

**DEVELOPMENTAL PATHWAYS, INC.**  
**Board of Directors Meeting Minutes**  
**December 11, 2025**

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

**MEMBERS ABSENT:** Commissioner Van Winkle

**OTHERS PRESENT:** Matt VanAuken, Erica Kitzman, Michelle Bauman, Beth Bugnell, Will Wedow, Jill Nielsen, Ed Bowditch, Jessica Brendlinger, Selina Griggs, Kim Tenure, Hunter Premeschak, Ashley Davis, Dinah Frey, Marcel Sagastume

**GUESTS:** Ksenia Popke

The Developmental Pathways, Inc. Board of Directors meeting was called to order by Board President Chris Erickson at 12:00 p.m. Ms. Cordes, Board Secretary, established a quorum.

**CONFLICT OF INTEREST**

None.

**PUBLIC COMMENT**

None

**CONSENT AGENDA**

Approval of Regular Board Minutes – September 25, 2025

**Motion: Ms. Cordes moved to approve the September 25, 2025, meeting minutes; Ms. Conrad seconded the motion. There being no discussion, it was approved by a unanimous voice vote.**

**DONOR THANK YOU: MS. FREY**

Ms. Frey announced this year’s major donors and expressed deep appreciation for their generosity, which enables Developmental Pathways (DP) to meet unmet needs and provide essential social supports beyond traditional programs. Donors giving \$10,000 and above, including Mulhern MRE, Banc of California, and Yardi, were recognized for their transformative impact, with special thanks to Banc of California for helping expand Thanksgiving meal support. DP also acknowledged key \$5,000 level donors, including Debbie’s Big Day, the Douglas County Health Department, FYZICAL, and the Safeway/Albertsons Foundation. These contributions make holiday outreach and other critical supports possible.

**FINANCE COMMITTEE: MR. ABRAMOVITZ**

**Year-End Financial Audits for Review/Approval: Ms. Popke**

The Financial Statement of Developmental Pathways, Inc., was presented and reviewed by auditor Ms. Popke of Eide Bailly for the year ending June 30, 2025. Ms. Popke provided the Board with an overview of the audit process and then walked them through the Developmental Pathways Financial Statement. The auditor communicated that the financial statement presented as having a clean opinion.

A single audit was filed for Developmental Pathways due to receiving federal financial assistance of over \$750,000. The auditor communicated that the single audit presented as having a clean opinion.

Ms. Popke spoke about the additional letter addressed to the Board from Eide Bailly, affirming that Eide Bailly is required to provide information regarding their responsibilities, what they do, and what they do not do, in accordance with general auditing standards generally accepted in the United States of America.

**MOTION: Mr. Abramovitz moved for the approval of the June 30, 2025, Developmental Pathways Financial Statement Audit. Ms. Cordes seconded the motion. There being no discussion, it was approved by a unanimous voice vote.**

**MOTION: Ms. Conrad moved for the approval of the June 30, 2025, Developmental Pathways Single Audit. Ms. Cossett-Glesner seconded the motion. There being no discussion, it was approved by a unanimous voice vote.**

**Board Quarterly Financial Statement Review and Approval: Mr. Abramovitz**

Through October, DP reported a net income of \$3.7M and remained \$4.7M positive to budget. The Statement of Financial Position continues to reflect a strong financial standing, with no notable concerns identified for October. Revenue is positive to budget by \$1.1M, driven primarily by Case Management activities. Census levels are higher than projected, resulting in greater-than-anticipated revenue from PMPM, monitorings, and assessments, while other program revenues remain in line with budget.

Personnel expenses are \$1.4M under budget, with the largest variance in Case Management, which is \$829K positive to budget. This is due to the Human Resources, Finance, and Case Management teams continuing to hire strategically based on active and projected census, turnover expectations, and anticipated growth. Early Intervention (EI) personnel costs are \$292K under budget, as positions are intentionally held open while staffing needs are evaluated. Shared Services also reflects a positive variance of \$235K, due to open positions that are actively being filled. Program services expenses are \$474K under budget, largely due to timing in Local Programming and Family Support spending. A significant distribution of community grants is planned for November, and all community outreach spending is expected to be completed by year-end. Additionally, DP realized \$1.5M in unbudgeted investment returns through October, further contributing to the positive financial position.

