**Envision Creative Support for People with Developmental Disabilities**

**BOARD OF DIRECTORS’ MEETING**

**Thursday, May 9, 2024 at 11:30 AM in person or by Zoom**

<https://us02web.zoom.us/j/87002167074?pwd=T01yT0N2cWVqQ3FxajR0R3oxdVNwZz09>

**Mission:** To enhance the quality of life for people with Intellectual and Developmental Disabilities in Weld County.

**Vision:** Empowering people to live, love, work and play their way.

Call to Order – Erica Herman

Roll Call – Celeste Ewert

Agenda Additions – Erica Herman

Vision Victory – Celeste Ewert

Approval of Minutes of April 11, 2024 Meeting – Erica Herman

Approval of Financial Report Ending March 31, 2024 - RuthMary Lyons

Board Membership – Erica Herman/Celeste Ewert

Fund Development and Communications Subcommittee Update – Ewert

 Presentation of officers: President – Herman

 Vice President – Kanzler

 Secretary/Treasurer – Scurry

 Past President – Roesler

 At Large – Richardson

 Board Membership Renewal: Herman

 Decuir

 Malott

CCB Designation: Action Item – Ewert

Annual Board Retreat, 7/10/2024 from 1-4 PM – Ewert

Cancelling July BOD meeting – Ewert

5K Committee Update – Celeste Ewert

Board Retreat Action Steps updates – Celeste Ewert

STRATEGIC OUTCOMES:

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| **Operations:** Within 18 months (by 12/2024), we will establish a fiscally responsible facility that meets the needs of the operations of the organization. | BOD will conduct a Market Analysis of current Envision space; Departments/staff will complete a space/building assessment – 12/2023BOD to vote on building/space decision; staff to continue assessing needs of space/vehicles – 6/2024 | Waiting on estimates from Contractors/Architects for costs of potential renovation to new space.Waiting on estimate from realtor to potential purchase new space.Legal Council working on Letter of Intent for City of Evans.UPDATE: LOI has been sent to Evans and GMC; Evans reviewing at City Council on 2/6/2024UPDATE: We are not selling to Evans – start process of renovation in current spaceUPDATE: Meetings with staff/teams regarding space |
| **BOD/Staff:** Envision will be the employer of choice of non-profit agencies in Weld County. | BOD/Management Team will conduct a staff survey to determine the baseline of the current Envision culture (including “stay interview” questions). Staff will review/redefine all job positions/work flow processes and requirements to determine an appropriate staffing level; HR/ED will conduct a wages/benefits survey of the area – 12/2023BOD will develop a compensation & benefits plan for employees; Staff will implement a culture of employee engagement accountability – 1/2024BOD/Management Team will conduct a second staff survey regarding culture of Envision to see if anything has changed – 6/2024 | Survey completed in fall of 2023.COEF completed summary of survey.Survey results and summary sent to BOD on1/1/2024.Survey results will be shared with Management Team on 1/9/2024 and then with all Envision staff. UPDATE: opened and hired a Residential DirectorCulture survey summary sent to employeesWorking on compensation & benefits planCompleted Strategic Planning with Supported Employment in 10/2023.Residential Strategic Planning happened on 3/7/2024.Need: Day Program, Finance & Administration, and Early Intervention.UPDATE: Management Team Assessment – what makes us employer of choice |
| **Funding;** Envision will be a well-funded agency with a robust portfolio and diverse funding streams, to meet the needs of the people of the organization.1: Signature Event10: Grant Opportunities1000: Individual Donors | Staff will create a database for grant tracking and purchase a grant research program to help identify local, state and federal grant opportunities – 9/2023BOD/Staff will assess current Envision special events to identify which event we want to be our primary fundraiser each year; and how to make is a great success – 1/2024BOD/Staff will identify specific people/entities to financially support Envision through direct donations; ongoing support – 1/2024 | Data base created by Americorps VISTA – still waiting for it to be emailed.Purchased a membership through Grant Station to help with research of potential grants - 10/2023Applied for Littler Grant through Weld Community Foundation for Summer Respite Camp.Soliciting 5K SponsorshipSeeking grants for renovationsUPDATE: we received Littler Grant (Weld Community Foundation) $20,000; $2,000 from City of Evans |

Conflict Free Case Management/Case Management Redesign Updates – Celeste Ewert

Executive Director’s Report with State and Local Updates – Celeste Ewert

Community Outreach Activities/Opportunities – Board Members

Department Director Updates – Erica Herman

Audience/Public Comments – Erica Herman

Adjournment – Erica Herman

Next Meetings:

* May Executive Finance Committee – Monday, May 6, 2024 at 7:30 AM
* May BOD Meeting – Thursday, **May 9, 2024 at 11:30 AM at Envision**
* **Envision Annual 5K & 60th Anniversary – Saturday, June 8, 2024 in the morning**
* June Executive Finance Committee – Monday, June 10, 2024 at 7:30 AM
* June BOD Meeting – Thursday June 13, 2024 at 7:30 AM
* July Executive Finance Committee – Monday, July 8, 2024 at 7:30 AM
* July BOD Meeting – Thursday July 11, 2024 at 7:30 AM (Habitat Breakfast is at the time)