



**-BOARD OF DIRECTORS' MEETING MINUTES
Wednesday, March 18, 2026**

MEMBERS PRESENT: (via Teams unless otherwise noted)

PATRICK DAVIS, Chair – in person
TYLER ATKINS, Treasurer – in person
LAURIE HUISINGH, Secretary – in person
MEGAN BILLESBACH – in person
BJ BYERS
JOEL CRANK – in person
ARTHUR GLYNN
LOIS LANDGRAF, Past Chair
SUMER LIEBOLD
GEORGE MENTZ
CARISSA SMITH
SHARON THOMPSON
SARAH BRITAIN JACK – in person
TRACI MARQUES

MEMBER ABSENT:

EMERALD DOYLE
STEPHEN VARELA, Vice Chair

STAFF PRESENT:

COLLEEN BATCHELOR, CEO – in person
SUSAN CALLAN, Supervisor, Ongoing
MORGAN DeFALCO, Marketing and Communications Manager
TAMARA ENGRAM, Executive Assistant – in person
DORA FERNANDEZ, Director, IT
LORI GANZ, Director, Clinical Services
BROOKE GARNER, CMA Coordinator, Enrollment
CHAD GUFAROTTI, Asst Director, Development – in person
ANGELA HALL, CMA Support Coordinator
TAMIE KNERR, Controller
RYAN KUYPER, Director, Learning and Staff Development
HEATHER LaFRANCE, IT Support Systems Administrator – in person
SABRINA LUCERO, CMA Coordinator, Ongoing, Pueblo
KELLY LYNG, Director, Development – in person
GINGER McBRIDE, Lead Coordinator, Learning & Staff Development – in person
CALLIE MURPHY, Manager, State General Funds
JESSE PEARSON, CMA Coordinator, Ongoing
KAREN RICE, Manager, Early Intervention Billing

KITTY SILVERS, Credentialing, Authorization & Billing Specialist
GINGER STRINGER, Physician Outreach Program Specialist
HEATHER THOMAS, Business Partner, Human Resources
LAURA THOMAS, Director, Adult Services
KAREY URBANSKI, Chief People Officer
HEATHER WHITWORTH, CFO

GUESTS:

RUTH ARBER, Connect America
RICHARD BARROS, Overture
JOHN BARRY
ED BOWDITCH, Bowditch and Cassell Public Relations
HEIDI BRANDON
STACEY BURNS, SDB Social Impact LLC – in person
TIM CUNNINGHAM, Cheyenne Village
DASTRUP
LILIANA DONLEY, Ariel
JENNIFER GRABLE, Parker Personal Care Homes
BRICE HARVEY
JAZMINE
MONICA MARTINEZ, Jace's Place
SABRINA MAY, PASCO
JENNIFER RISDALL, Stellar Care and Services
RICIA SAWTELLE-GOLDER
SHANNA
JEN SORENSEN, LiliSare
REBECCA STRICKLAND, Stellar Care and Services
TAMARA TRUJILLO, The Independent Center
BRANDON WEAVER, Ariel

I. CALL MEETING TO ORDER

The regular meeting was called to order at 7:30 am by Patrick Davis, Chair.

II. PUBLIC COMMENTS

None.

III. STRATEGIC FOCUS – Colorado State Budget-Influences on Colorado's State Budget and the impact on TRE's Operations and on People served by TRE

State Budget Overview: Ed Bowditch provided an overview of the state budget situation, highlighting a shortfall of approximately \$850 million on a total general fund budget base of roughly \$17 billion. He

explained the challenges facing the Joint Budget Committee (JBC), with significant portions of the budget allocated to Medicaid and K12 education.

Revenue Forecasts and Budget Decisions: Mr. Bowditch mentioned that updated revenue forecasts would be released on March 19, which might slightly affect the budget deficit. The JBC is expected to make significant budget decisions early next week.