## Balance Sheet

Developmental Pathways, Inc. October 2025				
<b>Statement of Financial Position</b>				
Assets	\$	60,553,156		
Liabilities	\$	8,833,991		
Equity	\$	51,719,165		
<b>Statement of Activities</b>				
		<b>Actual</b>	<b>Budgeted</b>	<b>Variance</b>
Operating Revenue	\$	26,469,918	\$ 25,402,384	\$ 1,067,534
Expenses		(24,290,878)	(26,401,452)	2,110,574
Net Operating Income / (Loss)	\$	2,179,040	\$ (999,068)	\$ 3,178,108
Gains / (Losses) and Investment Return / (Loss)		1,513,899	25,623	1,488,276
Total Net Income / (Loss)	\$	3,692,939	\$ (973,445)	\$ 4,666,384

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. Cordes moved to approve the October 2025 financials; Commissioner Warren-Gully seconded the motion. There being no discussion, it was approved by a unanimous voice vote.**

### **FY25 Year-End Board Designated Initiative Reports: Mr. Abramovitz**

The semi-annual Board Designated Initiative reporting for the period through June 2025 has been finalized and posted to the board portal for review. As a reminder, the Community Engagement Initiative was fully exhausted in FY25. The Capacity Building Initiative continues to fund critical infrastructure and organizational improvements, including investments in IT system development, ongoing enhancements to staff training programs, and support for the strategic project management team. These efforts collectively strengthen DP's internal capacity and improve our ability to execute on strategic priorities effectively.

### **EXECUTIVE COMMITTEE: MR. ERICKSON**

#### **Committee Report Out**

Mr. Erickson expressed appreciation to all who attended the board holiday party last month, noting how wonderful it was to get together and encouraged board members to view the photos from the event. The Executive Committee met on November 18 to review key updates. During this meeting, an update was provided on the organization's progress and priorities, and the Executive Director's report was reviewed. The committee additionally reviewed the Governor's budget, which was discussed in greater detail during the legislative update portion of the meeting.

#### **Upcoming Meeting Reminder**

Mr. Erickson reminded the board of the following meetings and asked if anyone had yet to receive a calendar invitation to inform Ms. Griggs.

- Public Affairs/Nominating Committee: 1.15.2026 @ noon
- People Strategies Committee: 1.22.2026 @ noon
- Executive Committee: 2.10.2026 @ noon
- Finance Committee: 2.24.2026 @ noon
- Board Meeting: 3.5.2026 @ noon

#### **Other Engagement Reminders**

- I/DD Awareness Day at the Capital: 3.3.2026

#### **PUBLIC AFFAIRS/NOMINATING COMMITTEE: MS. CONRAD**

##### **Commissioner Warren-Gully: 1<sup>st</sup> Term ending 1.23.26 (2<sup>nd</sup> Term)**

Ms. Conrad notified the Board that Commissioner Warren-Gully's first term ends on January 23, 2026. Commissioner Warren-Gully confirmed she would like to continue as a DP board member.

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

#### **Committee Report Out**

The board was informed that four board seats are currently open. Recruitment efforts are scheduled to resume in Spring 2026, and board members were encouraged to begin considering potential candidates for future cycles.

The Community Advisory Committee (CAC) continues to play a vital role in guiding Long-Term Care programs and initiatives. Under the leadership of the Community Engagement team and Jill Nielson, Vice President of Case Management, the CAC remains focused on ensuring accountability for its recommendations and maintaining alignment with the needs of individuals, families, and community partners. Their ongoing oversight helps ensure that programs remain effective, equitable, and responsive to the communities we serve.

Updates also included information on seasonal giving efforts. Colorado Gives Day and the Holiday Giving Campaigns performed strongly this year, raising over \$70,000 to support families during the holidays and throughout the year. Thanksgiving support alone brought in \$17,500 in cash and in-kind donations, allowing DP to serve 170 families. Pathways Holiday Outreach received an additional \$38,500 in cash and in-kind donations so far, which provided holiday gifts for more than 400 people. As of December 10, 2025, Colorado Gives Day raised \$14,111.85 to help meet unmet needs all year round.

