



**Board of Directors  
Yampa River State Park  
Meeting Minutes  
September 9, 2021**

**Members Attending:** Terry Jost, Leslie Bjorgum, Annette Dellacroce, Dennis Kuntz, Ron Schaeffer

**Members Excused:** Susie Baird, Jeff Dockstader, Beth Davison, Julie Pearce

**Staff Present:** Tatum Heath, Matt Morrill, Madeline Landgren, Lindsey Garey

**Call to Order**

Terry Jost called the meeting to order.

**Approval of Minutes**

**Motion:** "To approve the board meeting minutes from August 11<sup>th</sup>, 2021."

First: Annette Dellacroce

Second: Ron Schaeffer

The motion passed unanimously.

**Director's Report for August 12<sup>th</sup> through September 7<sup>th</sup> 2021:**

**Program & Personnel**

Since the advent of the pandemic in March 2020, there have been 7,327 deaths due to COVID-19 in Colorado, 2,625 of which occurred in licensed healthcare facilities. Although the COVID-19 vaccine is now widely available, approximately 30% of the healthcare workforce in these facilities and agencies remain unvaccinated across the state (Horizons is close to 90% vaccinated). As a result, the State of Colorado adopted a vaccination mandate for healthcare workers in licensed healthcare facilities. For Horizons, this only applies to people working in group home (GRSS) settings. This mandate does NOT include Day Programs, Host Homes, Case Managers, Early Intervention providers, or any other HCPF (Health Care Policy and Financing) or non-CDPHE (Colorado Department of Public Health and Environment) licensed programs. The emergency rule DOES include medical and religious exemptions.

It is official, booster shots for the COVID-19 vaccine are being recommended for individuals who are eight months past their second shot of a two-shot series vaccine (Pfizer or Moderna). At this time, boosters are not being recommended for anyone who received the J & J/Janssen vaccine. Since Horizons was fortunate enough to be a part of the initial vaccination rollout,

Horizons individuals and staff are also first in line for the booster. Madeline Landgren and her team are working on coordinating vaccination clinics and access through various vaccination providers. 100% of individuals living in congregate settings are vaccinated and are in the process of receiving the booster shot.

From a testing perspective, both Moffat and Routt Counties are now over 11% community spread so the agency is required to complete twice per week testing.

In continuing the vaccination theme, there is a Flu Vaccination Clinic scheduled on September 28<sup>th</sup>. The clinic will be in the morning in Craig and the afternoon in Steamboat.

There was a Family Support Council Meeting on Thursday, September 2<sup>nd</sup>. Lindsey Garey was able to recruit two new members for the Family Support Council, both of whom are family members of individuals eligible for services.

In keeping with emergency preparedness, there was a Mock Fire Evacuation Drill this morning in Routt County. While there is a clear written plan of the process, it is always critical to run through all potential factors in order to be better prepared for an actual emergency.

The Hiring Crisis across the state and the country continue to be the focal point for everyone. Horizons continues to exhaust every avenue to get the word out, including radio ads, newspapers, Facebook, Indeed.com, Recruitology (hiring firm), flyers, partnering with the nursing program at Colorado Northwest Community College in Craig, a hiring bonus of \$1,500 contingent on staying for at least six

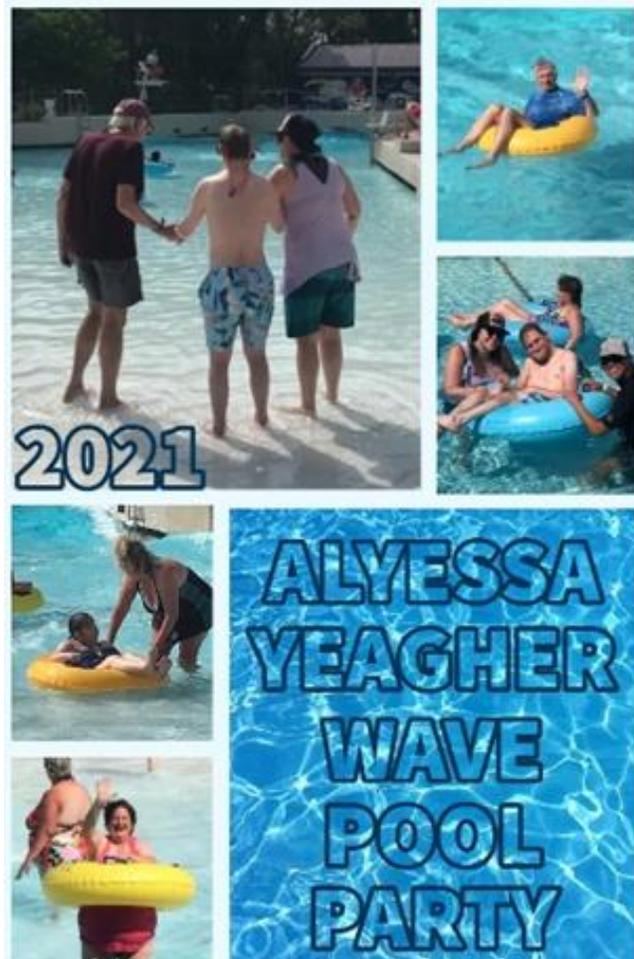
months, a referral bonus for existing staff that leads to a new hire, and much more. The most recent effort consisted of Meghan McNamara, Leah Helme and Shanda Sullins attending the Colorado Mountain College Job Fair last Thursday to talk about the agency and recruit staff.

