

**DEVELOPMENTAL PATHWAYS, INC.**  
**Board of Directors Meeting Minutes**  
**June 25, 2025**

**MEMBERS PRESENT:** Mike Abramovitz, Chris Erickson, Dr. Michaela McDonnell, Rick Newell, Katiah Scisum, Commissioner Carrie Warren-Gully, Jenn Conrad, Ida Cossitt-Glesner, Robin Ennis, Sheriff Rasheed, Rebecca Cordes

**MEMBERS ABSENT:** Commissioner Van Winkle

**OTHERS PRESENT:** Matt VanAuken, Erica Kitzman, Michelle Bauman, Karen Flores, Beth Bugnell, Will Wedow, Ed Bowditch, Jessica Brendlinger, Selina Griggs, Kim Tenure, Ben Mettlach

**GUESTS:** Maureen Waller

The Developmental Pathways, Inc. Board of Directors meeting was called to order by Board President Dr. Michaela McDonnell at 12:01 p.m. Mr. Newell, Board Secretary, established a quorum.

**CONFLICT OF INTEREST**

None.

**PUBLIC COMMENT**

None.

**CONSENT AGENDA**

Approval of Regular Board Minutes – March 6, 2025

**Motion: Ms. Conrad moved to approve the March 6, 2025, meeting minutes; Mr. Abramovitz seconded the motion. There being no discussion, it was approved by a unanimous voice vote.**

**EXECUTIVE COMMITTEE: Dr. McDonnell**

**Nomination of the FY2026 Executive Committee**

Dr. McDonnell presented the following slate of officers for fiscal year (FY) 2026:

President: Mr. Chris Erickson

Vice President: Ms. Jenn Conrad

Treasurer: Mr. Mike Abramovitz

Secretary: Ms. Rebecca Cordes

**Motion: Mr. Abramovitz 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 2026; Mr. Erickson seconded the motion. There being no discussion, it was approved by a unanimous voice vote.**

### **Confirm FY2026 Committee Assignments**

Dr. McDonnell reminded the board that the FY2026 committee assignments were finalized and shared. It was noted that these assignments have been thoughtfully aligned with each member's strengths to ensure meaningful contributions to the organization's strategic goals in the upcoming year. A detailed committee roster was presented for reference and will be available on the board portal following the meeting.

### **Confirm FY2026 Board Meeting Calendar/Upcoming Meeting Reminders**

Dr. McDonnell informed the board of the following meetings and told them to expect upcoming calendar invites from Ms. Griggs for FY2026.

Public Affairs/Nominating Committee: 8.14.2025 @ noon

People Strategies Committee: 8.28.2025 @ noon

Finance Committee: 9.16.2025 @ noon

Mill Levy Committee: 9.18.2025 @ 10:30 am

Executive Committee: 9.23.2025 @ noon

Board Meeting: 9.25.2025 @ noon

### **Other Engagement Reminders**

Exceptional Rodeo & Disability Awareness Day at Arapahoe County Fair: 7.25.25 @9:30 am

Unbridled Rodeo & Disability Awareness Day at Douglas County Fair & Rodeo: 7.30.25 @10:00 am

## **FINANCE COMMITTEE: Mr. Erickson**

### **Board Quarterly Financial Statement Review and Approval**

Mr. Erickson provided the following update. Developmental Pathways (DP) was initially budgeted for a net loss of \$566K through May but instead realized a net income of \$7.5M, resulting in an \$8.1M positive variance. DP's cash balance in May was \$29M, up \$6M from March. This increase is primarily due to mill levy funds received from Arapahoe and Douglas counties, which typically arrive between February and July.

Revenue is \$3.6M above budget, driven primarily by case management, including \$1.7M in Per Member Per Month (PMPM) activities and \$1.3M in billable services. Additional contributions include an unbudgeted \$343K American Rescue Plan Act (ARPA) grant and \$660K in supplemental funding. Personnel costs are \$2M under budget. Underspensing in Shared Services, especially Human Resources (HR), due to vacant leadership roles, contributed to this. Early Intervention (EI) and Initiatives departments also remained under budget. Expenses in this category exceeded the budget by \$1.7M, primarily due to contract workers being brought in to resolve the case management backlog. Passthrough services in State General Fund programs also contributed. An extra \$100K in funding was received to help offset these costs.

Mr. Erickson concluded that mileage and IT software expenses were under budget by \$237K and \$434K, respectively. Additionally, DP received \$2.2M in unbudgeted investment income.