#### **PEOPLE STRATEGIES COMMITTEE: MS. CORDES**

The committee last met in October, during which Ms. Kitzman and Ms. Bugnell provided several organizational updates. DP and the People Strategies team announced the addition of two new leaders: Laura Tempini, who will oversee Professional Development, and Emily Hawkins, who will lead Training and Onboarding. Ms. Bugnell also reviewed key initiatives currently underway, including a comprehensive revamp of the onboarding process, distribution of a survey for leaders regarding the hiring of employees with disabilities, and the launch of a new Kudos recognition tool. DP recently hosted multiple events, including a Rockies team-building event for leaders and the Spotlight Awards, which drew over 400 attendees. Looking ahead, the committee received an overview

of January's Leadership In-Service, which will center on organizational vision, team commitments, and accountability.

#### **MILL LEVY COMMITTEE: COMM. WARREN-GULLY/COMM. VAN WINKLE**

The committee reviewed the continued positive impact of the Mill Levy program across Arapahoe and Douglas Counties, noting its ongoing role in improving accessibility, inclusion, and community support. Mill Levy funds have directly supported families by providing adaptive equipment, respite care, and other essential services. Satisfaction levels for the Scholarship and Unmet Needs programs remain above 94%, demonstrating their effectiveness in helping families access therapies, recreational opportunities, and mental health resources.

The committee also discussed county-level efforts that align with DP's priorities for building inclusive communities. Arapahoe County has invested \$27M in 27 projects aimed at enhancing parks, trails, and facilities for individuals with disabilities. At the same time, Douglas County has expanded housing and transportation options, reopened grant opportunities, and improved mobility services.

In closing, the committee approved adopting a biannual meeting schedule, with sessions in spring and fall, holding ad hoc meetings as needed, ensuring accountability while respecting members' time commitments.

#### **EXECUTIVE TEAM UPDATES**

##### **ED/CEO High-Level Update: Mr. VanAuken**

Since the last Board meeting, Mr. VanAuken has engaged in various legislative, policy, and organizational activities. On September 29, he took part in a Joint Budget Committee (JBC)/DP Case Management visit where DP leadership provided detailed information and answered questions from the analyst overseeing parts of the Case Management Agency (CMA) business line. Leadership also continued monthly mill levy and policy meetings, strengthening the link between local and community affairs and the agency's broader public policy efforts. Additional legislative outreach included a meeting with Senator Frizell and monitoring the Governor's budget developments. Mr. VanAuken also participated as a panelist at the Colorado Counties Inc. (CCI) Winter Conference at the request of Commissioner Warren-Gully.

Board engagement remained a priority, with individual check-ins conducted, and the Fall 2025 Executive Director Report was completed and shared with the Board via email in November.

DP hosted and participated in several key events, including the DP Appreciation Event on October 15, the Virtual All Staff Meeting on November 5, and an Executive Team professional development session on November 17. Collaborative efforts continued through Alliance and The Office of Community Living (OCL) meetings, as well as a November 13 planning session involving Arapahoe County DHS, AllHealth, and Aurora Mental Health & Recovery, to coordinate the implementation of HR1 Medicaid. Additionally, Mr. VanAuken met with Douglas County Commissioners and staff to discuss an innovative housing solution project slated for 2026.

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

###### **Legislative Update**

Mr. Bowditch provided the following legislative update. The 2026 legislative session is expected to be shaped by a significant budget shortfall and a continued focus on affordable housing and related affordability issues. This session will take place against the backdrop of the 2026 election, which includes the Governor, all statewide

offices, half of the Senate, and all 65 House seats up for election in November. Recently, three legislators resigned, citing a politically “toxic” work environment at the Capitol, indicating that the upcoming session will be highly politicized.

Budget challenges persist as the state faces deficits despite actions taken during the special session and changes in the federal budget reconciliation bill. Colorado is projected to have a \$160M shortfall in FY2026 and an estimated \$850M shortfall in FY2027. To address this, the Governor’s FY2027 budget proposal includes converting Pinnacol Assurance, the state’s workers’ compensation authority, into a private entity. This conversion is expected to generate a one-time payment of \$400M to the state. However, this proposal requires legislative approval, and current support for the measure is limited. If the Pinnacol conversion does not pass, it remains unclear how the state will make up the \$400M gap.

