



BOARD OF DIRECTORS' MEETING MINUTES
Wednesday, October 15, 2025

MEMBERS PRESENT: (via Teams unless otherwise noted)

PATRICK DAVIS, Chair – in person
STEPHEN VARELA, Vice Chair
TYLER ATKINS, Treasurer – in person
LAURIE HUISINGH, Secretary – in person
MEGAN BILLESBACH – in person
SARAH BRITTAIN JACK – in person
BERNARD BYERS
JOEL CRANK – in person
EMERALD DOYLE
LOIS LANDGRAF, Past Chair
SUMER LIEBOLD – in person
TRACI MARQUES
GEORGE MENTZ
CARISSA SMITH
SHARON THOMPSON – in person
JENNIFER THORNTON

MEMBER ABSENT:

ARTHUR GLYNN

STAFF PRESENT:

JULISSA AGUIRRE, CMA Coordinator, Ongoing, Pueblo
JENNIFER ANAYA, Coordinator, CFS
JOANNA ATENCIO, Coordinator, Children's Waiver
COLLEEN BATCHELOR, CEO – in person
CARLA BROOKS, Coordinator, Children's Waiver
JULIE CALLAN, CMA Coordinator, PAR
SUSAN CALLAN, CMA Supervisor, Ongoing
KYLE COX, Senior Program Manager, Interim – in person
MORGAN DeFALCO, Marketing and Communications Manager – in person
TAMARA ENGRAM, Executive Assistant – in person
DORA FERNANDEZ, IT Director
LORI GANZ, Clinical Services Director
JODI GARDNER, Children's Waiver Coordinator
SABRINA GRAVELEY, Accounts Payable and Payroll Manager

LILY HENSON, Coordinator, Children's Waiver
LILY HERLIHY, CMA Coordinator, Intake
TAMIE KNERR, Controller
CHRISTINA LOVATO, CMA Benefit Coordinator, Pueblo
OLGA LUJAN, CMA Coordinator, Intake
RHEANNAN LUND, Supervisor, CFS
KELLY LYG, Development Director – in person
GINGER McBRIDE, Lead Coordinator, Learning & Staff Development
CALLIE MURPHY, State General Funds Manager
SARAH NOLAN, Volunteer Respite Program Manager
WILLIAM PERRY, CMA Coordinator, Ongoing
KASSANDRA QUINECHE, CMA Coordinator, Enrollment
KAREN RICE, Early Intervention Billing Manager
BRENT RUSK, CMA Support Coordinator, Intake, Pueblo
KENNEDY RUTHERFORD, Children's Waiver Coordinator
AMELIA SARTON, CMA Coordinator, PAR
KITTY SILVERS, Credentialing, Authorization & Billing Specialist
JENNIFER STREHLOW, New Altitude Director – in person
DENISE STILES, Coordinator, Children's Support Waiver
GINGER STRINGER, Physician Outreach Program Specialist
MARIA SUTTON, CMA Support Coordinator, Pueblo
ANNA THOMPSON, Children's Waiver Coordinator
JENNIFER TORGESEN, Administrative Assistant
CHERI ULMER, Assistant Director of Regional Services – in person
KAREY URBANSKI, Chief People Officer
KRISTIN VALENTI, CMA Supervisor, Navigation & Quality
NANCY VIGIL, Quality and Compliance Director – in person
HEATHER WHITWORTH, CFO – in person
KIMBERLY WILSON, Coordinator, Children's Waiver

GUESTS:

RUTH ARBER, Lifeline/Connect America
SCOTT BLOSSER, 6385 Corporate Drive LLC – in person
CHRISTINA BOLING
EDWARD BOWDITCH, Bowditch and Cassell Public Relations
STACEY BURNS, SDB Social Impact LLC – in person
DONNA CHAPMAN
LILIANA DONLEY, Ariel
JACKIE GEBERT, Life Station
ANTONIA MEIER, A Physician's Home Center

SANDRA MONTEE, Colorado Bluesky Enterprise
JEANETTE ORTIZ
JENNIFER RISDALL, Hope and Home
KELLY SPIEKER, The Gazette
REBECCA STRICKLAND, Stellar Care
ANNA THORNTON
CORINTHIA TILLEY
TAMARA TRUJILLO, The Independence Center
BRANDON WEAVER, Ariel
ALEXANDRIA YELLICO
BISI
SHANA
719.213.4215

I. CALL MEETING TO ORDER

The regular meeting was called to order at 7:31 am by Patrick Davis, Chair.

II. PUBLIC COMMENTS

None.

III. MISSION MOMENT – Empty Stocking Fund (ESF)

Kelly Spieker, Program and Events Manager for Gazette Charities Foundation, provided updates on the ESF campaign, including the success of their recent golf tournament, upcoming events like the Tejon Street window wells decoration, themed skate nights, and partnerships with the Downtown Partnership and the Broadmoor.