Potential Ballot Measures: Several potential ballot measures that could impact the state budget, including proposed income tax reductions, property tax exemptions, and revenue reallocations were briefly discussed. Information was also shared on two revenue-enhancing measures, one by the Colorado Education Association and another by advocacy organizations for a graduated income tax.

Joint Budget Committee Decisions: Mr. Bowditch provided examples of tough choices made by the JBC, such as reductions in the Office of Community Living, the IDD Youth Transitions program, and the implementation of a soft cap on caregiver hours. These decisions aim to slow the growth of the Medicaid program but will not permanently fix the issues with the growth of Medicaid costs.

Future Budget Challenges: Mr. Bowditch predicted that the state would continue to face budget shortfalls in the coming years, with the need for ongoing reductions and potential use of one-time revenue sources to spread out the impact. He emphasized that the budget challenges are likely to persist for the next few years.

IV. INTRODUCTION OF NEW STAFF

New staff introduced themselves to the group. They were welcomed to The Resource Exchange.

V. CONSENT AGENDA

A MOTION WAS PRESENTED BY JOEL CRANK, SECONDED BY SARAH BRITAIN JACK TO ACCEPT AND APPROVE THE CONSENT AGENDA ITEM, TRE BOARD OF DIRECTORS' MEETING MINUTES DATED FEBRUARY 18, 2026, AS PRESENTED. *Motion unanimously approved.*

VI. BOARD COMMITTEE REPORTS

a. Finance and Investment Committee (FIC) Report

Tyler Atkins, Treasurer reported.

February 2026 Financial Report:

- A gain for the month of \$1,071,170 and year-to-date surplus of \$1.72 million.
- Revenue continues to trend below budget. These areas are being supplemented with significant vacancy savings. If this continues, it comes with additional challenges. Leadership continues to

be forward-thinking with timely review of dashboard tracking to identify trends and continues its focus to fill vacancies and retain staff.

- Temporary staff will be used to fill CMA staff vacancies. It is hoped that some of these temporary staff can be hired as TRE staff in the long term.
- Accounts receivables continue to see strong and timely collections.
- Cash on hand also continues to be strong.
- FY26-27 budget preparations will begin soon. With funding still uncertain at this time, Leadership will continue its focus on remaining lean in necessary areas such as expense management.

Sage Intacct Accounting Software:

- Treasurer Atkins and Heather Whitworth, CFO provided information on a new accounting software package. The current system is quite old. This package will alleviate much of the outside manual work when producing financial reports, etc.
 - If approved, the implementation is expected to start in April or May, with a go-live date by the end of the calendar year.
 - Additional costs compared to current system are:
 - Annual cost is \$30,000 more than current system.
 - Additional subscription costs are estimated at \$10,000
 - First year implementation cost of \$65,000 (one-time charge)

Recommendation for Approval for Sage Intacct Accounting System Funding: CFO

Whitworth requested approval for \$116,000 to implement Sage Intacct, with an additional \$55,000 per year for ongoing costs.

A MOTION WAS PRESENTED BY THE FINANCE AND INVESTMENT COMMITTEE TO APPROVE THE PURCHASE OF SAGE INTACCT ACCOUNTING SOFTWARE, WITH AN ESTIMATED INITIAL COST OF \$116,200 FOR IMPLEMENTATION AND RELATED FEES, TO BE FUNDED USING BOARD-DESIGNATED STRATEGIC FUNDS. *Motion unanimously approved.*

A MOTION WAS PRESENTED BY THE FINANCE AND INVESTMENT COMMITTEE TO ACCEPT AND APPROVE THE MARCH 2026 FINANCIAL REPORT AS PRESENTED. *Motion unanimously approved.*

b. Legislative Committee

Sarah Brittain Jack, Committee Chair reported.

Ms. Jack and Lois Landgraf, Co-Chair, provided an update on the Legislative Committee activities, mentioning TRE's position on various bills, and the importance of being intentional and involved in legislative matters.