## Balance Sheet

Developmental Pathways, Inc.			
May 2025			
<b>Statement of Financial Position</b>			
Assets	\$ 57,557,615		
Liabilities	\$ 9,784,519		
Equity	\$ 47,773,096		
<b>Statement of Activities</b>			
	<b>Actual</b>	<b>Budgeted</b>	<b>Variance</b>
Operating Revenue	\$ 70,383,507	\$ 66,790,223	\$ 3,593,284
Gains / (Losses) and Investment Return / (Loss)	2,231,292	-	2,231,292
Expenses	(65,076,939)	(67,356,352)	2,279,413
Net Income / (Loss)	\$ 7,537,861	\$ (566,128)	\$ 8,103,989

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: Mr. Abramovitz moved to approve the May 2025 financials; Ms. Conrad seconded the motion. There being no discussion, it was approved by a unanimous voice vote.**

### **FY2026 Operating Budget and Capital Budget Approval**

Ms. Flores reminded the Board that the FY2026 Budget was emailed out to the Board for review, and a Q&A meeting was held on June 12, 2025, to allow the Board to discuss the budget and ask questions. 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 FY2026 Budget.

**Motion: Mr. Abramovitz moved to approve the FY2026 Operating and Capital Budgets for Developmental Pathways; Commissioner Warren-Gully seconded the motion. There being no discussion, it was approved by a unanimous voice vote.**

### **Resolution for Signers**

Ms. Flores requested an updated resolution for authorized signers to include the Chief Executive Officer, Chief Operating Officer, Chief Program Officer, Senior Vice President of Finance, Vice President of People, Senior Director of Finance, Director of Finance, and the Controller. The following motion was made.

**MOTION: Mr. Erickson moved to approve the following resolution. The Board hereby assigns the aforementioned individuals as authorized signatories on behalf of the agency; Commissioner Warren-Gully seconded the motion. There being no discussion, it was approved by a unanimous voice vote.**

## **PUBLIC AFFAIRS/NOMINATING COMMITTEE: Ms. Conrad/Mr. Newell**

### **Committee Report**

The Public Affairs & Nominating Committee continues to focus on boosting visibility and community engagement for DP, while also ensuring a diverse and effective board. In FY26, efforts will include targeted board recruitment, improved onboarding, and support for passive giving initiatives like AmazonSmile and corporate matching.

There are currently three open seats on the board, with a fourth in November. The committee aims to recruit 2–3 leadership-ready, diverse candidates by early next year and encourages board members to share recommendations.

The new DP Community Advisory Committee (CAC), launched per Case Management Agency (CMA) contract requirements, met for the first time in February and will meet quarterly. With 11 members who have lived experience, the CAC advises on policies, complaints, and case management, serving as a key liaison to the board.

Board members were encouraged to participate in community engagement events. Upcoming opportunities include inclusive July events at the Arapahoe and Douglas County fairs, a July 10th Town Hall on long-term care, and a September Open House.

### **Mr. Chris Erickson: 1<sup>st</sup> Term ending 6.30.2025 (2<sup>nd</sup> Term)**

Ms. Conrad notified the Board that Mr. Erickson's first term ends on June 30, 2025. Mr. Erickson confirmed he would like to continue as a DP board member.

**MOTION: Ms. Cordes moved to approve Mr. Chris Erickson for a second term on the Developmental Pathways Board of Directors; Dr. McDonnell seconded the motion. After further discussion, it was approved by voice vote.**

## **PEOPLE STRATEGIES COMMITTEE: Commissioner Warren-Gully**

The Committee last met in April to focus on key talent and culture initiatives aligned with strategic goals. DP welcomed Danielle Osowski as Director of Learning & Organizational Development, bringing over a decade of experience, and she is already making a substantial impact. Bo Roark joined as Director of Human Resources on June 16th, coming from The Pinnacle Charter School with broad HR and leadership experience.

DP has introduced a workforce planning tool to better align staffing with long-term goals and is developing an HR Key Performance Indicator (KPI) dashboard for real-time insights into recruitment and retention. The Manager Development Program will wrap up in June, promoting consistent leadership practices.

On the inclusion front, the Care for Caregivers initiative is now required for program staff and will expand further. Additionally, DP is preparing a disability hiring strategy for FY2026, starting with Colorado Cross-Disability Coalition (CCDC)-led training and an office accessibility review.

## NEW BUSINESS

### **Legislative and Policy Updates: Mr. Bowditch/Ms. Tenure**

Mr. Bowditch provided the following legislative update. The 2025 General Assembly officially adjourned on May 7, concluding a session in which 637 bills were introduced and approximately 500 were successfully passed. Since the end of the legislative session, attention has shifted mainly toward the evolving landscape of federal budget proposals and the implications these may have on state-level planning.

A significant development emerged on June 18 with the release of the June revenue estimates. Both the Governor's Office and Legislative Council economists downgraded their forecasts, indicating a weakening revenue outlook. The Legislative Council's projection now suggests that the state will not be able to fully fund the Senior Homestead Exemption or several tax credits that have been enacted in recent years. It was emphasized that these estimates represent a "point in time" snapshot and are expected to be revised with further projections in September and December.