There was a Human Rights Committee meeting last Wednesday, September 1<sup>st</sup>. This quarterly meeting reviews psychotropic medications and Rights Modifications.

Jayne Moss, the new Early Intervention Service Coordinator in Grand County, has been a welcome addition to the Case Management team.

Every year, Steve Kelton and Pam Duckworth sponsor a fun day at the Craig Waive Pool. Despite the chilly weather, around 50 people were in attendance and most were able to get in the water at some point. Lunch was provided by Subway.

Michelle Hoza attended the open house hosted by the ARC of Colorado last Wednesday. The ARC is a parent/client advocacy organization that works to



safeguard the rights of people who need services. Most of the discussion centered around the challenges associated with accessing services in such an isolated, rural area.

The open enrollment period for employee insurance benefits was held on August 24<sup>th</sup>. Horizons was able to maintain a commensurate level of health coverage through the same carrier with minimal increase to agency cost.

Special Olympics Bowling is back. For Steamboat, practice will begin this Saturday, September 4<sup>th</sup>, at 11am. Because this event is sponsored by Special Olympics, organizers are requiring masks to be worn at all times by athletes, coaches, volunteers and spectators. Special Olympics has also moved the Western Regional Tournament to CRAIG. The tournament will be on Saturday, October 2<sup>nd</sup>, time is still to be determined. Horizons will have the inter-squad meet in Craig on Saturday, October 16<sup>th</sup>.

Case Managers are getting trained on the soft launch of the new Care and Case Management System.

The Vocal Workshops were held this past month at a local park in Steamboat. This activity is always a hit, especially with individuals who love music and dancing.

A number of people in services participated in the Moffat and Routt County Fairs. Almost everyone left with ribbons and prizes. In addition, Terry Jost and Dennis Kuntz worked hard to solicit donated meat for the homes. As it turns out, Horizons will be receiving over 2,000 pounds of meat from three steers, several hogs, and even a goat. Not only does this help tremendously with the food budget, but it provides delicious food for staff and people in services.

The Finance Committee, a subcommittee of the board, met last week with the Leadership Team to review the proposed budget compiled by Matt. This past year was especially challenging to summarize and project given the variability in services due to COVID-19. Nevertheless, the Leadership Team and the Finance Committee agreed that the focus of the proposed budget hinge on maintaining and recruiting highly skilled staff.

### **Resource Development & Public Relations**

The Rise Steamboat campaign ended and it reached its overall fundraising goal. Horizons received \$2,000 as a result.

Thanks to Susan Mizen's efforts, Horizons made it into the LiftUp Newsletter for the Tower Gardens at Westside and Star.

Steamboat Christian Center put on a month-long "We love Steamboat" volunteer campaign and eight people spent two hours on Saturday, August 27<sup>th</sup>, cleaning cars and working on staining projects around the administrative office property on Oak Street.

Adia Clark Lay, who won last year's vocal competition and donated the funds to Horizons, asked us to join her for the Women's Rights Rally at the Court House last week. Elizabeth Skudneski and Meghan McNamara set up a booth and represented Horizons.

Horizons had four winners from Craig for the Craniacs artwork contest! Thank you to Sharon Jost and Susan Mizen for helping to create a Horizons category and providing prizes and certificates. Contestants had a wonderful time and appreciated being included in the event.



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Bloomerang, a donor management software, was recently purchased and ten years of donor data was compiled for the database. The final dashboard is expected to go live within the next week. Bloomerang will help Horizons manage donors, volunteers, grants,

online giving, newsletters, email campaigns, and more.

On August 30<sup>th</sup> Horizons applied for an \$8,000 grant from Colorado Garden Foundation for landscaping and planting a sensory garden at Rainbow. Awards will be announced this winter with funds being dispersed Spring 2022.

A Yampa Valley Community Foundation representative came in to review the \$7,500 grant for Moffat County general operating and should be updating agency status within the next few months.

Early Intervention has a new social media presence on Instagram as a resource for parents with young children. Additionally, all social media outlets have individualized posting calendars and content plans in place to grow community presence and reach a broader audience.

### **State News**

The hiring crisis across the state is paramount for all types of providers and caregivers. Tatum attended the Alliance meetings in person last month to advocate for programs like Horizons. Similarly, Horizons participated in a statewide provider meeting last week focused on sharing ideas. Unfortunately, everyone is struggling to retain and recruit new employees, so much so that the new enrollments are not even a topic of discussion.

### **Finance Report**

Matt presented the proposed Fiscal Year 21/22 Operating Budget. The Budget includes a \$2.67 per hour wage increase for all employees in order to address the current workforce crisis. The new starting wage for DSPs in Routt County is \$18.00 per hour and \$16.17 per hour in Moffat County. Medicaid and State General Fund revenues will increase by 2.5%. There are a number of uncertainties from a revenue standpoint, specifically Day Program and SLS utilization. The resulting deficit for FY21/22 is \$620,000, adjusted to \$440,000 on a cash basis once depreciation (\$180,000k) is removed. While this level of deficit is unprecedented for Horizons, the Leadership Team and Finance Committee are committed to using existing cash reserves to retain existing staff and recruit new employees.

**Motion:** "To approve the proposed budget as presented."

First: Dennis Kuntz

Second: Leslie Bjorgum

The motion passed unanimously.

**Public Comment**

None

**Adjournment**

**Motion:** "To adjourn the meeting."

First: Annette Dellacroce

Second: Dennis Kuntz

The motion passed unanimously and the meeting was adjourned.