Ms. Spieker announced that TRE will receive a 5.5% allocation of fundraising for this year's ESF campaign, highlighting the significant contributions of TRE and its staff.

Members of the TRE Board of Directors were requested to contribute to the ESF, designating their donations as originating from a Board member. Ms. Spieker provided additional details on how Board members may participate in the ESF campaign, which includes making individual or collective contributions and attending events such as trivia nights. Morgan DeFalco, TRE Marketing and Communications Manager, will distribute relevant information to Board members as it becomes available. Upcoming events include:

- November 12: Opening Reception for this year's Campaign to be held at The Penrose House beginning at 5:30 pm.

- November 1-22: Tree decorating the window wells at The Gazette's office near Tejon Street. Downtown Partnership will be hosting a trivia contest within the window wells that will prompt a donation.
- December 26 and January 2: Themed skate nights at Acacia Park.
- November 22: The Broadmoor is hosting a parking fundraiser where all proceeds from parking at the Cog Railway and their annual holiday concert will be donated to the Empty Stocking Fund.
- November 29: ESF is the Broadmoor's featured nonprofit at their White Lights display. A link will be shared if you are interested in attending.
- November 30: The Broadmoor is sponsoring another parking fundraiser at Seven Falls
- Other events will be announced soon.

IV. INTRODUCTION OF NEW STAFF

New staff were introduced and welcomed to The Resource Exchange.

V. STRATEGIC FOCUS – Legislative Influences

Ed Bowditch, Bowditch and Cassell Public Relations and TRE's lobbyist provided an overview of recent legislative activities, including the special session focused on AI and budget issues, the upcoming budget recommendations, and the potential impact on Medicaid and other services.

Mr. Bowditch and Colleen Batchelor, CEO discussed the Medicaid budget and the potential for cuts, emphasizing the need for careful management and the impact on long-term supports and services.

The governor and Joint Budget Committee (JBC) were not able to balance the budget with the cuts recommended during the Special Session. Additional reductions in this year's budget were made, including the elimination of the provider rate increase that had just passed, but the budget is not yet balanced. It is also anticipated that additional cuts will be necessary in January.

On November 3, the 2026/27 budget, and governor's budget recommendations will be released. The next quarterly revenue estimates will be delivered on December 20 and updates provided as the session begins on January 14.

Mr. Bowditch and CEO Batchelor meet our delegation before the session to introduce TRE and address questions. They also inform the Joint Budget Committee about budget concerns in key program areas.

VI. CONSENT AGENDA

A MOTION WAS PRESENTED BY JOEL CRANK, SECONDED BY SHARON THOMPSON TO ACCEPT AND APPROVE THE CONSENT AGENDA ITEMS, TRE BOARD OF DIRECTORS' MEETING MINUTES DATED SEPTEMBER 15, 2025 AND DATA INTEGRITY AND DATA QUALITY POLICY AS PRESENTED. *Motion unanimously approved.*

VII. BOARD COMMITTEE REPORTS

a. Finance and Investment Committee (FIC) Report

Tyler Atkins, Treasurer reported.

- **September 2025 Financial Performance:** September 2025's report shows a year-to-date gain of \$485,000, offset by a slight loss for the building, resulting in a net gain of approximately \$392,000.

Revenues are approximately \$11.8 million for the first quarter, which is behind budget. Disciplined expense management and strong investment income contributed to this month's gain.

Heather Whitworth, CFO informed the group that she authorized computers to be leased instead of purchased outright to preserve cash flow.

TRE had 3.14 months of cash on hand and assets exceeding current liabilities.

The group is planning to conduct a mid-year budget review with potential modifications due to lower-than-expected revenues and increased travel and consultant expenses.

The Committee began discussions on PTO accrual and liability concerns. The Committee wants to be certain that TRE has an effective policy in place to keep check on this and is also fair to staff.

The 401k Audit was completed at the end of September with an October 15 deadline to disseminate to all required parties. This is done.

A MOTION WAS PRESENTED BY THE FINANCE AND INVESTMENT COMMITTEE TO ACCEPT AND APPROVE THE SEPTEMBER FINANCIAL REPORT AS PRESENTED. *Motion unanimously approved.*

b. Legislative Committee

Sarah Brittain Jack announced that this year there will be a new format, featuring a round table conversation with elected officials. The group is considering January 31 or February 7 as potential dates. Further details will be available next month, following the planning group's meeting next week.

c. Development Committee

Patrick Davis, Chair, and Kelly Lyng, Director of Development reported.

- Happy Hour hosted by Megan Billesbach, Board of Directors Member and Thasha McVay, Team Select on October 28 at 5:00 pm at The Resource Exchange. Please RSVP no later than October 20.
- Adaptive toy drive hosted by Jackson Engineering on October 24.
- TRE's Gratitude Event will be held in January 2026. This event is simply a thank you (no ask) to donors, volunteers, partner agencies and staff.
- Respite Program expanding to Pueblo. The kickoff event is scheduled for this weekend. The first respite session is scheduled for November 1. At this time, families who receive Family Support services have been invited. It is hoped that this can be broadened in the near future.

d. 6385 Corporate Drive

Jennifer Strehlow, New Altitude Director, reported.