Key legislative and budget dates include December 19 for quarterly revenue estimates, January 1 for modifications to the FY2027 budget submission, January 14 for the start of the legislative session, February and March for figure setting, and May 13 for adjournment.

### **Policy Update**

Ms. Tenure shared several key policy updates across various areas. For Long Term Care (LTC) Medicaid, she highlighted ongoing administrative relief efforts through the OCL and provided updates on Executive Orders and Budget Requests, including proposed rate and billing changes, service caps, delays to Presumptive Eligibility, revisions to the DD waiver, and progress on the Colorado Single Assessment. Within OCL initiatives, work continues on restructuring the long bill and monitoring eligibility-related impacts on counties, along with brief updates on HR1 and the reorganization of Health and Human Services to include the Association of Community Living. In EI, she discussed Alliance EIB efforts, anticipated budget reversion with more clarity expected early next year, adjustments for caseload growth, and ongoing conversations with Colorado Department of Early Childhood (CDEC) and JBC staff. Regarding local funding, Ms. Tenure emphasized the need for increased collaboration with County Departments of Human Services. Under business operations, updates included student loan forgiveness, nonprofit oversight, and Affordable Care Act subsidies. Finally, outreach efforts involved participation in the CCI Conference, meetings with CAC members and advocacy partners, engagement through the Policy Pulse Blog, enhanced internal collaboration, meetings with Senator Frizell and JBC staff via the Alliance, and continued coordination with Health Care Policy and Financing (HCPF) and CMA leadership.

### **Family Support Council, Membership Approval: Ms. Bauman**

Ms. Bauman reported that two individuals, Kristy Miller and Amy Fetter, have expressed interest in serving as members of the Family Support Council. Membership questionnaires for both candidates were shared with the Board prior to the meeting, and members were encouraged to review them in advance. Ms. Bauman requested Board approval for these two individuals to join the FAC for a two-year term and asked Mr. Erickson to make a motion to approve the resolution enabling their appointment.

**Motion: Commissioner Warren-Gully moved to approve the resolution to appoint Kristy Miller and Amy Fetter to serve a 2-year term; Ms. Cordes seconded the motion. There being no discussion, it was approved by a unanimous voice vote.**

**LTC CM Update: Ms. Nielsen**

Ms. Nielsen reported that starting January 1, 2026, HCPF will require all Case Management Agencies (CMAs) to conduct Level of Care assessments in person again. She noted that throughout 2024, HCPF allowed CMAs to complete these assessments virtually as a temporary measure. The reinstated in-person requirement will apply to both initial and annual assessments, with exceptions only in cases of natural disasters or a pandemic. DP will begin transitioning back to in-person assessments in December, provided the Supported Individual agrees. Case Managers are currently receiving training and technical assistance to ensure a smooth return to this practice.

**Conflict of Interest Statement Reminder: Ms. Kitzman**

Ms. Kitzman reminded the Board that Ms. Griggs will distribute Conflict of Interest Statements via DocuSign by January 15, 2026. Board members are expected to complete and return them by the end of February 2026.

**Community Spotlight: Ms. Kitzman**

Ms. Kitzman highlighted the Community Spotlight on Ada, a one-year-old facing a rare genetic condition that causes developmental delays and vision problems. Early in her life, Ada needed a corrective helmet to fix a flat spot on her head—an important intervention for her growth but not covered by insurance and beyond her family's financial reach. Thanks to DP's Unmet Needs funding, Ada received the helmet at six months old, and within four months, her head shape had significantly improved as she continued reaching new milestones. This support eased a major financial and emotional burden for her family and gave Ada the best possible start. Her parents shared their heartfelt gratitude, saying the assistance “lifted a huge financial and emotional burden” and “truly made a lasting difference” for their family.

**Open Discussion**

None

**EXECUTIVE SESSION (as needed)**

None

**ADJOURNMENT**

There being no further business to come before the board, the meeting adjourned at 1:33 p.m.