Discussions are ongoing within the Joint Budget Committee (JBC) regarding the EI program, specifically its management under the Department of Early Childhood. These deliberations have focused on several critical components, including funding hierarchy, workforce capacity, and the roles played by EI Brokers. The dialogue is expected to continue in the coming months as the JBC works toward refining the structure and oversight of the EI program.

Ms. Tenure reported that the Policy Task Force is closely monitoring major federal proposals affecting Medicaid and Early Intervention (EI) services. Key issues include potential Medicaid work requirements, reductions in the Federal Medical Assistance Percentage (FMAP) for states supporting undocumented immigrants, and new limits on state-directed payments to Medicare rates. Other proposed changes involve cost-sharing requirements for expansion populations, stricter citizenship verification for federal funding eligibility, and reducing retroactive Medicaid coverage from three months to one month. Additionally, eligibility redeterminations every six months under the Affordable Care Act (ACA) could have significant impacts on access and state healthcare resources.

The Task Force is also examining federal reorganizations within the Department of Education and their implications for EI and Special Education. Advocacy efforts are focused on sustaining funding, workforce capacity, and service access, especially given budget concerns involving the Colorado Department of Early Childhood (CDEC) from the 2025 legislative session. Locally, the team continues to monitor developments in business operations and student loan forgiveness programs to assess their potential effects on funding and service availability.

Outreach efforts have included meetings with the CDEC Joint Budget Committee (JBC) Analyst and the Alliance to discuss Early Intervention and transition planning. Ongoing collaboration with the Medicaid Provider Rate Review Advisory Committee (MPRRAC) is helping evaluate summer rate recommendations for EI and Case Management. Plans include engaging with JBC members, meeting newly elected officials, and initiating 2025 voter engagement activities to raise awareness of key priorities in EI services.

**LTC Case Management Updates: Ms. Bauman**

Ms. Bauman began with an overview of the Community First Choice (CFC) launch, scheduled for July 1, 2025. CFC is designed to expand access to attendant services and enhance person-directed service delivery options. This program will affect individuals currently receiving waiver services, many of whom will be dually enrolled in CFC, and community members who may not qualify for a waiver but do meet eligibility requirements. Ms. Bauman noted that teams have been working to support individuals transitioning from waivers to CFC since May. Preparations are also underway to manage a potential increase in community referrals. Staffing has been increased across teams to assist with referrals, facilitate enrollment, and ensure appropriate case management once individuals are active in CFC. Given the anticipated but uncertain statewide demand, the organization will remain agile, closely monitoring referral trends post-launch and adjusting its approach as needed.

Ms. Bauman addressed the introduction of a new assessment process in Colorado, effective July 1, 2025. The current Supports Intensity Scale (SIS), previously used to inform reimbursement rate-setting for particular services on specific waivers, will be decommissioned. Although the SIS was intended to be replaced by the Colorado Single Assessment (CSA), its launch has been postponed by the Department of Health Care Policy and Financing (HCPF) to allow CMAs more time to stabilize. In the interim, the Interim Support Level Assessment (ISLA) will be implemented starting July 1 until the CSA becomes available.

Ms. Bauman concluded by discussing the organization's internal readiness efforts, including staff Q&A sessions, targeted training programs, the development of supportive resources, and a member-focused town hall event planned for July.

**Caregiver Resilience Training: Ms. Kitzman**

DP recently hosted two impactful caregiver resilience trainings led by Brian Tallant, a licensed clinical social worker with previous experience at Rocky Mountain Human Services. Drawing from his extensive background in direct care, Brian offered deep insights into the emotional challenges caregivers face, including secondary stress, vicarious trauma, compassion fatigue, and burnout.

During the sessions, he encouraged staff to evaluate their own levels of compassion fatigue using a free online tool, and he introduced comprehensive models of resilience aimed at fostering well-being across physical, psychological, and spiritual domains. Nearly 350 staff members from DP programs and other departments participated in the training sessions.

Looking ahead, DP is eager to continue collaborating with Brian to further identify caregiver challenges and to equip staff with practical strategies and resources that promote sustainable self-care.

**Community Spotlight: Ms. Bauman**

Ms. Bauman shared the story of Alex, a 5-year-old with speech delays and behavioral challenges, who has made significant progress through DP's Community Outreach Waitlist program. Early on, Alex faced sensory sensitivities and emotional regulation issues that required speech and occupational therapy. With support from EI and DP's Unmet Needs funds, his family accessed crucial services like therapy, respite care, and I/DD testing, while also building strong community connections.

Thanks to these resources, professional guidance, and his family's dedication, Alex spent an extra year in Pre-K to better prepare for school. He is now thriving in Junior Kindergarten and continues to show remarkable growth.

#### **OPEN DISCUSSION**

None

#### **ADJOURNMENT**

There being no further business to come before the board, the meeting adjourned at 12:56 p.m.