

**Envision Creative Support for People with Developmental Disabilities
BOARD OF DIRECTORS' MEETING**

Monday, September 15, 2025 at 8:00 AM by Zoom

<https://us02web.zoom.us/j/81574038743?pwd=YrbDKX9nxCtHNeMP84FRBNrd4xdBa0.1>

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.

Core Values: Stewardship, Empowerment, and Person-Centeredness

Present: Tannis Bator, Tommi Bator, Christina Ruffatti, Patrick Roesler, Dray Scurry, Allison Kanzler, Kassi Decuir, Melissa Stockberger, Lauren Tipton, Meghan McWilliams, Victoria Garcia, Celeste Ewert, Shannon Burley, Shawn Croissant, Ciara Wortley, Kim Sager, Jenny Acevedo, Cristal Mendoza, Michelle Reyes, and Serena Curtis, and Tiffany Cron as board liaison.

Absent: Erica Herman, Shaun May, Tyler Richardson, Jon Jonson, and RuthMary Lyons.

Call to Order – Kanzler

- The meeting was called to order at 8:02 AM by Kanzler.

Roll Call – Ewert

- Roll call was completed by Cron.

Agenda Additions – Kanzler

- No agenda additions.

Vision Victory – Ewert

- Ewert shared the vision victory of a person supported S.B. who got to take a trip up to Golden and enjoy a train ride that he has always wanted to do. Lots of great pictures and even some videos clips were shared from the staff that went with him.

Approval of minutes from August 18, 2025, BOD Meeting – Kanzler

- Minutes were reviewed.
- **Motion:** A Motion to approve the BOD meeting minutes from August 18, 2025, was made by Dray Scurry
Seconded by: Tannis Bator.
Outcome: Motion carried.

Approval of Financial Report Ending July 31, 2025 – Ewert

- Financial reports were reviewed by Ewert. Net Income and YTD Net Income for July was: \$43,152. A discussion about the change in budget from the restructuring of the organization and no longer providing case management services.
- **Motion:** A Motion to approve the Financial Report ending July 31, 2025, was made by Dray Scurry
Seconded by: Lauren Tipton.
Outcome: Motion carried.

State Budget Updates – Ewert

- There was a special session regarding the Governors' budget proposals. Each state department is being asked to cut their budget by 10%. The 1.6% rate increase that we received July 1st, will end October 1st. There is no intention to reduce the wage increases that the board approved and the plan is to serve more people to make up the deficit. The second area to affect us is that the family caregiver rate is being reduced, originally was rate that aligned with our personal care alternative rate and will be transitioning to the lower host home provider rate. The plan is to determine a pathway to avoid reducing the rate family caregivers are directly getting paid. This rate reduction takes effect in March of 2026.

Fund Development and Communications Subcommittee Update – Ewert

- The committee met in September, and reviewed the plan for Colorado Gives Day, End of Year Giving, as well as our Annual Sponsorship process. A draft of the strategic plan was reviewed by the committee and will be shared with the full board for approval. The goal is to have it to the October BOD meeting so it can be implemented by November 1st.

Board Retreat Follow-up – Ewert

- Update on building renovation:
 - Parking Lot Envision received 4 proposals to complete the south parking lot. Ewert reviewed the four bids. Details of the bids were shared via email with the board. The City of Evans plan to start construction at the end of September but needs a decision this week. The plan is to use reserves to help get the parking lot going, while funding is being secured.
 - **Motion:** A motion to approve moving forward with the City of Evan’s General Contract for the south parking lot renovation was made by Tannis Bator, Seconded by Dray Scurry. Outcome; Motion carried.
 - **Motion:** An additional motion to approve moving funds from investments to fund the south parking lot was made by Patrick Roesler. Seconded by Christina Ruffatti. Outcome: Motion carried.
 - Budget/Funding - City of Evans will be asked if they have the capacity to finance part of the renovation, Ewert will follow up with the City of Evans. Ewert shared that she met and is meeting with three entities who have done capital campaigns to learn from their experiences, this includes for the First Congregation Church, a Women’s Place, and a Respite house. Ewert is also attending informational sessions to gather more insights on how to do a capital campaign. Ewert has been researching grant opportunities as well, including pursuing an HVAC grant, as well as a grant through the Denver Foundation, and specific grants for accessibility, arts, etc. Ewert shared that if the renovation needs to be slowed down due to funding, it is easier to find grants to complete a project versus grants to pay off the debt of a project that has already been completed.
 - Review of GC bids/Q & A meeting? There were three proposals for the building renovation. Ewert reviewed the bids. Ian recommended a shared contingency fund that includes funds from the GC and Envision. By doing this it helps to encourage the contractor to stay within their bid. Any remaining funds left in the shared contingency account would be split between the GC and Envision. Ewert reviewed concerns with a large bid that was received. The board will not be considering this largest bid. It was recommended to follow up with the remaining two General Contractor bids via email with follow-up questions to help the board make a decision. Ewert will submit the questions from the board to the GCs (Alliance and Harris). Ewert will share a draft of the email to go out to the GCs being considered.

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

- Ewert reviewed the Executive Director’s report that included planning on the H’ Art of Envision that is October 3rd, participating and attending the Alliance Summit and it was well received.

Community Outreach Activities/Opportunities - Kanzler

- No outreach activities were shared.

Department Director Updates – Kanzler

- Sager provided an update for the Human Resources department. Cristal M. is a recent new hire in the accounting department and was introduced along with her role. We have a rehire in residential Daniella, and we have a new hire Tia who is also a DCP in residential.
- Acevedo provided an update for Early Intervention. There are two open positions that were just posted last week, please send candidates to the Envision website to review the job descriptions. The department is going well.
- Croissant provided an update for Integrated Services. There have not been any new hires within the department, there have been interviews but a struggle. There is one interview this afternoon for a driver position in day program and they are also interested in being a full time DCP in day program which is great. The program has begun serving a few more people. Also last week was DCP

appreciation week and small gifts were handed out throughout the week, and everyone enjoyed a taco bar at the end of the week at a luncheon on Thursday.

- Wortley provided an update for Residential. With the new hires they are now fully staffed in their PCAs, and with DCP appreciation week it was great. Everything is going well in residential.

Audience/Public Comments – Kanzler

- None

Next Meetings and Events:

- Ewert reviewed upcoming meetings and events:
 - **Annual Employee Lunch and Awards Ceremony: 9/23/2025 from 1-4:00 PM at The Rush**
 - **Annual Rose Reception: 10/3/2025 at 5:00 PM until 6:00 PM at Academy of Natural Therapy**
 - **Annual H'Art of Envision: 10/3/2025 from 6:00 – 8:00 PM at Academy of Natural Therapy**
 - October Executive Finance meeting: 10/13/2025 at 8:00 AM
 - October BOD meeting: 10/20/2025 at 8:00 AM
 - November Executive Finance meeting: 11/10/2025 at 8:00 AM
 - November BOD meeting: 11/17/2025 at 8:00 AM

Adjournment – Kanzler,

- September Board of Directors meeting concluded.
Motion: A motion to adjourn was made at 9:09 AM by Tannis Bator.
Seconded by: Dray Scurry.
Outcome: Motion carried.



11 / 10 / 2025