The Committee will also provide legislative updates in TRE's monthly newsletter to hopefully keep our families and other stakeholders informed and encourage their involvement when necessary in the legislative process. The ease of testifying remotely at the legislature was also shared.

c. Development Committee

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

TRE Art Show: Chair Davis informed the group of the upcoming Art Show on September 17, 2026. More details soon.

Ms. Lyng shared that plans are in the works to celebrate the Positive Exposure event and participants from 10 years ago - A "Where Are They Now" segment during the Art Show with a permanent display in TRE's building to continue to share these stories.

Updated Web Page: TRE's Web Page will be updated to ensure it is more user-friendly with most needed information on the front pages. It should be completed in approximately 12 weeks.

Grants and Community Engagement: Ms. Lyng and Mr. Gufarotti shared updates on recent grant successes, including \$93,000 from the Empty Stocking Fund, \$21,000 from the Independence Center for the Blue Envelope program, and \$7,500 in gift cards from Exponential Impact. One last grant award in the amount of \$1872 from UCCS medical students to support the toy adaptation programs.

Community Engagement Ambassadors Group: This staff-led program, started last year, represented TRE at 23 community events recently, reaching over 2,300 people. Members discussed their experiences engaging with families and stakeholders.

d. Executive Committee

Chair Davis deferred the report to the Chief Executive Officer.

VII. CHIEF EXECUTIVE OFFICER'S REPORT

State and Federal Budget Challenges: Colleen Batchelor, CEO and Megan Billesbach, BOD member, discussed the ongoing state and federal budget challenges, including the investigation into Medicaid fraud and waste, the impact of expanded Medicaid coverage, and the need for structural changes to address budget shortfalls. The importance of balancing additional administrative requirements with the need to provide services to those who need them was emphasized.

The general view is that the current changes won't have a significant effect on the system this year, but their impact will be greater in 2027. Conversation about these upcoming changes has highlighted ongoing challenges, such as staff retention, increased workload, work-related stress, and the need to continually adapt and relearn processes. These factors continue to pose difficulties for agencies that provide services and support.

CEO Batchelor explained that TRE is shifting its outlook, moving away from continually reviewing changes and instead accepting the current situation as its reality for the foreseeable future. Agencies are encouraged to make decisions based on this present reality rather than hoping that filling every vacancy will resolve the issue.

Another strategy that TRE is investing in is the process and formal process improvement strategies and how AI and other technology tools might fit to make processes that support the human-centered side of its work.

Community Engagement Efforts: TRE is hosting listening sessions with members, families and provider organizations to address concerns and improve services. There will be in-person sessions and separate virtual sessions to accommodate needs.

Early Intervention Changes: Proposed changes to the early intervention program, including the shift to annual redetermination of eligibility and changes to the funding hierarchy were shared.

Building Move and Stakeholder Work Group: An update on the building move was provided, mentioning the formation of a stakeholder work group to help with the move and the planning of minor tenant finishes. CEO Batchelor also noted the positive response from New Altitude members regarding their move to the first floor.

VIII. NEW BUSINESS

April 2026 Strategic Focus: Human-Centered AI presented by Martin Key, PhD

IX. ONGOING BUSINESS

None.

X. PUBLIC COMMENTS

None.

XI. SCHEDULE OF NEXT MEETING

The next regular Board of Director's meeting is scheduled for **Wednesday, April 15, 2026, 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.**

XII. REGULAR MEETING ADJOURNMENT

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

The regular meeting was adjourned at 8:42 am.

AI Generated Notes and notes taken by Tamara Engram were used to compile these meeting minutes.

THESE MEETING MINUTES WERE UNANIMOUSLY APPROVED AT THE APRIL 15, 2026 BOD MEETING.

SUBMITTED BY:

Colleen Batchelor, CEO

RECORDED AND TRANSCRIBED BY:

Tamara Engram, Executive Assistant

APPROVED AS TO FORMAT:

Laurie Huisingsh, Secretary