Schmit noted that members need to encourage participation on committees further as it gives more depth and knowledge to engagement.

Update on State-Approved EI Investments – Ms. Kitzman

Through the annual budget appropriations process, the state made a successful case to invest significant funding (\$4M in fiscal year ending July 2023; with \$3.5M for fiscal year ending July 2024) into Early Intervention (EI) programs, with the dollars directed at stabilizing the EI workforce across both agency staff and EI service providers. While it's unclear where those dollars will ultimately get spent, the state started distributing the \$4M in the form of retention bonuses to direct care staff across Colorado. Through persistent advocacy, Ms. Heidi Troutman, Director of Early Intervention, likely convinced the state to newly include program managers, who play a pivotal leadership role, in their planned, second round of retention bonuses, to be paid in July.

Department Overview, Systems Navigation – Ms. Yoder

Ms. Kitzman introduced Ms. Yoder, Director of Systems Navigation, who gave the following overview.

Systems Navigation is anticipating a few changes to the team structure, with Family and Community Relations moving to the Active Case Management department in preparation for expansion. The majority of positions in the Systems Navigation department are for the support of intake, eligibility, and enrollment for individuals and families needing access to locally funded, state-funded, and HCBS waiver programs. This will be almost double in preparation for Case Management Redesign. The intake line specifically responds to contacts from many different entities including individuals and families themselves, school district staff, doctors, therapists, home health providers, and other community agencies. They support individuals in connecting to the services and supports they need, whether through DP programs or through referrals to other community programs and resources.

Case Managers complete intake, eligibility, and enrollment work including responding to all contacts and referrals, referring to internal and external programs and community resources, completing delay and disability determinations, supporting with facilitation of Medicaid application and LTC Medicaid eligibility, offering a choice of providers via the RFP process, and service and Support Planning.

County Liaisons in Systems Navigation provide internal support to individuals with complex needs and maintain external partnerships with the Department of Human Services (DHS), Regional Accountable Entities (RAEs), School Districts, and Community Resource Agencies building a strong referral network and collaboration.

Bilingual Supports provide internal and external supports to non-native English-speaking individuals and families, identification of interpretation and translation supports needs across departments, external partnerships with school districts and other community entities serving non-native English-speaking families, crisis supports, and much more. Further details on DP's Bilingual supports can be found on the Board Portal.

The New Case Management Care Team (CMCT) is being created to support and enhance our customer service initiatives and outcomes, providing timely communication and support to individuals, families, and community partners and maintaining flexibility to step into a variety of spaces to ensure our core work is completed as required.

Executive Session:

MOTION: Ms. Sharpe moved for the Board of Directors meeting to go into executive session at 1:29 to discuss legal issues and all associated issues as per section 3.9 of Developmental Pathways Bylaws and Colorado Statue 24-6-402 (4)(f); Ms. Kroeger seconded the motion. There being no discussion, it was approved by a unanimous voice vote.

MOTION: Ms. Sharpe moved for the end of the executive session at 1:49; Dr. McDonnell seconded the motion. There being no discussion, it was approved by a unanimous voice vote.

Adjournment

There being no further business to come before the board, the meeting adjourned at 1:50