- New regulations mandate that buildings over 50,000 SF must decrease their energy consumption. This year's was 7%. Our audit report showed 22%. Don Gray, Facilities Director, continues to work with the auditors on other ways that we can reduce energy consumption.
- A grant may be pursued that could assist with the costs associated with replacement of the HVAC system. TRE would have to match the grant award if selected.
- UCCS has partnered with us to expand our intern program. We currently have four interns accompanied by job coaches working at various times at New Altitude's front desk. Also, Ryan Stringer's hours have expanded to four days per week.
- New Altitude Update: 30 of the 40 offices are rented out. Marketing continues, and more focus is on drop-in memberships, flex desks and conference rooms.

e. Executive Committee

Chair Davis deferred the report to CEO Batchelor.

VIII. CHIEF EXECUTIVE OFFICER'S REPORT

• CMA Updates

- CMA Backlog Status: Improving operations has been a priority for customer service, response times, and the training of staff and Supervisors. Regular work

reviews have been implemented to monitor staff performance and ensure that the required paperwork is completed and submitted on time.

- Complaints/Escalations: Modifications have been implemented to guarantee in-office coverage and prompt responses to members and individuals contacting TRE.
 - Support and Training: Enhanced tools have been introduced for Supervisors to more effectively oversee their teams, enabling proactive support. Efforts are underway to promote greater collaboration both internally and with external partners and contracting agencies.
 - TRE's phone system is being updated to improve call transfers, including to staff cell phones, and to provide data and reports on timeliness of response. Staff must schedule two hours daily for returning calls and emails, with times under review for optimal coordination. Staff are also encouraged to answer incoming calls at time of call, unless it is not feasible.
- **CMA Financial Audit**
 - Focus was on administrative funding and how reporting is now completed. CFO Whitworth continues to work with the auditors as they prepare our final report. It is hoped to receive that report in approximately six weeks.
 - **Visit by Congressman Jeff Crank**
 - Sharon Thompson, Lois Landgraf, Ginger Stringer, and CEO Batchelor met with Congressman Crank to discuss how funding decisions affect people with disabilities and their families. They also raised concerns about the frequency and complexity of the redetermination process for individuals with intellectual and developmental disabilities.
 - Congressman Crank agreed to contact TriCare regarding TRE's Early Intervention services contract, which has been delayed since fall 2024.
 - It was further recommended that TRE and families communicate the potential effects of policy changes on individuals with disabilities and their families. At present, there is limited public discussion regarding the challenges that may arise from the implementation of the Big Beautiful Bill.

IX. NEW BUSINESS

None.

X. ONGOING BUSINESS

a. Cell Coverage in Teller and Park Counties

Chair Davis reminded the group that the use of satellite phones should be researched for those working in the mountain communities.

b. Strategic Focus for November Meeting

- Board Development and Predictive Index - Wipfli

XI. PUBLIC COMMENTS

None.

XII. SCHEDULE OF NEXT MEETING

The next Board of Director's meeting is scheduled for **Wednesday, November 19, 2025 beginning at 7:30 am at The Resource Exchange, 6385 Corporate Drive, Colorado Springs, CO.** The meeting will also be offered virtually using MS Teams.

XIII. ADJOURN REGULAR SESSION INTO EXECUTIVE SESSION

A MOTION WAS MADE BY SARAH BRITTAIN JACK, SECONDED BY JOEL CRANK TO ADJOURN THE REGULAR SESSION/MEETING INTO EXECUTIVE SESSION. *Motion unanimously approved.*

XIV. EXECUTIVE SESSION

- a. Developing strategy for negotiations and instructing negotiators.

XV. MOTION TO ADJOURN EXECUTIVE SESSION

A MOTION WAS MADE BY LOIS LANDGRAF, SECONDED BY JOEL CRANK TO ADJOURN THE EXECUTIVE SESSION INTO THE REGULAR MEETING. *Motion unanimously approved.*

XVI. MOTION TO ADJOURN REGULAR MEETING

A MOTION WAS MADE SARAH BRITTAIN JACK, SECONDED BY LOIS LANDGRAF TO ADJOURN THE REGULAR SESSION OF THE MEETING. *Motion unanimously approved.*

The regular meeting was adjourned at 9:20 am

AI Generated Notes and Notes taken by Tamara Engram were used to compile these meeting minutes. Completed on October 23, 2025.

***THESE OCTOBER 15, 2025 BOD MEETING MINUTES WERE APPROVED UNANIMOUSLY AT
THE NOVEMBER 19, 2025 TRE BOD MEETING.***

SUBMITTED BY:

Colleen Batchelor, CEO

RECORDED AND TRANSCRIBED BY:

Tamara Engram, Executive Assistant

APPROVED AS TO FORMAT:

Laurie Huisingsh, Secretary